



**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 06 2026

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) Carter	Name (first) Nicole	Name (middle)
Name of office or agency Indiana Department of Transportation Seymour District		Job title Senior Project Manager
Address of office (number and street) 185 Agrico Lane		City Seymour
		ZIP code 47274
Office telephone number (812) 524-3970	Office e-mail address (required) ncarter@indot.in.gov	

Describe the conflict of interest:

Nicole Carter (Carter), is a Senior Project Manager for the Indiana Department of Transportation (INDOT) - Seymour District. She has been in that role for eleven (11) years, and at INDOT for eighteen (18) years.

Carter is intending to interview for employment with HWC Engineering (HWC), in it's Indianapolis Office. HWC is an engineering consulting firm that has a business relationship with INDOT, including active contracts.

Carter's employment negotiations with HWC therefore create a potential decisions and voting conflict of interest as defined by IC 4-2-6-9. This disclosure is therefore being filed in anticipation of that potential conflict.

Carter has served as project manager on multiple contracts with HWC in her current role as a Senior Project Manager. She is current assigned as the Project Manager on one state contract and two local contracts where HWC is involved.

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

This disclosure was provided to Ms. Carter's appointing authority, Commissioner Lyndsay Quist, on March 5, 2026. Evidence of said disclosure to Commissioner Quist is filed herewith pursuant to IC 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 Nicole Carter from working with HWC in her capacity as an INDOT employee. Said screen prohibits Nicole Carter from exercising any of her official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving HWC, or in which HWC has an interest. Nicole Carter is further screened from assisting any future employer, including HWC, with any matter in which she personally and substantially participated in while employed at INDOT.

This screen was executed on March 6, 2026, 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

Nicole Carter

Date signed (month, day, year)

03/05/2026

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

Nicole Carter

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)

03/06/2026

Printed full name of ethics officer

Chris Devlin

CONFLICT OF INTEREST SCREEN FOR NICOLE CARTER

March 5, 2026

I. RECITALS

WHEREAS, Nicole Carter is a Senior Project Manager for the Indiana Department of Transportation ("INDOT" or "Department") Seymour District; and

WHEREAS, Carter has recently stated her intention to interview for a position with HWC Engineering, ("HWC"); and

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

WHEREAS, as a Senior Project Manager for INDOT, it is possible that Carter could be assigned to participate in matters in which HWC has an interest as part of her regular duties; and

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

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

WHEREAS, Carter 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, Nicole Carter, Senior Project Manager for INDOT, for her remaining tenure with INDOT, or until she discontinues employment negotiations with HWC, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Carter must adhere to terms three (3) and four (4) regarding the particular matter restriction and confidential information in perpetuity.

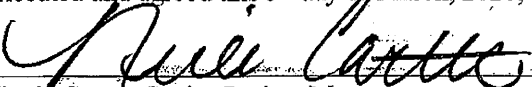
II. CONFLICT OF INTEREST SCREEN

1. Nicole Carter shall not participate in any decision or vote, or any matter related to such decision or vote, in which HWC has a financial interest.
2. Nicole Carter is screened from participating in any present or future contract or other matter involving HWC.
3. Nicole Carter shall not assist any future employers, including HWC, 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, Nicole Carter 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 HWC 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 HWC, 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 5th day of March, 2026, by:



Nicole Carter, Senior Project Manager
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: Devlin, Chris
Sent: Friday, March 6, 2026 7:54 AM
To: Quist, Lyndsay
Cc: Millman, Marjorie
Subject: Ethics Filing
Attachments: Ethics Disclose Statement - COI- Decision and Voting - Carter - Signed.pdf; Carter N COI screen.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 Nicole Carter – Senior Project Manager for the Seymour District. 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

Phone: 463-261-6966

Email: CDevlin@indot.IN.gov

[Find us on social media!](#)



ATTENTION: This message is subject to the attorney/client privilege and is exempt from disclosure under the Indiana Access to Public Records Act and is otherwise confidential. If you are not the intended recipient, you are hereby notified that any use and/or disclosure of this message is strictly prohibited, and may result in legal liability on your part. If you received this transmission in error, please notify the sender immediately by reply e-mail and immediately delete the message and any attachments, and destroy any hard copies you may have created.