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*, 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: Kevin Griffen
2. a. Name of Accompanying Relative: _____ *OR* ☒ None
   b. Relationship to Traveler: ☐ Spouse ☐ Child ☐ Other (specify): _____
3. a. Dates: Departure: Sunday, October 11, 2026 Return: Monday, October 12, 2026
   b. Dates at Personal Expense, if any: _____ *OR* ☒ None
4. Departure City: Washington, DC Destination: Orlando, FL Return City: Washington, DC
5. Sponsor(s), Who Paid for the Trip: IAAPA, The Global Association for the Attractions Industry
6. Describe Meetings and Events Attended: Met with government affairs representatives from Disney World, Universal ,Universal, and Sea World to learn about safety and visa and TSA concerns for traveler coming to their parks.
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:** 11/9/2026

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: Congressman Andre Carson **Date:** 11/10/2026

Signature of Supervising Member: _____

last updated 7/2023

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 in the trip *within 10 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 or provided in-kind support for the trip: IAAPA, The Global Association for the Attractions Industry
2. Travel Destination(s): Orlando, FL
3. Date of Departure: Sunday, October 11, 2026 Date of Return: Monday, October 12, 2026
4. Name(s) of Traveler(s): Kevin Griffen
   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	$646.80	$157.50	$82.01	$243.32 (shuttles/Uber)
Accompanying Family Member	N/A	N/A	N/A	N/A

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: [signature] **Date:** 10/20/26

Name: Todd Andrus **Title:** Executive Director and Vice President

Organization: IAAPA North America

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

Address: 4155 W Taft Vineland Road; Orlando, FL 32837

Telephone: (321) 319-7600 **Email:** tandrus@iaapa.org

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.

last updated 7/2023

COMMITTEE ON ETHICS

TRAVELER FORM

This form should be completed by House Members, officers, or employees seeking Committee approval of privately-sponsored travel or reimbursement for travel under House Rule 25, clause 5. The completed form should be submitted directly to the Committee by each invited House Member, officer, or employee, together with the completed and signed trip sponsor form(s) and any attachments. A copy of this form, minus this initial page, will be made available for public inspection.

This form and any attachments may be submitted at 1015 Longworth House Office Building or travel.requests@mail.house.gov.

Your completed request must be submitted to the Committee no less than 30 days before your proposed departure date. Absent exceptional circumstances, permission will not be granted for requests received less than 30 days before the trip commences. **You must receive explicit approval from the Committee before you depart on this trip.**

Name of Traveler: Kevin Griffen

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

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

Signature: _____

Name of Signatory (if other than traveler): _____

For Staff (name of employing Member or Committee): Congressman Andre Carson

Office Address: 2135 Rayburn House Office Building

Telephone Number: 317-965-8099

Email Address of Contact Person: kevin.griffen@mail.house.gov

☐ Check this box if the sponsoring entity is a media outlet, the purpose of the trip is to make a media appearance sponsored by that entity, *and* these forms are being submitted to the Committee less than 30 days before the trip departure date.

NOTE: You must complete all of the contact information fields above, as Committee staff may need to contact you if additional information is required.

KEEP A COPY OF THIS FORM. Page 2 (but not this page) must be submitted to the Clerk as part of the post-travel disclosure required by House Rule 25. Travel Regulation § 404(d) also requires you to keep a copy of all request forms and supporting paperwork for three subsequent Congresses from the date of travel.

If there are any questions regarding this form, please contact the Committee on Ethics at 202-225-7103 or via email: *travel.requests@mail.house.gov*.

last updated 7/2023

COMMITTEE ON ETHICS

TRAVELER FORM

1. Name of Traveler: Kevin Griffen

2. Sponsor(s) who will be paying or providing in-kind support for the trip: IAAPA, The Global Association for the Attractions Industry

3. City and State **OR** Foreign Country of Travel: Orlando, FL

4. a. Date of Departure: Sunday, October 11, 2026 Date of Return: Monday, October12, 2026

   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, invitation, 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.**

   I am a Senior Policy Advisor for Congressman Andre Carson where I advise him on commerce issues. This trip will help understand safety measures for rides and attractions at Universal Studios and Walt Disney World which the Congressman has a bill on.

9. **Yes ☐ No ■ Is the traveler aware of any registered federal lobbyists or foreign agents involved in 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: M.C. **Date:** 9/1/26

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's website (ethics.house.gov) provides detailed instructions for filling out the form. The Committee will notify the House invitees directly of its decision and will not notify the trip sponsors.

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. Signatures must comply with section 104(bb) of the Travel Regulations.

1. Sponsor who will be paying for the trip:
   IAAPA, The Global Association for the Attractions Industry
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 representthat:
   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, services, or in-kind assistance 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: Sunday, October 11, 2026 Date of Return: Monday, October 12, 2026
7. a. City of departure: Washington, DC
   b. Destination(s): Orlando, FL
   c. City of return: Washington, DC
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. _____

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 the statement is true by clicking the 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:
   see 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 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): $80 for meals on the day of programming, plus $60 for the travel day.
      2) Provide the reason for selecting the location of the event or trip: Many of our member companies have parks located in Orlando, FL.
16. Name, nightly cost, and reasons for selecting each hotel or other lodging facility:
   Hotel Name: Courtyard by Marriott Orlando South/Grande Lakes Area City: Orlando, FL Cost Per Night: $140
   Reason(s) for Selecting: centrally located to all three parks we will be visiting
   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.*

18. **Total Expenses for each Participant:**

☐ Actual Amounts ☒ Good Faith Estimates	Total **Transportation** Expenses per Participant	Total **Lodging** Expenses per Participant	Total **Meal** Expenses per Participant
For each Member, Officer, or Employee	$500	$140	$140
For each Accompanying Family Member	N/A	N/A	N/A

	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	$350	Shuttle buses, taxis/Uber/Lyfts
For each Accompanying Family Member	N/A	N/A

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: 8/18/26

Name: Todd Andrus Title: Executive Director and Vice President

Organization: IAAPA North America

Address: 4155 W Taft Vineland Rd; Orlando, FL 32837

Email: TAndrus@iaapa.org Telephone: (321) 319-7600

If there are questions regarding this form, please contact the Committee on Ethics at 202-225-7103 or travel.requests@mail.house.gov.

Michael Guest, Mississippi
Chairman
Mark DeSaulnier, California
Ranking Member

Andrew R. Garbarino, New York
Ashley Hinson, Iowa
Nathaniel Moran, Texas
Brad Knott, North Carolina

Deborah K. Ross, North Carolina
Glenn F. Ivey, Maryland
Sylvia R. Garcia, Texas
Suhas Subramanyam, Virginia

ONE HUNDRED NINETEENTH CONGRESS

U.S. House of Representatives

COMMITTEE ON ETHICS

Thomas A. Rust
Staff Director and Chief Counsel

Jordan Downs
Chief of Staff to the Chairman

David Arrojo
Counsel to the Ranking Member

1015 Longworth House Office Building
Washington, D.C. 20515–6328
Telephone: (202) 225–7103
https://Ethics.House.gov

October 9, 2026

Mr. Kevin Griffen
Office of the Honorable André Carson
2135 Rayburn House Office Building
Washington, DC 20515

Dear Mr. Griffen:

Pursuant to House Rule 25, clause 5(d)(2), the Committee on Ethics hereby approves your proposed trip to Orlando, Florida, scheduled for October 11 to 12, 2026, sponsored by Global Association for the Attractions Industry (IAAPA). We remind you that, because the trip sponsor employs a federal lobbyist, you may participate in officially-connected activity on one calendar day only.

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 $525 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.

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

Sincerely,

Michael Guest
Chairman

Mark DeSaulnier
Ranking Member

MG/MD:rp

U.S. HOUSE OF REPRESENTATIVES
COMMITTEE ON ETHICS
PRIMARY TRIP SPONSOR FORM

#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.

Amy Aaronson-Levin, Legislative Director, Rep. Jan Schakowsky
Elizabeth Adkins, Chief of Staff, Rep. Valerie P. Foushee
Shahid Ahmed, Chief of Staff, Rep. Jennifer McClellan
Jonah Albert, Legislative Aide, Rep. Jimmy Patronis
Chris Concepcion, Communications Director & Policy Advisor, Del. Kimberlyn King-Hinds
Christopher Cox, Chief of Staff, Rep. Yvette D. Clarke
Ali Emamdjomeh, Chief of Staff, Rep. John James
Marcus Garza, Chief of Staff, Rep. Hank Johnson
Kevin Griffen, Senior Policy Advisor, Rep. André Carson
Joeana Middleton, Chief of Staff, Rep. Diana DeGette
Raven Reeder, Chief of Staff, Del. Eleanor Holmes Norton
William Smith, Chief of Staff, Rep. Nick Langworthy
Kyle VonEnde, Chief of Staff, Rep. Tom Barrett

*** Each of these individuals works on international travel; safety and security; workforce development; environmental, animal, and habitat conservation; and/or local economic issues, which is the focus of our day of programming.*

#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:
IAAPA represents the leading owners, operators, suppliers, and manufacturers of amusement parks, theme parks, attractions, water parks, resorts, family entertainment centers, zoos, aquariums, science centers, museums, cruise lines, and other destinations in the United States and around the world. IAAPA is working on a full day of educational programming that will deepen the participants' understanding of the policy issues facing amusement parks and attractions such as international travel; safety and security; workforce development; environmental, animal, and habitat conservation; and the positive economic impact on local communities. IAAPA is responsible for organizing and conducting the logistics of the trip.

PROGRAMMING SCHEDULE

SUNDAY, OCTOBER 11, 2026

Own transportation to Washington Reagan National.

2:55PM Depart Washington Reagan National on Delta #1579

5:16PM Arrive at Orlando.

Own transportation to Courtyard by Marriott South/Grande Lake.
Location: 4120 W Taft Vineland Rd, Orlando, FL

6:00PM Arrive at Courtyard by Marriott South/Grande Lake. No IAAPA programming scheduled for this day.

MONDAY, OCTOBER 12, 2026

7:00AM (1) 25 passenger shuttle bus and (1) 14 passenger van arrives at hotel
Location: Courtyard by Marriott South/Grande Lake, 4120 W Taft Vineland Rd, Orlando, FL

7:10AM Depart hotel for Disney's Hollywood Studios
Location: TBC
POC: TBC

IMPORTANT NOTE: Please check out of hotel and bring luggage to shuttles, as we will not be returning to hotel after programming day.

8:00AM-8:30AM **Welcome Remarks, Introductions, Overview of the Day**
Speakers: TBC

8:30AM-10:40AM **Educational Tour of Walt Disney World**
Following welcome remarks, the group will participate in a walk-and-talk and hard-hat tour of the future Monstropolis area, a new themed land, followed by an educational briefing on the reimagining of Rock 'n' Roller Coaster Starring The Muppets. Walt Disney Imagineering and attraction operations representatives will discuss the creative and technical process of updating a legacy attraction, including storytelling integration, intellectual property adaptation, guest experience design, operational considerations, accessibility, and lifecycle asset management. The briefing would be followed by an experience of the attraction to illustrate how these concepts are implemented in practice.

10:40AM Proceed to shuttle bus

10:50AM Depart Walt Disney World for Universal Orlando Resort
Location: TBC
POC: TBC

11:45AM- 12:45PM	**Lunch Discussion** Speaker: TBC Executive Leadership - Universal Epic Universe Universal Epic Universe is the most technologically advanced park Universal Destinations & Experiences (UDX) has ever built, and it is the first major theme park to open in Florida in the last quarter century. The creation of Epic Universe has stimulated economic growth and generated thousands of jobs nationwide. The lunch discussion will provide an in-depth presentation on the technology, research and development that make this their most ambitious project to date.
12:45PM- 2:40PM	**Educational Tour of Epic Universe** Staffers will tour lands in Epic Universe to experience and see first hand how guests interact with IP throughout the park. During the visit we will discuss the extensive resources that are invested in creating original content and park experiences, and the importance of protecting this valuable intellectual property, including copyrights, trademarks, and the licensing marketplace and how artificial intelligence enhances the guest experience.
2:40PM	Proceed to shuttle bus
3:00PM	Depart Universal Orlando Resort for SeaWorld Orlando **Location: 6240 Sea Harbor Drive, Gate 1, Orlando, FL (parking near Zoology Building)** **Bus will exit out of 6000 Discovery Way, Orlando, FL (Gate 3; across from Discovery Cove)** **POC: Scott Greenberg, Director, External Affairs, United Parks & Resorts, 949.233.5898**
3:45PM- 5:45PM	**SeaWorld Orlando Rescue Tour** The SeaWorld Rescue Tour will show the hands-on work that happens with rescued manatees, birds, dolphins, and sea turtles that find SeaWorld Orlando their temporary home, with a focus on educating the staffers on environmental, animal, and habitat conservation. The group will learn first-hand what it takes to care for these amazing and diverse animals, and why no two days are ever the same in our tireless mission to return each and every rescue back to their natural home. We will visit our Coral Rescue Center and will highlight the state and federal agencies that support our operations.
5:50PM	Proceed to shuttle bus **Location: 6000 Discovery Cove Way (Gate 3: across from Discovery Cove), Orlando, FL**
6:10PM	Depart for Orlando Airport
6:30PM	Arrive at Orlando Airport. Staff may purchase their dinner at airport.
7:59PM	Delta #2729 departs Orlando
10:10PM	Arrive at Washington Reagan National
	Own transportation home.