



State Form 55860 (R / 10-15)
OFFICE OF THE INSPECTOR GENERAL
IG 4-2-6-9

INDIANA STATE
ETHICS COMMISSION

Name (last) A'Hearn	Name (first) Alec	Name (middle) Robert
Name of office or agency Indiana Department of Transportation	Job title Design Engineer	
Address of office (number and street) 5333 Hatfield Road	City Fort Wayne	ZIP code 46808
Office telephone number (260) 969-8317	Office e-mail address (required) aahearn@indot.in.gov	

Alec A'Hearn is a Design Engineer for the Indiana Department of Transportation ("INDOT")- Fort Wayne District.

Alec A'Hearn recently interviewed with Engineering Resources, Inc ("ER").

ER has a business relationship with INDOT, including active contracts with the Department.

Alec A'Hearn's employment negotiations with ER therefore created a potential decisions and voting conflict

of interest under IC 4-2-6-9. This disclosure is therefore being filed in anticipation of that potential conflict.

Alec A'Hearn is not subject to the mandatory cooling off period (IC 4-2-6-11(b)) with regard to ER.

Alec A'Hearn is subject to the particular matter restriction and will not assist future employers, including ER, with any matter he personally and substantially participated in on behalf of INDOT.

This disclosure was provided to Mr. A'Hearn's appointing authority, Commissioner Lyndsay Quist, on May 23, 2025.

Evidence of said disclosure to Commissioner Quist is filed herewith pursuant to IC 4-2-6-9(b)(2)(D).

Pursuant to IC 4-2-6-9(b)(2), this disclosure was executed and filed with the SEC within seven days (7)

of the potential conflict being identified by the below signed ethics officer.

Describe the screen established by your ethics officer: (Attach additional pages as needed.)

A formal screen was executed with INDOT ethics officer preventing Alec A'Hearn from working with ER in his capacity as an INDOT employee. Said screen prohibits Alec A'Hearn from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving ER, or in which ER has an interest. Alec A'Hearn is further screened from assisting any future employer, including ER, with any matter in which he personally and substantially participated while employed by INDOT.

The screen was executed on May 23, 2025, a copy of which was sent to Commissioner Lyndsay Quist along with this disclosure.

AFFIRMATION

Your signature below affirms that your disclosures on this form are true, complete, and correct to the best of your knowledge and belief. In addition to this form, you have attached a copy of your written disclosure to your agency appointing authority and ethics officer.

Signature of state officer, employee or special state appointee



Date signed (month, day, year)

May 23, 2025

Printed full name of state officer, employee or special state appointee

Alec A'Hearn

FOR ETHICS OFFICER USE ONLY

Your signature below affirms that you have reviewed this disclosure form and that it is true, complete, and correct to the best of your knowledge and belief. You also attest that your agency has implemented the screen described above.

Signature of ethics officer



Date signed (month, day, year)

May 23, 2025

Printed full name of ethics officer

Deborah Law

CONFLICT OF INTEREST SCREEN FOR ALEC A'HEARN

May 23, 2025

I. RECITALS

WHEREAS, Alec A'Hearn is a Design Engineer for the Indiana Department of Transportation ("INDOT" or "Department")-Fort Wayne District; and

WHEREAS, Alec A'Hearn has interviewed with Engineering Resources, Inc. ("ER"); and

WHEREAS, ER has a business relationship with INDOT, including active contracts; and

WHEREAS, as a design engineer for INDOT, it is possible that Alec A'Hearn could be assigned to participate in matters in which ER has an interest as part of his regular duties; and

WHEREAS, Alec A'Hearn's employment negotiations with ER create a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

WHEREAS, Alec A'Hearn is subject to the particular matter restriction (IC 4-2-6-11(a)) and cannot assist future employers, including ER, with any matter he personally and substantially participated in for INDOT; and

WHEREAS, Alec A'Hearn may have obtained confidential information in the course of his employment with INDOT and has an affirmative duty to protect such information from disclosure and to refrain from relying on such information for the benefit of himself or future employers.¹

NOW THEREFORE, Alec A'Hearn, Design Engineer for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with ER, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Alec A'Hearn must adhere to terms three (3) and four (4) regarding the particular matter restriction and confidential information in perpetuity.

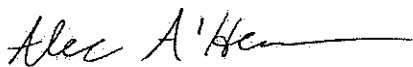
II. CONFLICT OF INTEREST SCREEN

1. Alec A'Hearn shall not participate in any decision or vote, or any matter related to such decision or vote, in which ER has a financial interest.
2. Alec A'Hearn is screened from participating in any present or future contract or other matter involving ER.
3. Alec A'Hearn shall not assist any future employers, including ER, with any matter he personally and substantially participated in while employed by INDOT. This restriction applies in perpetuity, for the life of the particular matter.
4. Pursuant to his duty under Ind. Code §5-14-3-10, Alec A'Hearn shall not disclose or otherwise rely upon information classified as confidential under Ind. Code §5-14-3-4. This restriction applies in perpetuity, so long as the subject information is deemed confidential.

III. EMPLOYEE AFFIRMATION

I have read and understand the terms of the foregoing Conflict of Interest Screen, and will in all ways follow, adhere to, and satisfy the above stated restrictions on my participation in any decision or vote in which ER has a financial interest. I understand that the first two (2) terms of this screen terminate upon my leaving the Department or the discontinuation of negotiations with ER, whichever occurs first. I further understand that terms three (3) and four (4) regarding particular matters and confidential information respectively, apply in perpetuity, for the life of each matter and so long as the subject information is deemed confidential. I have shared and discussed this Conflict of Interest Screen and its requirements with my supervisor.

Executed and agreed on this 23rd day of May 2025, by:



Alec A'Hearn, Design Engineer-Fort Wayne District
Indiana Department of Transportation

¹ State employees have an affirmative duty under Ind. Code §5-14-3-10 to protect from disclosure and to refrain from relying upon information defined as confidential under Ind. Code §5-14-3-4.

Garrigus, Adam

From: Law, Deborah
Sent: Tuesday, May 27, 2025 9:18 AM
To: Quist, Lyndsay
Cc: Grand, Alison; Law, Deborah
Subject: screen/conflict notice
Attachments: COI Disclosure-A'Hearn.signed.pdf; COI Screen- A'Hearn Signed.pdf

Commissioner Quist,

Under 42 IAC 1-5-6(b)(2)(D), this email serves to notify you that a screen and conflict-of-interest disclosure statement will be filed for Alec A'Hearn, Design Engineer at Fort Wayne District, with the State Ethics Commission. Under the Indiana Administrative Code, the appointing authority must be notified of any potential conflict of interest, as well as the screening and disclosure process.

Please let me know if you have any questions.

--deb

Deborah Law
Ethics Officer & Senior Attorney, Legal Services
Indiana Department of Transportation
Central Office

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Find us on social media!

