

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

See attached Disclosure Statement and Screening Protocol

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)

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

Deanna L Garner

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

James M French

**Disclosure Statement and Screening Protocol for
IDEM Office of Program Support's Deanna Garner**

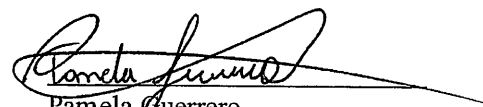
Deanna Garner (Garner) is the Recycling Market Development Program Manager in the Indiana Department of Environmental Management's (IDEM) Office of Program Support (OPS). Garner's state duties include serving as agency liaison and chief administrative officer to the Recycling Market Development Program Board and Grant Program, providing support for and promoting all agency recycling initiatives, and providing technical assistance to Indiana businesses, communities, and recycling industries.

Garner has recently applied for a Senior Project Manager position with GT Environmental, Inc. (GT), an environmental consulting firm that has done business with IDEM. Though IDEM and Garner do not assert this to be a conflict of interest per IC 4-2-6-9, IDEM is nevertheless disclosing this potential conflict and implementing the following to ensure that Garner is screened from all matters concerning GT.

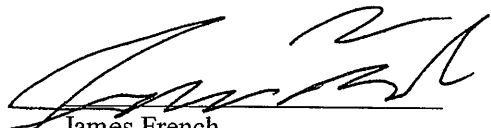
1. OPS Recycling, Education, and Quality Assurance Section Chief Pamela Guerrero is Garner's direct supervisor. Guerrero will not assign any current or future matter that may arise involving GT, or any of its clients, to Garner.
2. Garner shall recuse herself from the portion of any meeting at IDEM in which discussions specific to GT, or in which any of its clients are discussed or are expected to be discussed.
3. Garner shall not discuss any matter involving GT, or any of its clients, with any other IDEM employee.
4. Guerrero will notify in writing all employees in her supervisory chain that they are not to discuss any matters involving GT, or any of its clients, with Garner, nor send her any emails concerning GT.
5. Garner shall not participate in decisions regarding or relating to GT, or any of its clients.
6. Garner shall not access any correspondence or files relating to or involving GT, or any of its clients, either during her hours of work at IDEM or by utilizing State equipment. Such documents, if not a matter of public record in IDEM's Virtual File Cabinet, shall be housed with the employee assigned to the matter or kept where Garner does not have access to alter the documents.
7. Garner shall immediately inform Guerrero and IDEM Ethics Officer James French if any provision of this screening protocol is violated.
8. Garner shall follow IC 4-2-6-9(b) and file a written disclosure statement with the State Ethics Commission.
9. All signatories to this screening protocol shall review it within thirty (30) days from the date of the last signature to ensure it has been followed and determine if the circumstances have changed to make the protocol no longer necessary.


Deanna Garner
Senior Environmental Manager

1/9/26
Date


Pamela Guerrero
Section Chief

1/9/2026
Date


James French
Ethics Officer

1/9/26
Date



Outlook

Disclosure and Screen for IDEM's Deanna Garner

From French, James M <JFrench@idem.IN.gov>

Date Fri 1/9/2026 10:37 AM

To Woods, Clint (IDEM Commissioner) <ClintWoods@idem.IN.gov>

 1 attachment (189 KB)

DOC010926-01092026103537.pdf;

Commissioner Woods,

This email serves as notification to the appointing authority per IC 4-2-6-9(b)(2)(D) that OPS' Deanna Garner has a potential conflict of interest. Garner has applied for a position with GT Environmental Consulting, Inc., an entity that has done business with IDEM in the past. Per IC 4-2-6-9, IDEM is instituting the following to ensure Garner is screened from any potential conflict of interest with GT. Garner and I have discussed IC 4-2-6-9, and I instructed her to both file a written disclosure to the Office of the Inspector General and to implement a screening protocol here at IDEM, see attached. Garner's supervisor, Pamela Guerrero, has been notified of the screening protocol. Please reach out if you have any questions, thanks.

Best,
Michael

James Michael French

Attorney | IDEM

Tel: (317) 234-2170

Email: jfrench@idem.in.gov

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