



**ETHICS DISCLOSURE STATEMENT
CONFLICTS OF INTEREST – DECISIONS AND VOTING**

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

FILED

MAR 26 2025

INDIANA STATE
ETHICS COMMISSION

In accordance with IC 4-2-6-9, you must file your disclosure with the State Ethics Commission no later than seven (7) days after the conduct that gives rise to the conflict. You must also include a copy of the notification provided to your agency appointing authority and ethics officer when filing this disclosure. This disclosure will be posted on the Inspector General's website.

Name (<i>last</i>) Abdel-Samad	Name (<i>first</i>) Elsayed	Name (<i>middle</i>)
Name of office or agency Indiana Department of Transportation		Job title Highway Engineer-2
Address of office (<i>number and street</i>) 32 South Broadway		City Greenfield
		ZIP code 46140
Office telephone number (317) 709-9877	Office e-mail address (<i>required</i>) eabdelamad@indot.in.gov	
Describe the conflict of interest:		
Elsayed Abdel-Samad is a Highway Engineer-2 for the Indiana Department of Transportation--Greenfield District.		
Elsayed Abdel-Samad recently accepted employment with Clark Dietz, Inc. ("Clark Dietz").		
Clark Dietz has a business relationship with INDOT, including active contracts with the Department.		
Elsayed Abdel-Samad's employment negotiations with Clark Dietz 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.		
Elsayed Abdel-Samad is not subject to the mandatory cooling off period (IC 4-2-6-11(b)) with regard to Clark Dietz.		
Elsayed Abdel-Samad is subject to the particular matter restriction and will not assist future employers, including Clark Dietz, with any matter he personally and substantially participated in on behalf of INDOT.		
This disclosure was provided to Mr. Abdel-Samad's appointing authority, Commissioner Kent Abernathy, on March 26, 2025.		
Evidence of said disclosure to Commissioner Abernathy 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 (7) days 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 Elsayed Abdel-Samad from working with Clark Dietz in his capacity as an INDOT employee. Said screen prohibits Elsayed Abdel-Samad from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving Clark Dietz, or in which Clark Dietz has an interest. Elsayed Abdel-Samad is further screened from assisting any future employer, including Clark Dietz, with any matter in which he personally and substantially participated while employed by INDOT.

The screen was executed on March 26, 2025, a copy of which was sent to Commissioner Kent Abernathy 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

Elsayed Abdel-Samad

Date signed (month, day, year)

03/26/2025

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

Elsayed Abdel-Samad

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

Michele Steele

Date signed (month, day, year)

03/26/2025

Printed full name of ethics officer

Michele Steele

CONFLICT OF INTEREST SCREEN FOR ELSAYED ABDEL-SAMAD

March 26, 2025

I. RECITALS

WHEREAS, Elsayed Abdel-Samad is a Highway Engineer-2 for the Indiana Department of Transportation-Greenfield District ("INDOT" or "Department"); and

WHEREAS, Elsayed Abdel-Samad recently accepted employment with Clark Dietz, Inc. ("Clark Dietz"); and

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

WHEREAS, as a Highway Engineer-2 for INDOT Greenfield District, it is possible that Elsayed Abdel-Samad could be assigned to participate in matters in which Clark Dietz has an interest as part of his regular duties; and

WHEREAS, Elsayed Abdel-Samad's employment negotiations with Clark Dietz created a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

WHEREAS, Elsayed Abdel-Samad is subject to the particular matter restriction (IC 4-2-6-11(a)) and cannot assist future employers, including Clark Dietz, with any matter he personally and substantially participated in for INDOT; and

WHEREAS, Elsayed Abdel-Samad 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, Elsayed Abdel-Samad, Highway Engineer-2 for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with Clark Dietz, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Elsayed Abdel-Samad 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. Elsayed Abdel-Samad shall not participate in any decision or vote, or any matter related to such decision or vote, in which Clark Dietz has a financial interest.
2. Elsayed Abdel-Samad is screened from participating in any present or future contract or other matter involving Clark Dietz.
3. Elsayed Abdel-Samad shall not assist any future employers, including Clark Dietz, 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 IC 5-14-3-10, Elsayed Abdel-Samad shall not disclose or otherwise rely upon information classified as confidential under IC 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 Clark Dietz 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 Clark Dietz, 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 this 26th day of March 2025, by:

Elsayed Abdelsamad

Elsayed Abdel-Samad, Highway Engineer-2

Indiana Department of Transportation- Greenfield District

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

Perrodin, Regan (IG)

From: Steele, Michele
Sent: Wednesday, March 26, 2025 11:36 AM
To: Abernathy, Kent
Cc: Grand, Alison; Law, Deborah
Subject: Alsayed Abdel-Samad

Commissioner Abernathy,

Under 42 IAC 1-5-6(b)(2)(D), this email serves to notify you that a conflict-of-interest screen and ethics disclosure statement will be filed for Elsayed Abdel-Samad, an INDOT employee, 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.

Michele Steele, J.D., LLM

Director of Compliance/Prequalification and Ethics Officer

Indiana Department of Transportation

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