



INDIANA DEPARTMENT OF TRANSPORTATION

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Mike Braun, Governor
Lyndsay Quist, Commissioner

March 6, 2026

Katherine Noel, Chair
Indiana State Ethics Commission
315 West Ohio Street, Room 104
Indianapolis, IN 46202

FILED

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INDIANA STATE
ETHICS COMMISSION

IC 4-2-6-11

Post-employment waiver – James Colonis

As the Appointing Authority of the Indiana Department of Transportation (INDOT), I am filing this waiver of the application of the Code of Ethics post-employment restriction as it applies to James Colonis (“Colonis”) in his post-employment with WSP USA, INC, (“WSP”).

I understand I must file and present this waiver to the State Ethics Commission at its next available meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

A. This waiver is provided pursuant to IC 4-2-6-11(g) and specifically waives the application of (Please indicate the specific restriction in 42 IAC 1-5-14 (IC 4-2-6-11) you are waiving):

- IC 4-2-6-11(b)(1): 365 day required “cooling off” period before serving as a lobbyist.
- IC 4-2-6-11(b)(2): 365 day required “cooling off” period before receiving compensation from an employer for whom the state employee or special state appointee was engaged in the negotiation or administration of a contract and was in a position to make a discretionary decision affecting the outcome of such negotiation or administration.
- IC 4-2-6-11(b)(3): 365 day required “cooling off” period before receiving compensation from an employer for which the former state employee or special state appointee made a directly applicable regulatory or licensing decision.
- IC 4-2-6-11(c): Particular matter restriction prohibiting the former state employee or special state appointee from representing or assisting a person in a particular matter involving the state if the former state officer, employee, or special state appointee personally and substantially participated in the matter as a state worker. (Please provide a brief description of the specific particular matter(s) to which this waiver applies below):

B. IC 4-2-6-11(g)(2) requires that an agency’s appointing authority, when authorizing a waiver of the application of the post-employment restrictions in IC 4-2-6-11(b)-(c), also include specific information supporting such authorization. Please provide the requested information in the following five (5) sections to fulfill this requirement.

1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:

Colonis currently serves as the Construction Director at the INDOT Greenfield District. Colonis oversees the administration of construction contracts and projects for the Greenfield District, supervises the district's Area Engineers and field staff working on INDOT construction contracts and maintains final change order signature authority up to \$750,000.

Colonis has had limited interaction with WSP while at INDOT. As the Construction Director, he believes that he might have attended construction progress meetings where WSP employees were present. Most decisions regarding on-call construction contracts, such as WSP's, were addressed by the INDOT District's Area Engineers. The Area Engineers, rather than Colonis, make the assignments to the contracts that vendors, including WSP, would oversee. As Construction Director, he would discuss the need for consultants on INDOT projects, once a year, with the Office Area Engineer. Occasionally, he would have additional conversations if an INDOT employee or consultant left their employment and additional consultants were needed.

He also had subsequent conversations once a consultant, including WSP, sent over proposed personnel. These conversations were about matching proposed consultants to INDOT's needs. The personnel were proposed by consulting firms with existing contracts that were selected during the Request for Proposals, (RFP), process. Colonis has not scored RFPs in years. Colonis only discussed personnel when approached by the Office Area Engineer. Most often the question was when a firm would propose someone with limited experience. For example, firms often propose a graduate engineer for an inspector role if the engineer doesn't have any experience.

Additionally, Colonis filed a notice of potential conflict and screening document regarding WSP on February 17, 2026, which has prohibited any contact or review of WSP's consulting work and from scoring Letters of Interest (LOIs) from WSP seeking work with the Greenfield District. LOI scoring does not award any contract, it only reviews to ensure applicants are qualified to do the work they are bidding on.

2. Please describe the nature of the duties to be performed by the employee for the prospective employer:

In his post-INDOT employment, Colonis will serve as Vice President and for WSP, a firm that does business with INDOT. As a project engineer, he will be responsible for on-site work on the project level. Colonis' will work on projects with INDOT and local public agencies (local governments). His name would be listed on Letters of Interest as a potential project supervisor when WSP submits bids for construction inspection work on INDOT projects.

Colonis will not be involved in the contracting process for projects involving INDOT or any other agency. His involvement on any project, INDOT funded or local agency-funded transportation projects, would begin after WSP is selected as a firm to provide construction inspection services for a specific project.

INDOT relies on the private engineering and construction industry to design and build the state's transportation infrastructure. WSP is a significant player in the field of transportation engineering in the state of Indiana and is involved in many transportation projects throughout the state, those funded through INDOT and those funded with local dollars. In his new role, Colonis will be reviewing INDOT's construction vendor's work, not WSP's work, to ensure compliance with INDOT specifications

3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is possible to include matters where the agency has the discretion to make decisions based on the work of the employee:

WSP has at least eighty (80) open contracts with INDOT state-wide. Colonis anticipates that in his new position he will have contact with INDOT personnel, but he expects that his interaction will be similar to the contact of other Construction Managers without an INDOT background.

For projects involving federal funding, either through INDOT or the LPA program, there is INDOT oversight by the Area Engineers in the district construction department. The Area Engineers review work such as change orders that consultants, including Colonis, submit. Again, the work Colonis will be doing for WSP is inspecting non-WSP construction and reporting those results to INDOT for review by the INDOT Area Engineers.

Colonis and WSP understand that he cannot work on any project for WSP that he participated in while at INDOT. His INDOT work for WSP on pending projects will be limited to projects outside the Greenfield District and will not begin work on projects in the Greenfield District until new projects are awarded after his departure from INDOT.

4. Please explain whether the prospective employment may be beneficial to the state or the public, explicitly stating how the intended employment is consistent with the public interest:

Mr. Colonis has thirty-eight (38) years of experience in the transportation engineering field, all with INDOT. Mr. Colonis' knowledge and expertise in the transportation engineering and construction field would be beneficial to the public because he has a thorough knowledge of what INDOT expects in its construction projects and how to efficiently provide that quality of work. His knowledge will ensure INDOT's vision and priorities will continue to be implemented by its private sector partners.

5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Within INDOT, there are few opportunities for advancement of position and salary for Mr. Colonis. Short of joining the executive team, there is no other higher or relevant position for Mr. Colonis at INDOT. His experience is in the transportation engineering industry and it is government that builds roads with the assistance of the private sector. Denying the post-employment waiver would require Mr. Colonis to either remain at INDOT, enter a new field of engineering, or fully retire.

C. Signatures

1. Appointing Authority/state officer of the agency

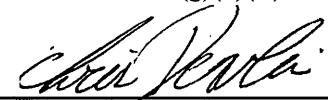
By signing below, I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an employee who obtains the waiver before engaging in the conduct that would give rise to a violation.


Lyndsay Quist, Commissioner
INDIANA DEPARTMENT OF TRANSPORTATION

3-6-2026
DATE

2. Ethics Officer of agency

By signing below, I attest to the form of this waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(B).

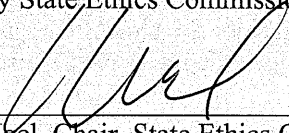

Chris Devlin, Ethics Officer
INDIANA DEPARTMENT OF TRANSPORTATION

3-9-2026
DATE

D. Approval by the State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission



Katherine Noel, Chair, State Ethics Commission

3-12-20

Date

Mail to:

Office of Inspector General
315 West Ohio Street, Room 104
Indianapolis, IN 46202

OR

Email scanned copy to: info@ig.in.gov

*Upon receipt you will be contacted with
details regarding the presentation of this
waiver to the State Ethics Commission.*