

FILED

JAN 27 2025

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

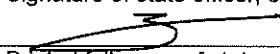
In accordance with IC 4-2-6-9, you must file your disclosure with the State Ethics Commission no later than seven (7) days after the conduct that gives rise to the conflict. You must also include a copy of the notification provided to your agency appointing authority and ethics officer when filing this disclosure. This disclosure will be posted on the Inspector General's website.

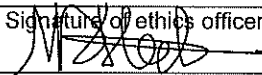
Name (last) DeLoach	Name (first) Zach	Name (middle)
Name of office or agency Indiana Department of Transportation		Job title Statewide Maintenance Operations Director
Address of office (number and street) 100 N. Senate Avenue, N758-HM		City Indianapolis
		ZIP code 46204
Office telephone number (317) 450-8531	Office e-mail address (required) zdeloach@indot.in.gov	
Describe the conflict of interest: Zach DeLoach is a Statewide Maintenance Operations Director. Zach DeLoach recently accepted employment with Interstate Business Solutions ("IBS"). IBS has a business relationship with INDOT, including active contracts with the Department. Zach DeLoach's employment negotiations with IBS therefore created 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.		
Zach DeLoach is not subject to the mandatory cooling off period (IC 4-2-6-11(b)) with regard to Interstate Business Solutions ("IBS").		
Zach DeLoach is subject to the particular matter restriction and will not assist future employers, including IBS, with any matter he personally and substantially participated in on behalf of INDOT. This disclosure was provided to Mr. DeLoach's appointing authority, Commissioner Kent Abernathy, on January 24, 2025. Evidence of said disclosure to Commissioner Abernathy 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 identified by the below signed officer.		

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

A formal screen was executed with INDOT ethics officer preventing Zach DeLoach from working with Interstate Business Solutions in his capacity as an INDOT employee. Said screen prohibits Zach DeLoach from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving IBS, or in which IBS has an interest. Zach DeLoach is further screened from assisting any future employer, including IBS, with any matter in which he personally and substantially participated while employed by INDOT.

This screen was executed on January 27, 2025, a copy of which was sent to Commissioner Kent Abernathy 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) 01/27/2025
Printed full name of state officer, employee or special state appointee Zach DeLoach	

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)
Printed full name of ethics officer Michele D. Steele	

CONFLICT OF INTEREST SCREEN FOR ZACH DELOACH

January 24, 2025

I. RECITALS

WHEREAS, Zach DeLoach is the Statewide Maintenance Operations Director for the Indiana Department of Transportation ("INDOT" or "Department"); and

WHEREAS, Zach DeLoach recently accepted employment with Interstate Business Solutions ("IBS"); and

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

WHEREAS, as Statewide Maintenance Operations Director for INDOT, it is possible that Zach DeLoach could be assigned to participate in matters in which IBS has an interest as part of his regular duties; and

WHEREAS, Zach DeLoach's employment negotiations with IBS created a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

WHEREAS, Zach DeLoach 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, Zach DeLoach, Statewide Maintenance Operations Director for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with Interstate Business Solutions, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Zach DeLoach 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. Zach DeLoach shall not participate in any decision or vote, or any matter related to such decision or vote, in which IBS has a financial interest.
2. Zach DeLoach is screened from participating in any present or future contract or other matter involving IBS.
3. Zach DeLoach shall not assist any future employers, including IBS, 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, Zach DeLoach 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 Interstate Business Solutions 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 IBS, 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 27th day of January 2025, by:



Zach DeLoach, Statewide Maintenance Operations Director
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.

Perrodin, Regan (IG)

From: Steele, Michele
Sent: Monday, January 27, 2025 12:49 PM
To: Abernathy, Kent
Subject: Conflict of Interest Screen and Disclosure - Zach DeLoach
Attachments: Ethics Disclosure Statement - Zach DeLoach - signed today by M Steele.pdf; COI Screen - Zach DeLoach.pdf

Commissioner Abernathy,

This email is to notify you that a conflict-of-interest screen and disclosure will be filed for Zach DeLoach, an INDOT employee, with the State Ethics Commission.

PLEASE NOTE: This is the established procedure when employees contact an agency ethics officer regarding potential conflicts of interest per current law. **No action is required by you,** and per the rules, I am required to provide you notice when an employee has a conflicts of interest issue.

Michele Steele, J.D., LLM

Director of Compliance/Prequalification and Ethics Officer

Indiana Department of Transportation
100 N. Senate Avenue – Room N758-PQ
Indianapolis, IN 46204

Office: (317) 719-6624

Email: msteele@indot.in.gov

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