



U.S. House of Representatives

# COMMITTEE ON ETHICS


## EMPLOYEE POST-TRAVEL DISCLOSURE FORM Original Amendment

This form is for disclosing the receipt of travel expenses from private sources for travel taken in connection with official duties. This form does not eliminate the need to report privately-funded travel on the annual *Financial Disclosure Statements* of those employees required to file them. In accordance with House Rule 25, clause 5, **you must complete this form and file it with the Clerk of the House, by email at [gifttravelreports@mail.house.gov](mailto:gifttravelreports@mail.house.gov), within 15 days after travel is completed.** Please **do not** file this form with the Committee on Ethics.

**NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001.**

1. Name of Traveler: Callie Strock
2. a. Name of Accompanying Relative: \_\_\_\_\_ OR None   
 b. Relationship to Traveler:  Spouse  Child  Other (specify): \_\_\_\_\_
3. a. Dates: Departure: Saturday, April 9, 2022 Return: Wednesday, April 13, 2022  
 b. Dates at Personal Expense, if any: \_\_\_\_\_ OR None
4. Departure City: Washington, DC Destination: London Return City: Washington, DC
5. Sponsor(s), Who Paid for the Trip: Global Women's Innovation Network
6. Describe Meetings and Events Attended:  
 We attended meetings with a member of Parliament, advisers to the Prime Minister as well as diplomats on the front lines of implementing sanctions on Russia following the Russian invasion of Ukraine. We also met with senior women employees of prominent private sector companies to learn more about the UK economy and Brexit impacts.
7. Attached to this form are **each** of the following, *signify that each item is attached by checking the corresponding box*:
  - a.  a completed *Sponsor Post-Travel Disclosure Form*;
  - b.  the *Primary Trip Sponsor Form* completed by the trip sponsor **prior** to the trip, **including all** attachments **and** the *Additional Sponsor Form(s)*;
  - c.  page 2 of the completed *Traveler Form* submitted by the employee; **and**
  - d.  the letter from the Committee on Ethics approving my participation on this trip.
8. a.  I represent that I participated in each of the activities reflected in the attached sponsor's agenda.  
**Signify statement is true by checking the box.**  
 b. If not, explain:

**I certify that the information contained on this form is true, complete, and correct to the best of my knowledge.**

Signature of Traveler:  Date: 04/28/2022

I authorized this travel in advance. I have determined that all of the expenses listed on the attached *Sponsor Post-Travel Disclosure Form* were necessary and that the travel was in connection with the employee's official duties and would not create the appearance that the employee is using public office for private gain.

Name of Supervising Member: Young Kim Date: 04/28/2022

Signature of Supervising Member: 



U.S. House of Representatives

# COMMITTEE ON ETHICS

## SPONSOR POST-TRAVEL DISCLOSURE FORM

Original  Amendment

This form must be completed by an officer of any organization that served as the primary trip sponsor in providing travel expenses or reimbursement for travel expenses to House Members, officers, or employees under House Rule 25, clause 5. **A completed copy of the form must be provided to each House Member, officer, or employee who participated on the trip within ten days of their return.** You must answer all questions, and check all boxes, on this form for your submission to comply with House rules and the Committee's travel regulations. Failure to comply with this requirement may result in the denial of future requests to sponsor trips and/or subject the current traveler to disciplinary action or a requirement to repay the trip expenses.

**NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001.**

1. Sponsor(s) who paid for the trip: Global Women's Innovation Network (GlobalWIN)
2. Travel Destination(s): London, England
3. Date of Departure: Saturday, April 9, 2022 Date of Return: Wednesday, April 13, 2022
4. Name(s) of Traveler(s): Callie Strock, Nicole Varner

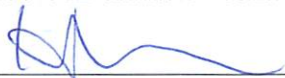
*Note:* You may list more than one traveler on a form only if *all* information is *identical* for each person listed.

5. Actual amount of expenses paid on behalf of, or reimbursed to, each individual named in Question 4:

	Total Transportation Expenses	Total Lodging Expenses	Total Meal Expenses	Total Other Expenses (dollar amount per item and description)
Traveler	\$1,605.51	\$389.85	\$357.50	\$51.13 Antigen Test required for Fit to Fly back to U.S.
Accompanying Family Member				

6.  All expenses connected to the trip were for actual costs incurred and not a *per diem* or lump sum payment. Signify statement is true by checking box.

I certify that the information contained in this form is true, complete, and correct to the best of my knowledge.

Signature:  Date: 04/19/2022

Name: Helen Milby Title: Executive Director

Organization: Global Women's Innovation Network (GlobalWIN)

I am an officer of the above-named organization. Signify statement is true by checking box.

Address: 233 Pennsylvania Avenue, SE Washington, DC 20003

Email: andra@metusevents.com Telephone: (301) 518-6336

*Committee staff may contact the above-named individual if additional information is required.*

If you have questions regarding your completion of this form, please contact the Committee on Ethics at 202-225-7103.



U.S. House of Representatives

# COMMITTEE ON ETHICS

## TRAVELER FORM

1. Name of Traveler: Callie Strock
2. Sponsor(s) who will be paying or providing in-kind support for the trip:  
Global Women's Innovation Network
3. City and State **OR** Foreign Country of Travel : London, England
4. a. Date of Departure: Saturday, April 9, 2022 Date of Return: Wednesday, April 13, 2022  
b. Yes  No  Will you be extending the trip at your personal expense?  
If yes, list dates at personal expense: \_\_\_\_\_
5. a. Yes  No  Will you be accompanied by a family member at the sponsor's expense? **If yes:**  
(1) Name of Accompanying Family Member: \_\_\_\_\_  
(2) Relationship to Traveler:  Spouse  Child  Other (specify): \_\_\_\_\_  
(3) Yes  No  Accompanying Family Member is at least 18 years of age:
6. a. Yes  No  Did the trip sponsor answer "Yes" to Question 8(c) on the *Primary Trip Sponsor Form* (i.e., travel is sponsored by an entity that employs a registered federal lobbyist or a foreign agent)?  
b. **If yes**, and you are requesting lodging for two nights, explain why the second night is warranted:
7. Yes  No  *Primary Trip Sponsor Form* is attached, including agenda, invitee list, and any other attachments and Additional Sponsor Forms.  
  
*NOTE: The agenda should show the traveler's individual schedule, including departure and arrival times and identify the specific events in which the traveler will be participating.*
8. Explain why participation in the trip is connected to the traveler's individual official or representational duties.  
**Staff should include their job title and how the activities on the itinerary relate to their duties.**  
This educational trip will allow me to not only meet fellow women staffers on both sides of the political aisle, but also participate in discussions on Trans-Atlantic issues such as Brexit, tax policy, trade, financial technology, cyber security, and women in leadership. As a communications director for a member of the House Foreign Affairs Committee, I am hopeful this firsthand experience will allow me to learn more about our partnerships with England and the UK and better do my job informing my boss and speaking on her behalf on foreign affairs issues.
9. Yes  No  **Is the traveler aware of any registered federal lobbyists or foreign agents involved planning, organizing, requesting, or arranging the trip?**
10. For staff travelers, to be completed by your employing Member:

### ADVANCED AUTHORIZATION OF EMPLOYEE TRAVEL

I hereby authorize the individual named above, an employee of the U.S. House of Representatives who works under my direct supervision, to accept expenses for the trip described in this request. I have determined that the above-described travel is in connection with my employee's official duties and that acceptance of these expenses will not create the appearance that the employee is using public office for private gain.

Signature of Employing Member  Date 02/28/2022



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# COMMITTEE ON ETHICS

## PRIMARY TRIP SPONSOR FORM

This form should be completed by private entities offering to provide travel or reimbursement for travel to House Members, officers, or employees under House Rule 25, clause 5. A completed copy of the form (and any attachments) should be provided to each invited House Member, officer, or employee, who will then forward it to the Committee together with a *Traveler Form* at least 30 days before the start date of the trip. The trip sponsor should **NOT** submit the form directly to the Committee. The Committee website ([ethics.house.gov](http://ethics.house.gov)) provides detailed instructions for filling out the form.

**NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001. Failure to comply with the Committee's Travel Regulations may also lead to the denial of permission to sponsor future trips.**

1. Sponsor who will be paying for the trip:

Global Women's Innovation Network (GlobalWIN)

2.  I represent that the trip will not be financed, in whole or in part, by a registered federal lobbyist or foreign agent. Signify that the statement is true by checking box.

3. **Check only one.** I represent that:

a.  The primary trip sponsor has not accepted from any other source, funds intended directly or indirectly to finance any aspect of the trip: **OR**

b.  The trip is arranged without regard to congressional participation and the primary trip sponsor has accepted funds only from entities that will receive a tangible benefit in exchange for those funds: **OR**

c.  The primary trip sponsor has accepted funds from other source(s) intended directly or indirectly to finance all or part of this trip and has enclosed disclosure forms from each of those entities.

If "c" is checked, list the names of the additional sponsors:

4. Provide names and titles of ALL House Members *and* employees you are inviting. For each House invitee, provide an explanation of why the individual was invited (include additional pages if necessary):

See attached

5. Yes  No  Is travel being offered to an accompanying family member of the House invitee(s)?

6. Date of departure: Saturday, April 9, 2022 Date of return: Wednesday, April 13, 2022

7. a. City of departure: Washington, DC (Washington Dulles International Airport)

b. Destination(s): London, England

c. City of return: Washington, DC (Washington Dulles International Airport)

8. **Check only one.** I represent that:

a.  The sponsor of the trip is an institution of higher education within the meaning of section 101 of the Higher Education Act of 1965: **OR**

b.  The sponsor of the trip does not retain or employ a registered federal lobbyist or foreign agent: **OR**

c.  The sponsor employs or retains a registered federal lobbyist or foreign agent, but the trip is for attendance at a one-day event *and* lobbyist / foreign agent involvement in planning, organizing, requesting, or arranging the trip was *de minimis* under the Committee's travel regulations.

9. **Check only one of the following:**

a.  I checked 8(a) or (b) above; **OR**

b.  I checked 8(c) above but am not offering any lodging; **OR**

c.  I checked 8(c) above and am offering lodging and meals for one night; **OR**

d.  I checked 8(c) above and am offering lodging and meals for two nights. If you checked this box, explain why the second night of lodging is warranted:



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# COMMITTEE ON ETHICS

10.  Attached is a detailed agenda of the activities House invitees will be participating in during the travel (i.e., an hourly description of planned activities for trip invitees). *Indicate agenda is attached by checking box.*
11. **Check only one of the following:**
- a.  I represent that a registered federal lobbyist or foreign agent will not accompany House Members or employees on any segment of the trip. *Signify that the statement is true by checking box;* OR
- b.  *Not Applicable.* Trip sponsor is a U.S. institution of higher education.
12. For **each** sponsor required to submit a sponsor form, describe the sponsor's interest in the subject matter of the trip **and** its role in organizing and/or conducting the trip:  
Attached.
13. **Answer parts a and b. Answer part c if necessary:**
- a. Mode of travel: Air  Rail  Bus  Car  Other  (specify: \_\_\_\_\_)
- b. Class of travel: Coach  Business  First  Charter  Other  (specify: \_\_\_\_\_)
- c. If travel will be first class, or by chartered or private aircraft, explain why such travel is warranted:
14.  I represent that the expenditures related to local area travel during the trip will be unrelated to personal or recreational activities of the invitee(s). *Signify that the statement is true by checking the box.*
15. **Check only one.** I represent that either:
- a.  The trip involves an event that is arranged or organized *without regard* to congressional participation and that meals provided to congressional participants are similar to those provided to or purchased by other event attendees; OR
- b.  The trip involves events that are arranged specifically *with regard* to congressional participation.  
If "b" is checked:
- 1) Detail the cost *per day* of meals (approximate cost may be provided):  
Approximate cost will be equal or less than \$193.00 per day as noted by State Department.
- 2) Provide the reason for selecting the location of the event or trip:  
Attached.
16. Name, nightly cost, and reasons for selecting each hotel or other lodging facility:
- Hotel Name: Sonder-The Henry City: London, England Cost Per Night: \$316.00  
Reason(s) for Selecting: Selected due to availability, rate and proximity to meetings and visits GlobalWIN will be participating in while in London
- Hotel Name: \_\_\_\_\_ City: \_\_\_\_\_ Cost Per Night: \_\_\_\_\_  
Reason(s) for Selecting: \_\_\_\_\_
- Hotel Name: \_\_\_\_\_ City: \_\_\_\_\_ Cost Per Night: \_\_\_\_\_  
Reason(s) for Selecting: \_\_\_\_\_
17.  I represent that all expenses connected to the trip will be for actual costs incurred and not a per diem or lump sum payment. *Signify that the statement is true by checking the box.*



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# COMMITTEE ON ETHICS

### 18. Total Expenses for each Participant:

<input type="checkbox"/> Actual Amounts <input checked="" type="checkbox"/> Good Faith Estimates	Total Transportation Expenses per Participant	Total Lodging Expenses per Participant	Total Meal Expenses per Participant
For each Member, Officer, or Employee	\$1,500.00	\$948.00	\$685.15
For each Accompanying Family Member			

	Other Expenses (dollar amount per item)	Identify Specific Nature of "Other" Expenses (e.g., taxi, parking, registration fee, etc.)
For each Member, Officer, or Employee		
For each Accompanying Family Member		

NOTE: Willful or knowing misrepresentations on this form may be subject to criminal prosecution pursuant to 18 U.S.C. § 1001.

### 19. Check only one:

- a.  I certify that I am an officer of the organization listed below; OR
- b.  Not Applicable. Trip sponsor is an individual or a U.S. institution of higher education.

### 20. I certify by my signature that

- a. I read and understand the Committee's Travel Regulations;
- b. I am not a registered federal lobbyist or registered foreign agent; and
- c. The information on this form is true, complete, and correct to the best of my knowledge.

Signature:  Date: 3/3/2022  
 Name: Helen Milby Title: Executive Director  
 Organization: Global Women's Innovation Network  
 Address: 233 Pennsylvania Avenue, SE 2nd Floor Washington, DC 20003  
 Email: andrea@mietusevents.com Telephone: (301) 518-6336

## INSTRUCTIONS

Complete the *Primary Trip Sponsor Form* and submit the agenda, invitation list, any attachments, and any *Additional Trip Sponsor Forms* directly to the Travelers.

Written approval from the Committee on Ethics is required before traveling on this trip. The Committee on Ethics will notify the House invitees directly and will not notify the trip sponsors.

Willful or knowing misrepresentation on this form may be subject to criminal prosecution under 18 U.S.C. § 1001. Signatures must comply with section 104(bb) of the Travel Regulations.

**For questions, please contact the Committee on Ethics at:**

1015 Longworth House Office Building  
Washington, D.C. 20515

[ethicscommittee@mail.house.gov](mailto:ethicscommittee@mail.house.gov) | 202-225-7103  
More information and forms available at [ethics.house.gov](http://ethics.house.gov)

Theodore E. Deutch, Florida  
*Chairman*

Jackie Walorski, Indiana  
*Ranking Member*

Susan Wild, Pennsylvania  
Dean Phillips, Minnesota  
Veronica Escobar, Texas  
Mondaire Jones, New York

Michael Guest, Mississippi  
Dave Joyce, Ohio  
John H. Rutherford, Florida  
Kelly Armstrong, North Dakota



ONE HUNDRED SEVENTEENTH CONGRESS

## U.S. House of Representatives

COMMITTEE ON ETHICS

Thomas A. Rust  
*Staff Director and Chief Counsel*

David W. Arrojo  
*Counsel to the Chairman*

Kelle A. Strickland  
*Counsel to the Ranking Member*

1015 Longworth House Office Building  
Washington, D.C. 20515-6328  
Telephone: (202) 225-7103  
Facsimile: (202) 225-7392

April 4, 2022

Ms. Caroline Strock  
Office of the Honorable Young Kim  
1306 Longworth House Office Building  
Washington, DC 20515

Dear Ms. Strock:

Pursuant to House Rule 25, clause 5(d)(2), the Committee on Ethics hereby approves your proposed trip to United Kingdom,<sup>1</sup> scheduled for April 9 to 13, 2022, sponsored by Global Women's Innovation Network.

This approval represents the Committee's determination that the proposed trip complies with relevant House rules, federal laws, and Travel Regulations promulgated by the Committee. You should engage in your own assessment of the risks and implications of engaging in travel during the current COVID-19 pandemic.

You must complete an Employee Post-Travel Disclosure Form (which your employing Member must also sign) and file it, together with a Sponsor Post-Travel Disclosure Form completed by the trip sponsor, with the Clerk of the House within 15 days after your return from travel. As part of that filing, you are also required to attach a copy of this letter and both the Traveler and Primary Trip Sponsor Forms (including attachments) you previously submitted to the Committee in seeking pre-approval for this trip. If you are required to file an annual Financial Disclosure Statement, you must also report all travel expenses totaling more than \$415 from a single source on the "Travel" schedule of your annual Financial Disclosure Statement covering this calendar year. Finally, Travel Regulation § 404(d) also requires you to keep a copy of all request forms and supporting information provided to the Committee for three subsequent Congresses from the date of travel.

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<sup>1</sup> Please be aware that the Committee's review of the proposed trip does not extend to either the security situation in the destination country or security related to foreign travel in general. We recommend you contact the Office of House Security (OHS) for a safety and security briefing prior to your departure. OHS may be reached at (202) 226-2044 or ohsstaff@mail.house.gov. House travelers should also register for the U.S. State Department's Smart Traveler Enrollment Program at <https://step.state.gov>.

Because the trip may involve meetings with foreign government representatives, we note that House employees may accept, under the Foreign Gifts and Decorations Act (FGDA), gifts “of minimal value [currently \$415] tendered as a souvenir or mark of courtesy” by a foreign government. Any tangible gifts valued in excess of minimal value received from a foreign government must, within 60 days of acceptance, be disclosed on a Form for Disclosing Gifts from Foreign Governments and either turned over to the Clerk of the House, or, with the written approval of the Committee, retained for official use.

If you have any further questions, please contact the Committee’s Office of Advice and Education at extension 5-7103.

Sincerely,



Theodore E. Deutch  
Chairman



Jackie Walorski  
Ranking Member

TED/JW:rp



GlobalWIN International Congressional Staff Educational Trip  
Saturday, April 9 – Wednesday April 13

Question 4: GlobalWIN Staff Delegation Invitee

The Congressional delegation of staffers that will be joining us are senior female staff from both Republican and Democratic Offices with wide-ranging work portfolios, matching our curated schedule of programming. Each of these staffers was chosen based on the range of issues that they work on, including issues related to tech policy, transatlantic trade, telecommunications, national security, infrastructure, environmental policy, healthcare distribution, entrepreneurship and small business investment, and other innovation-driven fields. They were also chosen as examples of women in leadership on Capitol Hill, as they are some of the highest-ranking female staff members in Congress.

INVITED CONGRESSIONAL STAFFERS

First Name	Last Name	Title	Office
Wendy	Anderson	Chief of Staff	Office of Representative Val Demings (FL-10)
Hillary	Beard	Chief of Staff	Office of U.S. Representative Terri Sewell (AL-07)
A. Brooke	Bennett	Chief of Staff	Office of Representative Hill French (AR-02)
Kim	Betz	General Counsel/Policy Director, Republican	House Committee on Financial Services
Casey	Bowman	Chief of Staff	Office of Representative Jaime Herrera Beutler (WA-03)
AJ	Brown	Counsel	House Subcommittee on Communications and Technology
Machalagh	Carr	General Counsel	Minority Leader Kevin McCarthy
Shana	Chandler	Chief of Staff	Office of Representative Adam Smith (WA-09)
Michelle	Dorothy	Chief of Staff	Office of Representative Chrissy Houlahan (PA-06)
Jennifer	Epperson	Counsel	House Subcommittee on Communications and Technology
Betsy	Ferguson	Senior Counsel	House Judiciary Committee
Hope	Goins	Staff Director	House Committee on Homeland Security
Waverly	Gordon	Deputy Staff Director	House Committee on Energy and Commerce
Jenny	Gorski	Operations Director, Republican	House Committee on Foreign Affairs
Beverly	Hart	Legislative Director	Office of Representative Dean Phillips (MN-03)
Tasia	Jackson	Chief of Staff	Office of Representative Hakeem Jeffries (D-NY)
Melissa	Kiedrowicz	Member Services	Ways and Means Committee Majority
Emily	King	Director of Member Services, Republican	House Energy & Commerce Committee
Roz	Leighton	Chief of Staff	Office of Representative Kelly (R-ND- AL)

First Name	Last Name	Title	Office
Brittany	Madni	Deputy Chief of Staff & Legislative Director	Office of Representative Ashley Hinson (IA-01)
Grisella	Martinez	Chief of Staff	Office of Representative Ruben Gallego (AZ-07)
Christina	McCauley	Legislative Director	Office of Representative Doris Matsui (CA-06)
Katherine	Monge	Senior Policy Advisor	Office of Speaker Nancy Pelosi
Kate	O'Connor	Chief Counsel, Republican	House Energy & Commerce Committee
Lizzy	O'Hara	Chief of Staff	Office of Representative Richard Neal (MA-01)
Tracie	Pough	Chief of Staff	Office of Representative Debbie Wasserman Schultz (FL-23)
Marissa	Salemme	Senior Adviser, Health Policy	Office of Representative Annie Kuster (NH-02)
Kristen	Shatynski	Professional Staff Member	House E&C, Subcommittee on Health
Olivia	Shields (Hnat)	Communications Director	Office of Representative Cathy McMorris Rodgers (WA-05)
Adrienne	Spero	Staff Director, Subcommittee on Intelligence & Counterterrorism	House Subcommittee on Intelligence and Counterterrorism
Caroline	Strock	Communications Director	Office of Representative Young Kim (CA-29)
Jennifer	Thornton	Trade Counsel	House Committee on Ways and Means
Sophie	Trainor	Chief of Staff	Office of Representative Brett Guthrie (KY-02)
Nicole	Varner	Chief of Staff	Office of Representative Marc Veasey (TX-33)
Mary	Werden	Communications Director/Senior Adviser	Office of Representative Frank Pallone (NJ-06)
Yardena	Wolf	Chief of Staff	Office of Representative Eric Swalwell (CA-15)
Emma	Zafran	Legislative Assistant	Office of Representative Debbie Wasserman Schultz (FL-23)

## Question 10



### 2022 Congressional International Staff Trip London, England Preliminary Itinerary Saturday, April 9, 2022 – Wednesday, April 13, 2022

#### Saturday, April 9, 2022

10:30 PM ET Depart Washington Dulles Airport on United Airlines Flight 924

#### Sunday, April 10, 2022

10:30 AM Arrive London Heathrow Airport

11:15 AM Depart London Heathrow Airport

*45-minutes to pick up baggage, go through customs, and travel to the hotel*

12:00 PM Arrive at Sonder | The Henry  
23 Leinster Gardens, London W2 3AN

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12:30 PM Lunch and Overview of British and American Diplomatic Relations with James Hooley  
1:30 PM Foreign, Commonwealth and Development Office for Her Majesty's Diplomatic Service, former Head of the Political Section of the British Embassy in Washington

Until recently, James Hooley was the Head of the Political Section of the British Embassy in Washington, DC, a position he held for five years. James covered two American presidential elections for the British Embassy, was in office during the entirety of the Brexit debate and later implementation and has an unparalleled understanding of the role that Great Britain holds in US federal politics. Now in his post in London in Her Majesty's Diplomatic Service, James will use his deep understanding of both US and UK politics to do a high-level country briefing and overview of our two nation's special relationship. He'll also give us a briefing of what we should be thinking about during some of our upcoming meetings with government officials in UK.

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*30-minutes to drop bags in hotel room and walk to meeting location*

2:00 PM The Role of British Royalty in British Politics  
3:00 PM Kensington Palace and Gardens

While most of our time in London will be spent focusing on the functions of the UK and of businesses in London, the British governmental system is unique in its split government, with both a functioning monarchy and a separate democratic system. During this walking meeting led by an expert on the monarchy, we will learn the role that the monarchy itself plays in the government. Most Americans understand that there is a House of Commons and the House of Lords and that the Queen does play a role in sanctioning certain decisions made by the British government, but this meeting will go deeper into what this split government means and help us understand the exact role the monarchy plays in a constitutional monarchy.

Sunday, April 10, 2022

3:00 PM Time to connect with offices and work  
5:30 PM

5:30 PM Meet in hotel lobby to depart for Dinner at 34 Mayfair

*15-minute drive or 35-minute walk*

6:00 PM Dinner and Understanding the Global Impact of Women in the Workforce Since the Pandemic  
7:30 PM Natalie Bickford, Executive Vice President, Chief People Officer, Sanofi

Natalie Bickford is determined to build a workplace where people can bring their best selves to work. She aims to reinvent the employee experience through flexible working and establish a culture that thrives on a diverse workforce that values everyone, regardless of age, religion, gender identity, race, or sexual orientation. Natalie has a solid track record of transforming organizations and was awarded "HR Diversity Champion of the Year" at the European Diversity Awards in November 2019. Bickford, who lives in London and works in Paris, will talk to GlobalWIN about what the pandemic has meant for women in the workforce from a truly global perspective, and how companies can improve the lives of their employees by implementing real change.

RON Sonder | The Henry: 23 Leinster Gardens, London W2 3AN

Monday, April 11, 2022

8:30 AM Breakfast and The Importance of Building a Network  
9:15 AM Tiffany Moore, SVP of Political and Industry Affairs at Consumer Technology Association and GlobalWIN Board Chair

**Overview:** During breakfasts during our trip, the delegation will hear from GlobalWIN Members about key Moore, aspects of career development. During this meal the delegation will hear from Tiffany Moore, SVP of Political and Industry Affairs at Consumer Technology Association and GlobalWIN Board Chair. In her role as GlobalWIN's Chair, she is an ambassador for the organization and creates opportunities for networking and connection, something that, as we know, is vital in each person's success in this industry. She will also talk about building her own network outside of GlobalWIN, and how her success and reputation as someone who goes out of her way to create bipartisan spaces has helped her and others succeed.

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*30-minute drive & time for security*

11:00 AM Lunch and UK Politics from the American Perspective: U.S Embassy Tour and Political Briefing  
1:00 PM U.S. Embassy, London, 33 Nine Elms Ln, Nine Elms, London SW11 7US

**Overview:** The goal of this briefing at the Embassy of the United States of America in London is to receive an update on British politics from the U.S perspective. We will meet with several women representing different departments within the embassy and will get a briefing that the embassy calls "a country tour." We will learn from each woman the specific political and policy areas of focus in which they work, and they will share with us a real-time assessment of the country's most pressing issues from their unique perspective. Additionally, we will tour the new Embassy facility.

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*15-minute drive & time for security*

Monday, April 11, 2022

**1:30 PM**                      **The British Parliamentary Government with Members of Parliament**  
2:30 PM                      House of Commons, Houses of Parliament, London SW1A 0AA

**Overview:** During this meeting that will take place in the House of Commons, we will hear from one or more Members of the House of Commons about the British Parliamentary System. Specifically, we will be diving deep into the processes of their electoral system, the differences between the different political parties, the different Houses of Parliament, and the exact details of how new laws are created. As this group of delegates knows the exact inner workings of our Congress, we will hear from MPs to better understand the similarities and differences in our system of government.

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*10-minute drive or 15-minute walk & time for security*

**3:00 PM**                      **British Foreign Diplomatic Relations with the Foreign Office**  
4:00 PM                      Cabinet Office, 70 Whitehall, London SW1A 2AS, UK

**Overview:** During this meeting with the British Foreign Office, we will discuss the most pressing foreign policy topics facing the UK today. With the situation in Ukraine changing by the day, it is very likely that this conversation will be focused on the topic of Russia, the EU, and NATO. It will also focus on the diplomatic relations between the UK and US, and how those have changed in the last three years.

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*30-minute drive*

**4:30 PM**                      **Global Impact Investing with Visa**  
5:30 PM                      1 Sheldon Square, London W2 6TT, UK

**Overview:** Visa has recently established a new philanthropic platform for giving, called the Visa Foundation, which focuses on helping micro and small enterprises thrive through access, growth and resilience. Our goal is to empower these enterprises and improve their livelihoods—ultimately lifting up their communities. At the heart of the new social impact focus is the belief that micro and small enterprises are the backbone of the global economy, accounting for more than 90 percent of enterprises worldwide and contributing 50 to 60 percent of global employment<sup>1</sup>. However, many of these businesses struggle to access the tools, resources, and training to help them fully thrive. The new social impact strategy, including the core mission of Visa Foundation, is to support efforts to fix this imbalance. During this meeting we will hear from several of the people behind the UK team at the Visa Foundation to discuss their work.

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**5:30 PM**                      **Time to connect with offices and work**  
6:30 PM

*30-minute drive*

Monday, April 11, 2022

7:00 PM

Dinner and Global Trade for British Goods with Last Drop Distillers

8:30 PM

**Overview:** During this dinner featuring Rebecca Jago, Co-Owner of Last Drop Distillers, we will learn about trade of British goods between the UK and EU, as well as globally, from the incredibly unique perspective of one of the only female owners of the spirits company in the entirety of the UK. True spirits pioneers, the founders of The Last Drop Distiller between them have created some of the world's most well-known and best loved spirits brands: Johnnie Walker Blue Label, Chivas Regal 18-Year-Old, The Classic Malts, and with Malibu and Baileys Irish Cream, two of the most original and successful new drinks categories in the world. Ten years ago, rather than retiring, they decided to turn their attention to something a little different and created one last unique brand: The Last Drop Distillers. Their goal was simple, but by no means easy: to find, and bottle, for the delectation of friends and connoisseurs alike, the world's finest, rarest, and most exclusive spirits. Rebecca will discuss the fine craftsmanship of her trade as well as the impact that global trade agreements have on her business and other UK-owned small businesses.

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Tuesday, April 12, 2022

8:30 AM

Breakfast and The Role of Public Private Partnerships

9:30 AM

**Overview:** During breakfasts during our trip, the delegation will hear from GlobaWIN Members about key aspects of career development. Over breakfast on our last full day, the group will hear from three different women who each represent some of the largest global companies in their sector in the world. Each woman will outline a public-private partnership between their company and the US government, as well as a project between their company and the UK government. Sectors that will be included in this discussion will be banking and finance, biopharma, and the auto industry.

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*15-minute drive*

10:00 AM

Fintech Regulations in the EU and UK with Rebecca Park, Senior Practice Lead, Financial services

11:00 AM

Global Counsel, 5 Welbeck Street, London, W1G 9YQ

**Overview:** Rebecca Park is the Senior Practice Lead for the financial services practice. Rebecca has worked in both law and public policy advising financial services firms on policy and regulation. She previously served as director of corporate affairs for the banking and finance trade body, UK Finance, leading on the organisation's public policy and communication strategy in the UK and internationally. She also served as a member of the Executive Committee for the European Banking Federation. Prior to this, Rebecca worked as a solicitor advising investors and asset managers on real asset funds, joint ventures, and investments. During this conversation, Rebecca will lead us through some of her work and why it continues to be important today in Britain's financial landscape. This will include her work Supporting traditional financial services firms and fintechs to understand how the UK government is developing its post-Brexit regulatory framework and advising them on how to influence and shape the agenda; as well as her work Helping clients understand the emerging risks and opportunities from the growing regulatory and legislative interventions designed to protect consumers from fraud and providing counsel on policy and advocacy interventions to influence the debate.

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*45-minute drive*

12:00 PM

Innovation in Entertainment with Amazon's Priyanka Wadhawan, Director of Insights and Innovation & Georgia Brown, Head of EU Originals for Prime Video/Amazon Studios

1:00 PM

1 Principal Place, Worship St, London EC2A 2FA

**Overview:** Priyanka Wadhawan is Director of Insights & Innovation at Amazon, where she has worked for over 15 years. In that time, she has led a variety of product, technology and business teams. Priyanka moved from Seattle to the UK four years ago, to build Amazon's Insight and Innovation team in Europe. This group focuses on solving large scale strategic problems that don't have a clear answer. In this role, she works with cross functional global teams using data, economic science, analytics and automation. Originally from India, she has over 20 years of experience in building successful products and businesses in high growth technology organisations across India, USA and Europe. At Amazon, she is widely recognized as a strategic thinker and innovative leader, having developed and launched outstanding products to enhance the customer experience, including Amazon Prime in the UK, Germany and Japan, 'Prime Pantry' (Patent awarded) and the recently launched 4star store in the UK.

Georgia Brown, Amazon Studio's Director of European Originals, has said that audiences have been increasingly turning to feature films on their service in the last few years and expressed plans for the company to beef up its film slate. Speaking in the penultimate conversation at the Edinburgh TV Festival on Thursday, the exec also touched on the importance of investing in local language talent as well as its plans to implement some "robust" diversity strategies. "I think what has worked really well for us, broadly, is movies, interestingly," she said. "We were aware of this and we were aware that audiences wanted movies, and my original remit wasn't to include movies, it was television series that we were looking at. But we started to realize that audiences, they come in and they give us this precious time for these big series – they give us six, seven, eight, nine, ten hours of their time to watch this incredible world come to life and then when they go what they're tending to go to watch is movies."

During this panel discussion, featuring these two impressive women, as well as a few other women at the company, we will ask them to share a bit about their career, the best thing about their role and what they are working on, what things they are trying to improve, and what they see as current industry trends.

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*10-minute walk*

**1:30 PM**                      **Bringing new Technology and Services to Emerging Markets with Uber**  
**2:30 PM**

**Overview:** As many of us will remember, when Uber came to market in London in the mid-2000s, it caused wide-scale labor protests in the city. The company, which up to that point had been growing in largely unregulated markets, was suddenly brought to halt. The protests and policies that came along with them spread to other cities across the globe and was the beginning of the policification of the gig-economy. In this meeting we will take a bit of a history lesson and learn form Uber about the lessons learned in bringing new technology to market.

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*11-minute drive*

**2:45 PM**                      **Advancing Global Healthcare Innovation through the Oracle Cloud**  
**3:45 PM**                      One Bartholomew Close London EC1A 7BL

**Overview:** Building on its Government Advisory work supporting leaders and governments, the Tony Blair Institute for Global Change (TBI) is working to strengthen vaccine management programs across sub-Saharan Africa to contain infectious diseases and ultimately save lives. In partnership with Oracle Corporation's Health Management System, electronic health records are created for each individual as they are vaccinated for yellow fever, HPV, polio, measles, and COVID-19, allowing countries to digitize, unify, and improve national health data through secure and interoperable cloud-based technology.

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Tuesday, April 12, 2022

25-minute drive

**4:30 PM**                      **Bringing Artists to Market with UMG UK & Networking Reception with UMG's Women's Coalition**  
**6:00 PM**                      4 Pancras Square, London N1C 4 AG

**Overview:** Universal Music Group is one of the largest studios for recording artists in the world. During this event, we will learn about the music industry from every angle. The delegation will be broken up into smaller groups to learn from the marketing team about what it takes to bring an artist from concept to market in a crowded industry; we will learn from the R&D team about the technology behind the music; we will be taken to different labels studios to learn what it actually means to record an album. After these meetings, we will have a widely attended reception with many of the women of UMG HQ to learn about their experiences as women in this industry.

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45-minute drive

**7:15 PM**                      **Tour of the Tower of London and Ceremony of the Keys**  
**10:15 PM**                      St. Katharine's & Wapping, London

**Overview:** This is a unique opportunity to witness and learn the amazing history of the nightly 'Ceremony of the Keys' ceremony, practiced for over 700 years, where the city of London is officially closed and secured for the evening.

What is the Ceremony of the Keys? Footsteps echo in the darkness. The sentry cries out, 'Halt, who comes there?' The Yeoman Warder replies, 'The keys.' 'Whose keys?' 'Queen Elizabeth's keys.' 'Pass then, all's well.' Aside from the monarch's name, this is the exact exchange that has been spoken for centuries and forms part of the traditional 'locking up' of the Tower of London. Set amidst the mighty battlements of this ancient historic fortress, the Ceremony of the Keys is one of the oldest and most colourful surviving enactments of its kind. Although the monarch may no longer reside at the Tower, the Crown Jewels and many other invaluable objects still do, therefore its importance is still paramount today.

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Wednesday, April 13, 2022

**8:00 AM**                      **Closing Breakfast and Discussion of Themes**  
**8:45 AM**

**Overview:** This will be an opportunity to discuss informally what our Congressional Delegation take aways are from this unique visit to London having the opportunity to learn about the UK Government and hear from so many incredible women taking a leading role in so many industries.

**9:00 AM**                      **Depart for London Heathrow Airport**  
**9:30 AM**                      **Arrive London Heathrow Airport**

**12:15 PM**                      **Congressional Staff Depart London Heathrow Airport on United Airlines Flight 919**

**3:30 PM ET**                      **Congressional Staff Arrive Washington Dulles Airport**

End of London Programming

### Question 12

GlobalWIN highlights women leaders and connects the public and private sector through our programming that includes networking receptions, policy roundtables, career workshops, and educational trips in the United States and abroad. Our stay in England will combine all tiers of GlobalWIN programming and provide all participants a rare opportunity to grow professionally while connecting with experts and leaders outside of the U.S. GlobalWIN has organized and planned the trip with the professional guidance of our Executive Director, and GlobalWIN Co-Founder, Helen Milby, Tizzy Brown our Senior Director and Andrea Mietus our Senior Advisor.

### Question 15-A

On April 9, 2022, to April 13, 2-22, GlobalWIN will bring 15 Congressional Staff Members from Republican and Democratic Offices in the U.S. House of Representatives to London for three days of intensive programming on an array of issues such as Trans-Atlantic issues such as privacy and data protection, the political landscape in the United Kingdom post-Brexit, vaccine and healthcare distribution across the globe, trade, energy and transportation policy, female leadership, and innovation in tech. GlobalWIN provides these Congressional staffers with the unique opportunity to participate in meetings directly related to their subject matter expertise, while also glean information from non-direct and equally important sources. Our stay in London will combine all tiers of GlobalWIN programming and provide participants with a rare opportunity to grow professional while connecting with experts and leaders outside of the U.S. In addition to GlobalWIN allies.