

FEB 17 2026

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) Colonis	Name (first) James	Name (middle) P
Name of office or agency Indiana Department of Transportation		Job title District Construction Director
Address of office (number and street) 32 South Broadway		City Greenfield ZIP code 46140
Office telephone number (317) 650-3041	Office e-mail address (required) jcolonis@indot.in.gov	
Describe the conflict of interest: James Colonis is a District Construction Director for the Indiana Department of Transportation (INDOT) - Greenfield District He has been in that role since March 2018 and with INDOT since June 8, 1987.		
James Colonis has accepted an offer of employment with WSP USA, INC, (WSP), for post-retirement employment. WSP is a civil engineering and professional services firm that has a business relationship with INDOT, including active contracts with INDOT.		
James Colonis has not scored Letters of Interest (LOIs) for WSP, and he has made no substantive decisions regarding WSP.		
James Colonis is subject to the particular matter restriction and will not assist future employers, including WSP, with with any matter he personally and substantially participated in on behalf of INDOT.		
This disclosure was provided to Mr. Colonis' appointing authority, Commissioner Lyndsay Quist, on February 17, 2026. Evidence of said disclosure to Commissioner Quist is filed herewith pursuant to I.C. 4-2-6-9(b)(2)(D).		
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.		

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

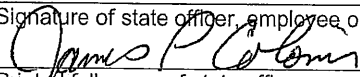
A formal screen was executed with the INDOT ethics officer preventing James Colonis from working with WSP in his capacity as an INDOT employee. Said screen prohibits James Colonis from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such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

This screen was executed on February 16, 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



Date signed (month, day, year)

2-16-2026

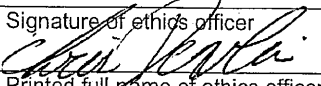
Printed full name of state officer, employee or special state appointee

James P. Colonis

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)

02-17-2026

Printed full name of ethics officer

Chris Devlin

CONFLICT OF INTEREST SCREEN FOR JAMES COLONIS

February 6, 2026

I. RECITALS

WHEREAS, James Colonis is the Construction Director for the Indiana Department of Transportation ("INDOT" or "Department") – Greenfield District; and

WHEREAS, James Colonis has recently engaged in discussions about and accepted post-retirement employment with WSP USA, INC, ("WSP"); and

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

WHEREAS, as a District Construction Director for INDOT, it is possible that James Colonis could be assigned to participate in matters in which WSP has an interest as part of his regular duties; and

WHEREAS, James Colonis' employment negotiations with WSP created a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

WHEREAS, James Colonis 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, James Colonis, District Construction Director for INDOT – Greenfield District, for his remaining tenure with INDOT, or until he discontinues employment negotiations with WSP, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. James Colonis must adhere to terms three (3) and four (4) regarding the particular matter restriction and confidential information in perpetuity.

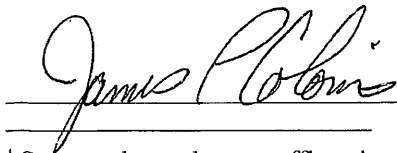
II. CONFLICT OF INTEREST SCREEN

1. James Colonis shall not participate in any decision or vote, or any matter related to such decision or vote, in which WSP has a financial interest.
2. James Colonis is screened from participating in any present or future contract or other matter involving WSP.
3. James Colonis shall not assist any future employers, including WSP, 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, James Colonis 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 WSP 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 WSP, 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 16th Day of February 2026, 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.

James Colonis, District Construction Director
Indiana Department of Transportation

Garrigus, Adam

From: Devlin, Chris
Sent: Tuesday, February 17, 2026 7:23 AM
To: Quist, Lyndsay
Cc: Millman, Marjorie
Subject: Ethics Filing
Attachments: Colonis - COI Screen - WSP (Accepted Offer).pdf; Colonis - Ethics Disclosre Statement - COI- Decision and Voting - WSP (Accepted Offer).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 James Colonis – District Construction Director for Greenfield 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

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