



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

MAY 23 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 (last) Carleton	Name (first) Erin	Name (middle)
Name of office or agency Indiana Department of Transportation		Job title Environmental Manager
Address of office (number and street) 185 Agrico Lane		City Seymour
		ZIP code 47274
Office telephone number (812) 524-3988	Office e-mail address (required) ecarleton@indot.in.gov	

Describe the conflict of interest:

Erin Carleton is an Environmental Manager for the Indiana Department of Transportation ("INDOT")--Seymour District.

Erin Carleton has recently accepted employment with Civil & Environmental Consultants, Inc. ("CEC") in its Cincinnati office. CEC is an engineering and professional services firm that has a business relationship with INDOT, including active contracts with INDOT.

Erin Carleton's employment negotiations with CEC 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.

Erin Carleton has not worked on any contracts with CEC while employed at INDOT and will not work on INDOT projects at CEC.

Erin Carleton is subject to the particular matter restriction and will not assist future employers, including CEC, with any matter she personally and substantially participated in on behalf of INDOT.

This disclosure was provided to Ms. Carleton's appointing authority, Commissioner Lyndsay Quist, on May 22, 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.

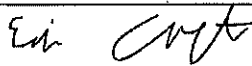
A formal screen was executed with the INDOT ethics officer preventing Erin Carleton from working with CEC in her capacity as an INDOT employee. Said screen prohibits Erin Carleton from exercising any of her official duties or otherwise participating in any decision or vote, or matter related to such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

The screen was executed on May 22, 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



Date signed (month, day, year)

5/22/2025

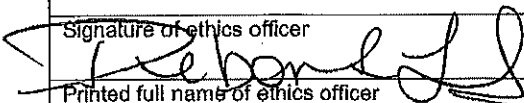
Printed full name of state officer, employee or special state appointee

Erin Carleton

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)

5/22/2025

Printed full name of ethics officer

Deborah Law

CONFLICT OF INTEREST SCREEN FOR ERIN CARLETON

May 22, 2025

I. RECITALS

WHEREAS, Erin Carleton is an Environmental Manager for the Indiana Department of Transportation ("INDOT" or "Department")—Seymour District; and

WHEREAS, Erin Carleton has recently accepted employment with Civil & Environmental Consultants, Inc. ("CEC"); and

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

WHEREAS, as an Environmental Manager for INDOT, it is possible that Erin Carleton could be assigned to participate in matters in which CEC has an interest as part of her regular duties; and

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

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

WHEREAS, Erin Carleton may have obtained confidential information in the course of her 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 herself or future employers.¹

NOW THEREFORE, Erin Carleton, Environmental Manager for INDOT, for her remaining tenure with INDOT, or until she discontinues employment negotiations with CEC, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Erin Carleton 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. Erin Carleton shall not participate in any decision or vote, or any matter related to such decision or vote, in which CEC has a financial interest.
2. Erin Carleton is screened from participating in any present or future contract or other matter involving CEC.
3. Erin Carleton shall not assist any future employers, including CEC, with any matter she personally and substantially participated in while employed by INDOT. This restriction applies in perpetuity, for the life of the particular matter.
4. Pursuant to her duty under Ind. Code §5-14-3-10, Erin Carleton 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 CEC 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 CEC, 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 22nd day of May 2025, by:

Erin Carleton

Digitally signed by Erin Carleton
Date: 2025.05.23 08:32:40 -04'00'

Erin Carleton, Environmental Manager-Seymour 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: Friday, May 23, 2025 9:22 AM
To: Quist, Lyndsay
Cc: Grand, Alison; Law, Deborah
Subject: conflict screen
Attachments: Ethics Disclosure Statement - COI- Decision and Voting.Carleton.pdf; COI Screen-Carleton 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 Erin Carleton, Environmental Manager at Seymour 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
Senior Attorney, Legal Services
Indiana Department of Transportation
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Find us on social media!

