DISCLOSURE BY NON-ELECTED PUBLIC EMPLOYEE
OF TRAVEL EXPENSES SERVING A LEGITIMATE PUBLIC PURPOSE
AS REQUIRED BY 930 CMR 5.08(2)(d)1.

	NON-ELECTED PUBLIC EMPLOYEE INFORMATION
Name of **non-elected** public employee:	Joseph Thibodeau
Title/ Position	Associate Legal Counsel
Agency/ Department	Governor's Office
Agency address:	24 Beacon St., Boston, MA 02133
Office phone:	(617) 725-4005
Office e-mail:	joe.thibodeau@mass.gov
Write an X to confirm each statement.	I am filing this disclosure because: __X_ I am going to engage in an activity that serves a legitimate public purpose, i.e., it is intended to promote the interests of the Commonwealth, a county or a municipality; and __X_ A non-public entity (but not a lobbyist) has offered to reimburse, waive or pay travel expenses and costs worth more than $50.
	ACTIVITY THAT SERVES A LEGITIMATE PUBLIC PURPOSE
Describe the activity which is the reason for traveling.	I will attend the National Governors Association's Roundtable on Implementing Best Practices to Strengthen Cannabis and Hemp Policy.
Describe your participation in the activity.	I will attend and participate in discussions.
Date, time and location of activity.	January 28, 2026 AT&T Forum 601 New Jersey Ave NW Washington, D.C. 20001
Please explain how the activity will promote the interests of the Commonwealth, a county or a municipality.	At the Roundtable, I will connect and facilitate interstate relationships with senior officials from other state governments across the country, and I will participate in a series of policy conversations about cannabis and hemp.

	TRAVEL EXPENSES
Identify the person or organization that offered to reimburse, waive or pay your travel expenses.	National Governors Association
Address of person or organization.	444 North Capitol Street, Suite 267 Washington D.C. 20001
Provide information in as much detail as possible:	***Itemization and explanation of amounts offered:***
Transportation:	*Air, train, bus, and taxi fare and rental car hire, etc.* $345.88
Lodging:	*Overnight accommodations.* $507.86
Meals:	*Breakfast, lunch, dinner, special events.*
Admission:	*Registration, admission, tickets, etc.*
Other (please list):	*Refreshment, instruction, materials, entertainment, etc.*
Total:	$853.74
Write an X beside any statement that applies.	**____ I have attached the relevant itinerary.** **____ I have attached the relevant agenda.**
Employee signature:	Joseph Fiderlan
Date:	01/22/26

Attach additional pages if necessary.

Complete the disclosure and submit it to your appointing authority.

DETERMINATION BY APPOINTING AUTHORITY

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	Maura Healey (by Chief of Staff Kate Cook)
Agency and Title/Position:	Office of the Governor / Governor
Agency address:	24 Beacon Street, Boston, MA 02133
Office phone:	617-725-4005
Employee who filed the disclosure:	Joseph Thibodeau
	DETERMINATION
To give approval, check <u>both</u> statements.	Upon consideration of the facts disclosed by the employee above, I find that: __X_ Acceptance of the reimbursement, waiver or payment of travel expenses will serve a legitimate public purpose, i.e., it will promote the interests of the Commonwealth, a county or a municipality; AND __X_ Such public purpose outweighs any special non-work related benefit to the employee or the person providing the reimbursement, waiver or payment.
Reason that the employee's travel or attendance will serve a legitimate public purpose:	As stated in the disclosure.
Appointing Authority signature:	Kate Cook
Date:	1/27/24

Attach additional pages if necessary.

The appointing authority should maintain the disclosure as a public record and give a copy of any signed determination to the employee.