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MAR 1 2023

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) Gray	Name (first) Ted	Name (middle)
Name of office or agency Indiana Department of Transportation		Job title Construction Project Manager
Address of office (number and street) 5333 Hatfield Road		City Fort Wayne ZIP code 46808
Office telephone number (260) 205-3194	Office e-mail address (required) TEDGRAY@indot.IN.gov	

Describe the conflict of interest:
 Ted Gray is a Construction Project Manager for the Indiana Department of Transportation- Fort Wayne District.
 Ted Gray recently entered employment negotiations with Lochmueller Group, Inc. ("Lochmueller").
 Lochmueller has a business relationship with INDOT, including active contracts with the Department.
 Ted Gray's employment negotiations with Lochmueller 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.
 Ted Gray is not subject to the mandatory cooling off period (IC 4-2-6-11(b)) with regard to Lochmueller.
 Ted Gray is subject to the particular matter restriction and will not assist future employers, including Lochmueller, with any matter he personally and substantially participated in on behalf of INDOT.
 This disclosure was provided to Ted Gray's appointing authority, Commissioner Michael J. Smith, on February 28, 2023.
 Evidence of said disclosure to Commissioner Smith 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 days (7) 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.)*

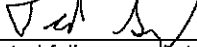
A formal screen was executed with INDOT's ethics officer preventing Ted Gray from working with Lochmueller Group, Inc. in his capacity as an INDOT employee. Said screen prohibits Ted Gray from under taking any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving Lochmueller, or in which Lochmueller has an interest. Ted Gray is further screened from assisting any future employer, including Lochmueller, with any matter in which he personally and substantially participated in while employed by INDOT.

The screen was executed on February 28, 2023, a copy of which was sent to Commissioner Michael J. Smith 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)

February 28, 2023

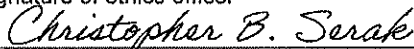
Printed full name of state officer, employee or special state appointee

Ted Gray

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)

February 28, 2023

Printed full name of ethics officer

Christopher B. Serak

CONFLICT OF INTEREST SCREEN FOR TED GRAY

February 28, 2023

I. RECITALS

WHEREAS, Ted Gray is a Construction Project Manager for the Indiana Department of Transportation (“INDOT” or “Department”); and

WHEREAS, Ted Gray entered employment negotiations with Lochmueller Group, Inc. (“Lochmueller”); and

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

WHEREAS, as a Construction Project Manager for INDOT, it is possible that Ted Gray could participate in matters in which Lochmueller has an interest as part of his regular duties; and

WHEREAS, Ted Gray’s employment negotiations with Lochmueller created a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

WHEREAS, Ted Gray 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, Ted Gray, Construction Engineer for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with Lochmueller Group, Inc., agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Ted Gray 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. Ted Gray shall not participate in any decision or vote, or any matter related to such decision or vote, in which Lochmueller has a financial interest.
2. Ted Gray is screened from participating in any present or future contract or other matter involving Lochmueller.
3. Ted Gray shall not assist any future employers, including Lochmueller, 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, Ted Gray 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 Lochmueller Group, Inc. 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 Lochmueller, 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 this 28th day of February 2023, by:



Ted Gray, Construction Project Manager
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.

Baker, Nathaniel P

To: Serak, Chris (INDOT)
Subject: RE: Executed COI Disclosure & Screen (Ted Gray- INDOT)

From: Serak, Chris (INDOT)
Sent: Wednesday, March 1, 2023 1:31 PM
To: Smith, Michael J <Michael.Smith@indot.IN.gov>
Cc: Shelby, Kate <KShelby@indot.IN.gov>; Gray, Ted <TEDGRAY@indot.IN.gov>
Subject: Executed COI Disclosure & Screen (Ted Gray- INDOT)

Commissioner Smith-

Pursuant to the notice requirements of Ind. Code 4-2-6-9(b), please find the attached conflict disclosure and internal screen executed by INDOT employee Ted Gray. The disclosure and screen will be filed with the Indiana Ethics Commission in satisfaction of the same.

Please let me know if you have any questions.

Chris