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**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

MAY 06 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 (last) Marshall	Name (first) Amber	Name (middle)	
Name of office or agency Indiana Department of Transportation		Job title Real Estate Specialist	
Address of office (number and street) 100 N. Senate Ave. N758-RE		City Indianapolis	ZIP code 46204
Office telephone number (463) 261-7343	Office e-mail address (required) AmMarshall@indot.in.gov		

Describe the conflict of interest:

Amber Marshall is a Real Estate Specialist for the Indiana Department of Transportation ("INDOT").

Amber Marshall has recently interviewed for employment with CMK Real Estate Services ("CMK"), a consultant that has a business relationship with INDOT, including active contracts with INDOT.

Amber Marshall's employment negotiations with CMK therefore create a potential decisions and voting conflict of interest as defined by I.C. 4-2-6-9. This disclosure is therefore being filed in anticipation of that potential conflict.

Amber Marshall may be subject to the mandatory cooling off period (I.C. 4-2-6-11(b)) with regard to CMK.

Amber Marshall is subject to the particular matter restriction and will not assist future employers, including CMK, with any matter she personally and substantially participated in on behalf of INDOT.

This disclosure was provided to Ms. Marshall's appointing authority, Commissioner Lyndsay Quist, on May 6, 2025.

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

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.

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

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

The screen was executed on May 6, 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

Amber Marshall

Date signed (month, day, year)

5/6/2025

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

Amber Marshall

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)

5/6/2025

Printed full name of ethics officer

Deborah Law

CONFLICT OF INTEREST SCREEN FOR AMBER MARSHALL

May 6, 2025

I. RECITALS

WHEREAS, Amber Marshall is a Real Estate Specialist for the Indiana Department of Transportation ("INDOT" or "Department"); and

WHEREAS, Amber Marshall is currently interviewing for a position with CMK Real Estate Services ("CMK"); and

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

WHEREAS, as a Real Estate Specialist for INDOT, it is possible that Amber Marshall could be assigned to participate in matters in which CMK has an interest as part of her regular duties; and

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

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

WHEREAS, Amber Marshall may have obtained confidential information in the course of her 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 herself or future employers.¹

NOW THEREFORE, Amber Marshall, Real Estate Specialist for INDOT, for her remaining tenure with INDOT, or until she discontinues employment negotiations with CMK, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Amber Marshall 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. Amber Marshall shall not participate in any decision or vote, or any matter related to such decision or vote, in which CMK has a financial interest.
2. Amber Marshall is screened from participating in any present or future contract or other matter involving CMK.
3. Amber Marshall shall not assist any future employers, including CMK, with any matter she personally and substantially participated in while employed by INDOT. This restriction applies in perpetuity, for the life of the particular matter.
4. Pursuant to her duty under IC 5-14-3-10, Amber Marshall shall not disclose or otherwise rely upon information classified as confidential under IC 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 CMK 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 CMK, 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 6th day of May 2025, by:

Amber Marshall

Amber Marshall, Real Estate Specialist
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: Tuesday, May 6, 2025 2:05 PM
To: Quist, Lyndsay
Cc: Grand, Alison; Law, Deborah
Subject: conflict notice
Attachments: Ethics Disclosure Statement-COI Marshall signed.pdf; COI Screen- Marshall.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 will be filed for Amber Marshall, an INDOT Real Estate employee, with the State Ethics Commission. 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 and Senior Attorney, Legal Services
Indiana Department of Transportation
Central Office

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Find us on social media!

