



**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**

**APR 15 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 ( <i>last</i> ) Perry	Name ( <i>first</i> ) Damien	Name ( <i>middle</i> )	
Name of office or agency Indiana Department of Transportation		Job title Project Manager	
Address of office ( <i>number and street</i> ) 5333 Hatfield Road		City Fort Wayne	ZIP code 46808
Office telephone number ( 260 ) 969-8266	Office e-mail address ( <i>required</i> ) dperry1@indot.in.gov		
Describe the conflict of interest:			
Damien Perry is a Project Manager for the Fort Wayne District of the Indiana Department of Transportation ("INDOT").			
Damien Perry has recently accepted employment with Kapur & Associates, Inc. ("Kapur").			
Kapur has a business relationship with INDOT, including active contracts with INDOT.			
Damien Perry's employment negotiations with Kapur therefore create a potential decisions and voting conflict of interest under IC 4-2-6-9. This disclosure is therefore being filed in anticipation of that potential conflict.			
Damien Perry is not subject to the mandatory cooling off period (IC 4-2-6-11(b)) with regard to Kapur.			
Damien Perry is subject to the particular matter restriction and will not assist future employers, including Kapur, with any matter he personally and substantially participated in on behalf of INDOT.			
This disclosure was provided to Mr. Perry's appointing authority, Commissioner Lyndsay Quist, on April 15, 2025.			
Evidence of said disclosure to Commissioner Quist is filed herewith pursuant to IC 4-2-6-9(b)(2)(D).			
Pursuant to IC 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 Damien Perry from working with Kapur in his capacity as an INDOT employee. Said screen prohibits Damien Perry from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving Kapur, or in which Kapur has an interest.

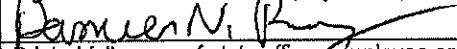
Damien Perry is further screened from assisting any future employer, including Kapur, with any matter in which he personally and substantially participated while employed by INDOT.

The screen was executed on April 15, 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)

04/15/2025

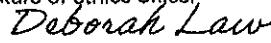
Printed full name of state officer, employee or special state appointee

Damien Perry

#### 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)

04/15/2025

Printed full name of ethics officer

Deborah Law



## **CONFLICT OF INTEREST SCREEN FOR DAMIEN PERRY**

**April 15, 2025**

### **I. RECITALS**

WHEREAS, Damien Perry is a Project Manager-Fort Wayne District for the Indiana Department of Transportation (“INDOT” or “Department”); and

WHEREAS, Damien Perry has accepted employment with Kapur & Associates, Inc. (“Kapur”); and

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

WHEREAS, as a Project Manager for INDOT, it is possible that Damien Perry could be assigned to participate in matters in which Kapur has an interest as part of his regular duties; and

WHEREAS, Damien Perry’s employment negotiations with Kapur create a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

WHEREAS, Damien Perry 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.<sup>1</sup>

NOW THEREFORE, Damien Perry, Project Manager for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with Kapur, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Damien Perry must adhere to terms three (3) and four (4) regarding the particular matter restriction and confidential information in perpetuity.

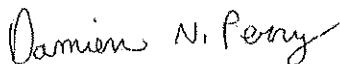
### **II. CONFLICT OF INTEREST SCREEN**

1. Damien Perry shall not participate in any decision or vote, or any matter related to such decision or vote, in which Kapur has a financial interest.
2. Damien Perry is screened from participating in any present or future contract or other matter involving Kapur.
3. Damien Perry shall not assist any future employers, including Kapur, 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, Damien Perry 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 Kapur 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 Kapur, 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 15<sup>th</sup> day of April 2025, by:



Damien Perry, Project Manager  
Indiana Department of Transportation

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<sup>1</sup> 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

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**From:** Law, Deborah  
**Sent:** Tuesday, April 15, 2025 8:22 AM  
**To:** Quist, Lyndsay  
**Cc:** Grand, Alison; Steele, Michele; Law, Deborah  
**Subject:** conflict of interest notification

Commissioner Quist,

Under 42 IAC 1-5-6(b)(2)(D), this email serves to notify you that a conflict-of-interest screen and ethics disclosure statement will be filed for Damien Perry, an INDOT employee at the Fort Wayne 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 Operations*  
Indiana Department of Transportation  
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