



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

AUG 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>) Earlywine	Name (<i>first</i>) Cody	Name (<i>middle</i>)
Name of office or agency Indiana Department of Transportation		Job title CDL Instructor
Address of office (<i>number and street</i>) 845 W. Main St.		City Greenfield
Office telephone number (317) 519-8492	Office e-mail address (<i>required</i>) CEarlywine@indot.in.gov	

Describe the conflict of interest:

Cody Earlywine ("Earlywine") is the CDL Instructor at the Indiana Department of Transportation ("INDOT")-Greenfield District. Earlywine is interested in a part-time laborer position with E & B Paving, LLC ("E&B"). The position would be a weekend position and would not conflict with Earlywine's INDOT's schedule or responsibilities.

It does not appear that E&B has a business relationship with INDOT: it holds no contracts with INDOT but could be a subcontractor on INDOT paving projects.

Earlywine's employment negotiations with E&B may create a conflict of interest under IC 4-2-6-9. This disclosure is being filed in anticipation of a future conflict.

Earlywine is subject to the particular matter restriction and he will not assist future employers, including E&B, with any matter he personally and substantially participated in on behalf of INDOT.

This disclosure was provided to Earlywine's appointing authority, Commissioner Lyndsay Quist, on August 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 Earlywine from working with E&B in his capacity as an INDOT employee.

Said screen prohibits Earlywine from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving E&B or in which E&B may have an interest.

Earlywine is further screened from assisting any future employer, including E&B, with any matter in which he personally and substantially participated while employed by INDOT.

The screen was executed on August 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
/s/ Cody Earlywine

Date signed (month, day, year)
8/15/2025

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

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

Deborah Law

Date signed (month, day, year)
8/15/2025

Printed full name of ethics officer
Deborah Law

CONFLICT-OF-INTEREST SCREEN FOR CODY EARLYWINE

August 15, 2025

I. RECITALS

WHEREAS, Cody Earlywine is the CDL Instructor for the Indiana Department of Transportation (“INDOT”)-Greenfield District; and

WHEREAS, Cody Earlywine would like to accept a part-time/week-end position as a laborer with E & B Paving, LLC (“E&B”); and

WHEREAS, Cody Earlywine has no contracting responsibilities for INDOT; and

WHEREAS, E&B may have a business relationship with INDOT—E&B holds no contracts with INDOT but could be a subcontractor on INDOT projects; and

WHEREAS, as a CDL Instructor for INDOT, it is possible that Cody Earlywine could be assigned to participate in matters in which E&B has an interest as part of his regular duties; and

WHEREAS, Cody Earlywine’s employment negotiations/part-time laborer position with E&B could create a conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

WHEREAS, Cody Earlywine 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, Cody Earlywine, the CDL Instructor for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with E&B, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Cody Earlywine 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. Cody Earlywine shall not participate in any decision or vote, or any matter related to such decision or vote, in which E&B has a financial interest.
2. Cody Earlywine is screened from participating in any present or future contract or other matter involving E&B.
3. Cody Earlywine shall not assist any future employers, including E&B, 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, Cody Earlywine 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 E&B has a financial interest. I understand that the first two (2) terms of this screen terminate upon my leaving INDOT or the discontinuation of negotiations with E&B, 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 15th day of August 2025, by:

/s/: Cody Earlywine

Cody Earlywine, CDL Instructor-Greenfield District
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: Law, Deborah
Sent: Friday, August 15, 2025 8:12 AM
To: Quist, Lyndsay
Cc: Grand, Alison
Subject: ethics filing
Attachments: Conflict Notice-Earlywine.pdf; COI Screen- Earlywine.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 Cody Earlywine, CDL trainer at Greenfield District (Earlywine isn't leaving, he's taking a part-time/weekend job as a laborer for a paving company). 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
Ethics Officer & Senior Attorney, Legal Services
Indiana Department of Transportation
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Find us on social media!

