

DEC 22 2025

INDIANA STATE
ETHICS COMMISSION
**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

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 (last) Bailey	Name (first) Mark	Name (middle)
Name of office or agency Indiana Department of Transportation		Job title Managing Director Of Engineering
Address of office (number and street) 100 N Senate Ave, N758		City Indianapolis
		ZIP code 46204
Office telephone number (317) 233-2096	Office e-mail address (required) mbailey1@indot.in.gov	
Describe the conflict of interest:		
Mark Bailey is the Managing Director of Engineering for the Indiana Department of Transportation ("INDOT") Central Office. He has been in that role for two (2) years. He has been with INDOT for ten (10) years.		
Mark Bailey is intending to accept employment with HDR, Inc. ("HDR") in its Indianapolis office. HDR is a consulting firm that has a business relationship with INDOT, including active contracts.		
Mark Bailey's employment negotiations with HDR therefore create a potential decisions and voting conflict of interest as defined by I.C. 4-2-6-9. This disclosure is therefore being filed in anticipation of that potential conflict.		
Mark Bailey has not personally worked on any active contracts with HDR in his current role at INDOT.		
Mark Bailey is subject to the particular matter restriction and will not assist future employers, including HDR, with any matter he personally and substantially participated in on behalf of INDOT.		
This disclosure was provided to Mr. Bailey's appointing authority, Commissioner Lyndsay Quist, on December 18, 2025. Evidence of said disclosure to Commissioner Quist is filed herewith pursuant to I.C. 4-2-6-9(b)(2)(D).		

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

Pursuant to I.C. 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.

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

This screen was executed on December 19, 2025, a copy of which was sent to Commissioner 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

Mark Bailey

Date signed (month, day, year)

12, 19, 2025

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

Mark Bailey

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

Chris Devlin

Date signed (month, day, year)

12/22/2025

Printed full name of ethics officer

Chris Devlin

CONFLICT OF INTEREST SCREEN FOR MARK BAILEY

December 22, 2025

I. RECITALS

WHEREAS, Mark Bailey is a Managing Director of Engineering for the Indiana Department of Transportation ("INDOT" or "Department"); and

WHEREAS, Mark Bailey has recently stated his intention to accept a position as the Indiana Transportation Lead at HDR, INC ("HDR"); and

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

WHEREAS, as Managing Director of Engineering for INDOT, it is possible that Mark Bailey could be assigned to participate in matters in which HDR has an interest as part of his regular duties; and

WHEREAS, Mark Bailey's employment negotiations with HDR created a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

WHEREAS, Mark Bailey 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, Mark Bailey, Managing Director of Engineering for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with HDR, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Mark Bailey must adhere to terms three (3) and four (4) regarding the particular matter restriction and confidential information in perpetuity.

II. CONFLICT OF INTEREST SCREEN

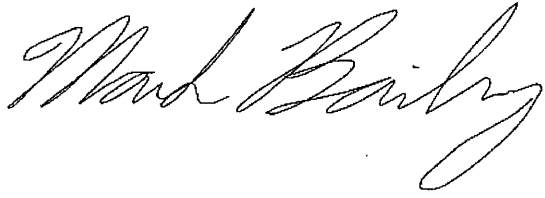
1. Mark Bailey shall not participate in any decision or vote, or any matter related to such decision or vote, in which HDR has a financial interest.
2. Mark Bailey is screened from participating in any present or future contract or other matter involving HDR.
3. Mark Bailey shall not assist any future employers, including HDR, 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, Mark Bailey 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 HDR 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 HDR, 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 19th Day of December 2025, by:

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.

A handwritten signature in cursive script, reading "Mark Bailey". The signature is written in dark ink and is positioned above a horizontal line.

Mark Bailey, Managing Director of Engineering
Indiana Department of Transportation

Garrigus, Adam

From: Devlin, Chris
Sent: Monday, December 22, 2025 7:35 AM
To: Quist, Lyndsay
Cc: Millman, Marjorie
Subject: Ethics Filing
Attachments: Bailey - COI Screen (Signed).pdf; Ethics Disclosure Statement - COI- Decision and Voting (Bailey) Signed.pdf

Commissioner Quist,

Under 42 IAC 1-5-6(b)(2)(D), this email serves to notify you that a conflict-of-interest disclosure statement and screening document will be filed with the State Ethics Commission for Mark Bailey _ Managing Director of Engineering . 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.
Thank you,

Chris Devlin
Senior Attorney, Legal Services Division
Indiana Department of Transportation
Central Office
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