

MAR 27 2026

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) Heflin	Name (first) Daniel	Name (middle)
Name of office or agency Indian Department of Transportation		Job title Project Manager
Address of office (number and street) 5333 Hatfield Road		City Fort Wayne ZIP code 46808
Office telephone number (260) 399-7342	Office e-mail address (required) dheflin@indot.in.gov	

Describe the conflict of interest:

Daniel Heflin (Heflin) is a Project Manager with the Indiana Department of Transportation (INDOT) - Fort Wayne District. He has been in that role since June 23, 2025, and with INDOT since January 2017. Prior to taking his current role, Heflin was a Local Program Director for INDOT from November 2022 to June 23, 2025.

Heflin has an interview scheduled with the Allen County Highway Department (ACHD) for a Project Manager position on March 30, 2026. ACHD is a County Agency that has a business relationship with INDOT that includes active contracts.

Heflin's employment negotiations with ACHD therefore create a potential decisions and voting conflict of interest as defined by IC 4-2-6-9. This disclosure is therefor being filed in anticipation of that potential conflict.

Heflin has had minor coordination with this agency with his assigned INDOT projects that are in Allen County in his current role. In his previous role, Heflin reviewed and scored an application from ACHD, and ACHD was awarded that project. He has scored other applications from ACHD, but to his knowledge, those projects have been closed out.

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

This disclosure was provided to Mr. Heflin's appointing authority, Commissioner Lyndsay Quist, on March 26, 2026.

Evidence of said disclosure to Commissioner Quist is filed herewith pursuant to IC 4-2-6-9(b)(2)(D).

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

Pursuant to I.C. 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.

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

This screen was executed on March 27, 2026, 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

Daniel A Heflin

Date signed (month, day, year)

03/26/2026

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

Daniel Heflin

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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

Chris Devlin

Date signed (month, day, year)
03/27/2026

Printed full name of ethics officer

Chris Devlin

CONFLICT OF INTEREST SCREEN FOR DANIEL HEFLIN

March 26, 2026

I. RECITALS

WHEREAS, Daniel Heflin is a Project Manager for the Indiana Department of Transportation ("INDOT" or "Department") Fort Wayne District; and

WHEREAS, Heflin has recently stated his intention to interview for a position with the Allen County Highway Department, (ACHD); and

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

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

WHEREAS, Heflin's employment negotiations with ACHD create a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

WHEREAS, Heflin 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, Daniel Heflin, Project Manager for INDOT – Fort Wayne, for his remaining tenure with INDOT, or until he discontinues employment negotiations with ACHD, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Heflin 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. Daniel Heflin shall not participate in any decision or vote, or any matter related to such decision or vote, in which ACHD has a financial interest.
2. Daniel Heflin is screened from participating in any present or future contract or other matter involving ACHD.
3. Daniel Heflin shall not assist any future employers, including ACHD, 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, Daniel Heflin 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 ACHD 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 ACHD, 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 26th day of March, 2026, by:



Daniel Heflin - Project Manager

Indiana Department of Transportation – Fort Wayne District

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: Devlin, Chris
Sent: Friday, March 27, 2026 8:03 AM
To: Quist, Lyndsay
Cc: Boyer, James; Millman, Marjorie
Subject: Ethics Filing
Attachments: Ethics Disclosure Statement - COI- Decision and Voting - Heflin (Signed).pdf; Heflin - COI Screen - ACHD (Signed).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 Daniel Heflin – Project Manager for the Fort Wayne District. 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.

Thank you,

Chris Devlin

Senior Attorney, Legal Services Division

Indiana Department of Transportation

Central Office

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