

FILED

JAN 30 2024

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) Ndagijimana	Name (first) Esdras	Name (middle)
----------------------------	------------------------	---------------

Name of office or agency Indiana Department of Transportation	Job title Project Engineer
--	-------------------------------

Address of office (number and street) 185 Agrico Lane	City Seymour	ZIP code 47274
--	-----------------	-------------------

Office telephone number (502) 612-9985	Office e-mail address (required) endagijimana@indot.in.gov
---	---

Describe the conflict of interest:

Esdras Ndagijimana is a Project Engineer for the Indiana Department of Transportation- Seymour District.

Esdras Ndagijimana recently been made an offer for employment with WSP.

WSP has a business relationship with INDOT, including active contracts with the Department.

Esdras Ndagijimana's employment negotiations with WSP, 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.

Esdras Ndagijimana is not subject to the mandatory cooling off period (IC 4-2-6-11(b)) with regard to WSP.

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

This disclosure was provided to Esdras Ndagijimana's appointing authority, Commissioner Michael J. Smith, on January 19, 2024.

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 ethics officer preventing Esdras Ndagijimana from working with WSP in his capacity as an INDOT employee. Said screen prohibits Esdras Ndagijimana from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving WSP or in which WSP has an interest. Esdras Ndagijimana is further screened from assisting any future employer, including WSP with any matter in which he personally and substantially participated while employed by INDOT.

The screen was executed on January 19th, 2024, 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)
January 19, 2024

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

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)
January 19, 2024

Printed full name of ethics officer
Kate Shelby

CONFLICT OF INTEREST SCREEN FOR ESDRAS NDAGIJMANA

January 19, 2024

I. RECITALS

WHEREAS, Esdras Ndagijmana, is a Project Engineer for the Indiana Department of Transportation- Seymour District ("INDOT" or "Department"); and

WHEREAS, Esdras Ndagijmana recently been made an offer for employment with WSP; and

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

WHEREAS, as a Project Engineer for INDOT Seymour District, it is possible that Esdras Ndagijmana could be assigned to participate in matters in which WSP has an interest as part of his regular duties; and

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

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

NOW THEREFORE, Esdras Ndagijmana, Project Engineer for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with WSP agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Esdras Ndagijmana must adhere to terms three (3) and four (4) regarding the particular matter restriction and confidential information in perpetuity.

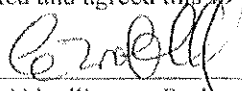
II. CONFLICT OF INTEREST SCREEN

1. Esdras Ndagijmana, shall not participate in any decision or vote, or any matter related to such decision or vote, in which WSP has a financial interest.
2. Esdras Ndagijmana is screened from participating in any present or future contract or other matter involving WSP.
3. Esdras Ndagijmana shall not assist any future employers, including WSP 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, Esdras Ndagijmana 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 WSP 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 WSP, 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 19th day of January 2024, by:



Esdras Ndagijmana, Project Engineer
Indiana Department of Transportation- Seymour District

Baker, Nathaniel P

From: Shelby, Kate
Sent: Tuesday, January 30, 2024 2:58 PM
To: Smith, Michael J
Subject: official notice: conflict of interest screen and ethics disclosure for employee
Attachments: ETHICS DISCLOSURE STATEMENT.pdf; CONFLICT OF INTEREST SCREEN FOR ESDRAS NDAGIJMANA.pdf

Commissioner Smith,
This email is to notify you that a conflict of interest screen and ethics disclosure statement will be filed for Esdras Ndagijmana, an INDOT employee, with the State Ethics Commission.
Thank you,
Kate

Kate Shelby
Deputy Commissioner and Chief Legal Counsel
Indiana Department of Transportation
100 North Senate Ave., N758 — EX
Indianapolis, IN 46204
Office: (855)463-6848
Email: kshelby@indot.in.gov

