

INDIANA
STATE ETHICS COMMISSION

315 WEST OHIO STREET, ROOM 104, INDIANAPOLIS, IN 46202 317.232.3850

Public Meeting Packet
Indiana State Library
Author's Room
September 24, 2026

Note: Any documents for consideration by the State Ethics Commission (waivers, orders, agreed settlements, etc.) are not official or final until approval by the Commission.

**INDIANA
STATE ETHICS COMMISSION**

315 WEST OHIO STREET, ROOM 104, INDIANAPOLIS, IN 46202 317.232.3850

September 24, 2026

10:00 a.m.

Indiana State Library, Second Floor, Author's Room
315 West Ohio Street, Indianapolis, Indiana 46202

Commission Member	Term Began	Term Ends	Appointing Authority
Katherine Noel, Chair	January 1, 2026	December 31, 2029	Governor
Ray Biederman	January 1, 2026	December 31, 2029	Governor
Sue Anne Gilroy	March 1, 2024	December 31, 2027	Governor
Rafael Sanchez	January 1, 2024	December 31, 2027	Governor
Thomas Satrom	August 1, 2026	July 31, 2030	Governor

Public Meeting

I. Adoption of the Agenda

10:00 a.m.

II. Approval of Minutes of August 13, 2026

III. Consideration of Post-Employment Waivers

- a. Ryan Falls – Indiana Department of Transportation; Presented by Ethics Officer
Chris Devlin
- b. Sophie McGowen – Governor's Office; Presented by Ethics Officer Stephanie
Flittner
- c. Alex Hickner – Governor's Office; Presented by Ethics Officer Stephanie Flittner
- d. Ethan Wright – Indiana Department of Health; Presented by Ethics Officer
Rebecca Brelage

IV. Consideration of Formal Advisory Opinion

- a. Karen Momper – Indiana Department of Health; Presented by Ethics Officer
Rebecca Brelage

V. State Ethics Commission Director's Report

Join the meeting via livestream here:

<https://teams.microsoft.com/meet/231866802362695?p=wqBP9TzgZ79uYuwZa>

INDIANA
STATE ETHICS COMMISSION

315 WEST OHIO STREET, ROOM 104, INDIANAPOLIS, IN 46202 317.232.3850

Minutes of the
Indiana State Ethics Commission
August 13, 2026
At 10:00 am

Indiana State Library
Author's Room
315 West Ohio Street, Second Floor
Indianapolis, IN 46202

Commission Members Present:

Katherine Noel, Chair
Ray Biederman
Rafael Sanchez
Thomas Satrom

OIG Members Present:

Vanessa Gould, Acting State Ethics Commission Director
Adam Garrigus
Jared Prentice
Jon McDonald
Teresa Henson (Teams)

I. Call to Order and Establishment of Quorum 10:00 am

Katherine Noel calls the meeting to order.

II. Adoption of Agenda

Commissioner Sanchez made a motion to adopt the agenda. Commissioner Biederman seconded.

Approved: 4/0

III. Approval of Minutes from July 9, 2026

Commissioner Sanchez made a motion to approve. Commissioner Biederman seconded.

Approved: 4/0

IV. Consideration of Post-Employment Waivers

- a. Indiana Department of Transportation – Roland Fegan; Presented by Ethics Officer James Boyer

Commissioner Biederman made a motion to approve. Commissioner Sanchez seconded.

Approved: 4/0

- b. Indiana Department of Administration – Brandon Clifton; Presented by Ethics Officer Jennifer Jansen

Commissioner Sanchez made a motion to approve. Commissioner Biederman seconded.

Approved: 4/0

V. Consideration of Agency Limited Personal Use of State Property Policy

- a. Indiana Criminal Justice Institute; Presented by Cynthia Forbes

Commissioner Biederman made a motion to approve. Commissioner Sanchez seconded.

Approved: 4/0

VI. Consideration of Formal Advisory Opinion

- a. Indiana Department of Child Services – Justin Littman; Presented by Ethics Officer Amber Ying

Commissioner Biederman made a motion to rule that the Commission declines to analyze the 365-day cooling off period and the particular matter restriction applies. Commissioner Sanchez seconded.

Approved: 4/0

- b. Indiana Department of Workforce Development – Anthony Vespa; Presented by Ethics Officer Elizabeth Green

Commissioner Sanchez made a motion to rule Anthony Vespa's current appointment to the SWDB does not trigger a conflict of interest and conflict of interest disclosure forms will need to be filed moving forward. Commissioner Biederman seconded.

Approved: 4/0

VII. State Ethics Commission Director's Report

1. Thomas Satrom is welcomed as a new member of the Commission.
2. 18 Informal Advisory Opinions have been issued since the last meeting.

VIII. Adjournment

Commissioner Sanchez made a motion to adjourn; Commissioner Biederman seconded.

Approved: 4/0

The meeting adjourned at approximately 10:52 am.



INDIANA DEPARTMENT OF TRANSPORTATION

Vincennes District
3650 South US Highway 41
Vincennes, IN 47591

PHONE: 855-463-6848
FAX: 812-895-7479

Mike Braun, Governor
Lyndsay Quist, Commissioner

IC 4-2-6-11

Post-employment waiver

As the Appointing Authority of the Indiana Department of Transportation (INDOT), I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Ryan Falls in his post-employment with Lochmueller Group.

I understand that I must file and present this waiver to the State Ethics Commission at their next available meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

A. This waiver is provided pursuant to IC 4-2-6-11(g) and specifically waives the application of
(Please indicate the specific restriction in 42 IAC 1-5-14 (IC 4-2-6-11) you are waiving):

- ☐ IC 4-2-6-11(b)(1): 365 day required "cooling off" period before serving as a lobbyist.
- ☒ IC 4-2-6-11(b)(2): 365 day required "cooling off" period before receiving compensation from an employer for whom the state employee or special state appointee was engaged in the negotiation or administration of a contract and was in a position to make a discretionary decision affecting the outcome of such negotiation or administration.
- ☐ IC 4-2-6-11(b)(3): 365 day required "cooling off" period before receiving compensation from an employer for which the former state employee or special state appointee made a directly applicable regulatory or licensing decision.
- ☐ IC 4-2-6-11(c): Particular matter restriction prohibiting the former state employee or special state appointee from representing or assisting a person in a particular matter involving the state if the former state officer, employee, or special state appointee personally and substantially participated in the matter as a state worker. (Please provide a brief description of the specific particular matter(s) to which this waiver applies below):

B. IC 4-2-6-11(g)(2) requires that an agency's appointing authority, when authorizing a waiver of the application of the post-employment restrictions in IC 4-2-6-11(b)-(c), also include specific information supporting such authorization. Please provide the requested information in the following five (5) sections to fulfill this requirement.

1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:

Mr. Falls's primary roles and responsibilities have included final approval of National Environmental Policy Act (NEPA) Documentation for the Capital Program that falls under a Programmatic Categorical Exclusion (CE), CE-1 and CE-2 level of documentation.

2. Please describe the nature of the duties to be performed by the employee for the prospective employer:

Mr. Falls will serve as an Environmental Project Manager at Lochmueller Group. In that role, Mr. Falls will be responsible for **Project Management** (manage project tasks, budgets, schedules, and resources; provide leadership in the planning and execution of major projects; and oversee multiple project teams while supporting alignment with organizational goals), **Technical Leadership & Staff Development** (serve as a subject matter expert in one or more environmental fields, supervise the collection and analysis of environmental data and the related recording and reporting of information, mentor and coach junior staff, supervise work groups as assigned, and support the development of junior environmental professionals), **Client, Agency & Stakeholder Coordination** (coordinate with clients, customers, officials, contractors, and others to understand project requirements and expectations and perform environmental resource coordination with clients, agencies, and the public; conduct public involvement and other meetings as needed; lead project meetings and presentations; and represent the organization while maintaining liaison with individuals and related organizations), **Environmental Planning, Documentation & Regulatory Services** (prepare NEPA documents, environmental impact assessments [EIAs], environmental overviews, and planning reports; oversee and, at times, participate in environmental field studies and documentation development; perform mitigation, monitoring, and permitting activities; and perform interview and database analysis for environmental and public projects), **Quality Assurance, Quality Control & Safety** (review and approve project deliverables, perform quality assurance and quality control activities, and ensure adherence to safety protocols and procedures), and **Business Development Support** (collaborate with senior management on strategic planning initiatives, assist with business development activities, and prepare proposals and funding applications).

3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is likely to involve matters where the agency has the discretion to make decisions based on the work product of the employee:

Mr. Falls will be managing both INDOT and non-INDOT projects. Contact with INDOT shall include analyzing project scopes, determining the level of NEPA documentation, preparing NEPA documentation, developing project budgets, monitoring project schedules, and attending project meetings. All INDOT capital projects require a NEPA document to receive funding from the Federal Highway Administration (FHWA). Construction of a project cannot begin until a NEPA document is approved and the requirements of these documents are met. Mr. Falls will be managing and/or developing these documents for future INDOT projects, where Lochmueller Group is the responsible party for the delivery of these documents, that he has not been involved with during his employment with INDOT. Mr. Falls will screen himself off Lochmueller Group's projects with INDOT in which he

was assigned or had oversight while he worked at INDOT and must abide by all post-employment restrictions except those waived herein.

4. Please explain whether the prospective employment may be beneficial to the state or the public, specifically stating how the intended employment is consistent with the public interest:

Mr. Falls's expertise in NEPA document preparation and INDOT project development will be taken with him to the prospective employer. Knowing the intricacies of these processes will allow him to produce documents very efficiently, since he is well aware of what each INDOT environmental department requires for each specific environmental document type. In addition, his knowledge of how the different INDOT departments including Technical Services, Capital Program Management, and Construction will allow him to manage projects in the most efficient manner. Knowing how a project develops over time, what potential cause and effect outcomes may present themselves whenever there is a scope change, and when time critical benchmarks must be met to meet the project schedule's requirements will aid in this efficiency. This will cut down on waste that could be derived from a less experienced consultant employee that may not know the details of what it takes to bring a project from cradle to conclusion.

5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

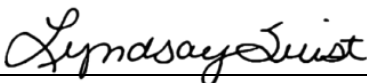
Mr. Falls approves these document types for all qualifying projects that are administered by the INDOT Vincennes District. He approves both internally-prepared and externally-prepared documents. All preliminary engineering firms that work with the INDOT Vincennes District must have an approved environmental document, which would be approved by Mr. Falls. Mr. Falls has a career path defined by 10 years of experience with the INDOT Vincennes District environmental team that has led him to a niche in the environmental world. If this waiver is denied, he has no true options to be employed at any preliminary engineering firm in an environmental role, which is his defining career path. His options would be to remain at INDOT or enter an entirely new field.

[Remainder of Page Intentionally Left Blank]

C. Signatures

1. Appointing authority/state officer of agency

By signing below I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an employee or special state appointee who obtains the waiver before engaging in the conduct that would give rise to a violation.


Lyndsay Quist, Commissioner

09/01/2026
DATE

2. Ethics Officer of agency

By signing below I attest to the form of this waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(B).


Chris Devlin

8/27/2026
DATE

D. Approval by State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission

Katherine Noel, Chair, State Ethics Commission

Date

Mail to:

Office of Inspector General
315 West Ohio Street, Room 104
Indianapolis, IN 46202

OR

Email scanned copy to: info@ig.in.gov

*Upon receipt you will be contacted with
details regarding the presentation of this
waiver to the State Ethics Commission.*

DRAFT



September 18, 2026

IC 4-2-6-11
Post-employment waiver

As the Appointing Authority of the Office of the Governor, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Sophie McGowen in her post-employment with John Frick and Associates. (JFA).

I understand that I must file and present this waiver to the State Ethics Commission at their next available meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

Ms. McGowen served as the Assistant to the Chief of Staff in the Governor's office. She served in that capacity from January 2025 until March 2026. From March 2026 to July 2026, Ms. McGowen worked as a financial services representative with Charles Schwab. In August, Ms. McGowen accepted a role with JFA, which does legislative and executive branch lobbying on behalf of various clients. This waiver pertains to the "cooling off" period set forth in Indiana Code 4-2-6-11(b)(1), as further discussed herein.

A. This waiver is provided pursuant to IC 4-2-6-11(g) and specifically waives the application of:

- ☒ IC 4-2-6-11(b)(1): 365 day required "cooling off" period before serving as a lobbyist.
- ☐ IC 4-2-6-11(b)(2): 365 day required "cooling off" period before receiving compensation from an employer for whom the state employee or special state appointee was engaged in the negotiation or administration of a contract and was in a position to make a discretionary decision affecting the outcome of such negotiation or administration.
- ☐ IC 4-2-6-11(b)(3): 365 day required "cooling off" period before receiving compensation from an employer for which the former state employee or special state appointee made a directly applicable regulatory or licensing decision.

☐ IC 4-2-6-11(c): Particular matter restriction prohibiting the former state employee or special state appointee from representing or assisting a person in a particular matter involving the state if the former state officer, employee, or special state appointee personally and substantially participated in the matter as a state worker.

B. IC 4-2-6-11(g)(2) requires that an agency's appointing authority, when authorizing a waiver of the application of the post-employment restrictions in IC 4-2-6-11(b)-(c), also include specific information supporting such authorization.

1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:

Ms. McGowen served as the Assistant to the Chief of Staff in the Governor's office. She served in that capacity from January 2025 until March 2026. In that role, Ms. McGowen handled normal executive assistant responsibilities, including calendar management, communication gatekeeping, travel coordination, document and report preparation, and other responsibilities as assigned. Ms. McGowan had no oversight, influence, or involvement in any policy, rule, or contract for the Governor's Office or any agencies, nor did she have any role in the implementation of any policies, rules, or contracts, involving her current employer, John Frick and Associates (JFA), or its clients.

2. Please describe the nature of the duties to be performed by the employee for the prospective employer:

Ms. McGowen will serve as an Associate of Legislative and Executive Affairs for JFA. Ms. McGowen will serve as a secondary liaison to the Indiana General Assembly and will be responsible for monitoring and influencing legislative developments for a diverse group of clients.

3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is likely to involve matters where the agency has the discretion to make decisions based on the work product of the employee:

Ms. McGowen's proposed role at JFA will not involve substantial contact with the Governor's Office or Executive Branch agencies. Ms. McGowen's primary role will be monitoring and influencing legislative developments for a diverse group of clients. Any contacts with Executive Branch agencies will be for the purpose of information gathering related to legislative initiatives and not for the purpose of lobbying for executive action. This waiver is sought in an

abundance of caution so that such communications with State agencies can be facilitated.

4. Please explain whether the prospective employment may be beneficial to the state or the public, specifically stating how the intended employment is consistent with the public interest:

JFA's work involves cooperation with the state to advance and regulate multiple industries. JFA clients provide jobs and services and grow revenue for the state through taxation. Ms. McGowen's experience at the state level of government will allow her to more effectively keep her clients informed of changes in laws and regulations, better navigate state regulatory processes, and fulfill her clients' public-serving missions.

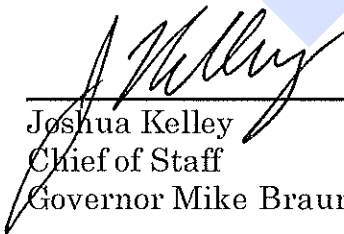
5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Given the nature of Ms. McGowen's prior role as an administrative member of the Governor's staff, most opportunities her background qualify her for could arguably involve some form of conflicts. In effect, Ms. McGowen would need to solely engage in legislative branch lobbying or move out of state to avoid such conflicts, which would be an economic hardship for Ms. McGowen.

C. Signatures

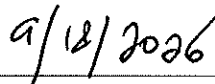
1. Appointing authority/state officer of agency

By signing below, I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an employee or special state appointee who obtains the waiver before engaging in the conduct that would give rise to a violation.



Joshua Kelley
Chief of Staff
Governor Mike Braun

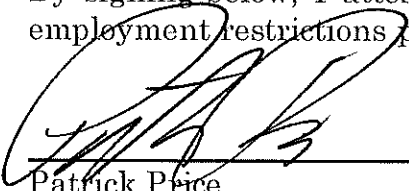
DATE



9/12/2026

2. Ethics Officer of agency

By signing below, I attest to the form of this waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(B).


Patrick Price

General Counsel

Office of Governor Mike Braun

09/18/2026
DATE

D. Approval by State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission

Katherine Noel, Chair, State Ethics Commission

Date

Mail to:

Office of Inspector General
315 West Ohio Street, Room 104
Indianapolis, IN 46202

OR

Email scanned copy to: info@ig.in.gov

*Upon receipt you will be contacted with
details regarding the presentation of this
waiver to the State Ethics Commission.*



September 18, 2026

IC 4-2-6-11
Post-employment waiver

As the Appointing Authority of the Office of the Governor, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Alex Hickner in his post-employment with the Indiana Constructors Inc. (ICI).

I understand that I must file and present this waiver to the State Ethics Commission at their next available meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

Mr. Hickner serves as the Chief of Staff for the Business Affairs vertical in the Governor's office. He has served in this capacity since January 2025. Mr. Hickner would like to accept the position of Director of Government Affairs for ICI, which represents the highway and heavy utility construction industry at the local, state and federal levels. This waiver pertains to the "cooling off" period set forth in Indiana Code 4-2-6-11(b)(1), as further discussed herein.

A. This waiver is provided pursuant to IC 4-2-6-11(g) and specifically waives the application of:

- ☒ IC 4-2-6-11(b)(1): 365 day required "cooling off" period before serving as a lobbyist.
- ☐ IC 4-2-6-11(b)(2): 365 day required "cooling off" period before receiving compensation from an employer for whom the state employee or special state appointee was engaged in the negotiation or administration of a contract and was in a position to make a discretionary decision affecting the outcome of such negotiation or administration.
- ☐ IC 4-2-6-11(b)(3): 365 day required "cooling off" period before receiving compensation from an employer for which the former state employee or special state appointee made a directly applicable regulatory or licensing decision.

☐ IC 4-2-6-11(c): Particular matter restriction prohibiting the former state employee or special state appointee from representing or assisting a person in a particular matter involving the state if the former state officer, employee, or special state appointee personally and substantially participated in the matter as a state worker.

B. IC 4-2-6-11(g)(2) requires that an agency's appointing authority, when authorizing a waiver of the application of the post-employment restrictions in IC 4-2-6-11(b)-(c), also include specific information supporting such authorization.

1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:

Mr. Hickner serves as the Chief of Staff for the Business Affairs vertical, which oversees the Indiana Housing and Community Development Authority, Department of Insurance, Professional Licensing Agency, Alcohol and Tobacco Commission, Department of Financial Institutions, Department of Labor, Civil Rights Commission, Gaming Commission, Horse Racing Commission, Hoosier Lottery and Workers Compensation Board. In that role, Mr. Hickner has general knowledge and oversight of policies, rules, and contracts for those agencies, but day-to-day oversight, final review, and authority to implement and execute individual agency policies, rules, and contracts resides within the respective agencies' executive teams and legal departments.

Mr. Hickner had no oversight, influence, or involvement in any policy, rule, or contract, nor in the implementation of any policies, rules, or contracts, involving his prospective employer, Indiana Constructors Inc. (ICI), or its members.

ICI is involved in the transportation/infrastructure industry (specifically road and bridge projects). The Business Affairs vertical has no oversight or interaction with transportation or infrastructure, and Mr. Hickner has not engaged in any communication on either subject with any legislator or industry institution.

2. Please describe the nature of the duties to be performed by the employee for the prospective employer:

Mr. Hickner has the opportunity to serve as Director of Government Affairs for ICI. In that role, Mr. Hickner will serve as the primary liaison to local governments, the Indiana General Assembly, and federal lawmakers, responsible for monitoring and influencing legislative developments,

identifying and advocating for funding opportunities, and promoting policies that support the highway and heavy construction industry.

Additionally, Mr. Hickner's role will connect INDOT projects across the state with infrastructure professionals who can assist Indiana in maintaining and improving its transportation network. INDOT is within the Transportation and Infrastructure vertical and had no overlap with the Business Affairs vertical during Mr. Hickner's time as Chief of Staff.

3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is likely to involve matters where the agency has the discretion to make decisions based on the work product of the employee:

Mr. Hickner's prospective employment will have no overlap with his former portfolio of agencies, as ICI does not engage in lobbying or interacting with any of the agencies of the Business Affairs vertical.

4. Please explain whether the prospective employment may be beneficial to the state or the public, specifically stating how the intended employment is consistent with the public interest:

ICI's work involves ensuring proper funding for Indiana's infrastructure, offers safety and training, jobsite consultations, and safety awards program for transportation and infrastructure professionals. The job of the Constructors is to ensure Indiana's roads are built to the highest quality in as efficient a timeframe as possible. As the Crossroads of America, Indiana's highway infrastructure is vital to the state's economy, the safety of Hoosiers and quality of life for Hoosiers. Additionally, ICI provides industry resources to connect local members with national networks, improving visibility and opportunity to partner with national associations. Mr. Hickner's experience at the state and federal levels of government will allow him to help ICI effectively fulfill its public-serving mission to improve Indiana's infrastructure.

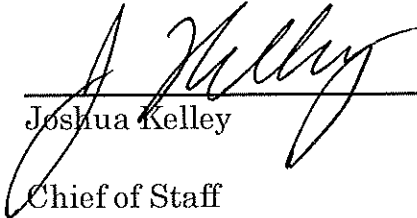
5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Given the nature of Mr. Hickner's role as a member of the Governor's senior staff and his broad agency portfolio including many regulated industries, most opportunities his background qualifies him for could involve direct conflicts. In effect, Mr. Hickner would need to engage in legislative branch lobbying or move out of state to avoid such conflicts, which would be an economic hardship for Mr. Hickner.

C. Signatures

1. Appointing authority/state officer of agency

By signing below, I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an employee or special state appointee who obtains the waiver before engaging in the conduct that would give rise to a violation.



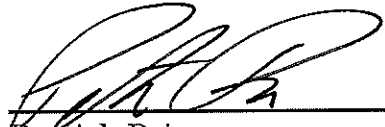
Joshua Kelley
Chief of Staff
Office of the Governor

9/18/2026

DATE

2. Ethics Officer of agency

By signing below, I attest to the form of this waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(B).



Patrick Price
General Counsel
Office Of the Governor

9/18/2026

DATE

D. Approval by State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission

Katherine Noel, Chair, State Ethics Commission

Date

Mail to:

Office of Inspector General
315 West Ohio Street, Room 104
Indianapolis, IN 46202
OR

Email scanned copy to: info@ig.in.gov

Upon receipt you will be contacted with details regarding the presentation of this waiver to the State Ethics Commission.



**Indiana
Department
of
Health**



Mike Braun
Governor

Lindsay M. Weaver, MD, FACEP
State Health Commissioner

August 28, 2026

Indiana State Ethics Commission
Office of the Inspector General
315 West Ohio Street, Room 104
Indianapolis, IN 46202

IC 4-2-6-11 Post-employment Waiver

Indiana State Ethics Commission,

As the Appointing Authority of the Indiana Department of Health, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Ethan Wright in his post-employment with the Indiana Manufacturers Association.

I understand that I must file and present this waiver to the State Ethics Commission at their next available meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

A. This waiver is provided pursuant to IC 4-2-6-11(g) and specifically waives the application of:

- ☒ IC 4-2-6-11(b)(1): 365 day required "cooling off" period before serving as a lobbyist.
- ☐ IC 4-2-6-11(b)(2): 365 day required "cooling off" period before receiving compensation from an employer for whom the state employee or special state appointee was engaged in the negotiation or administration of a contract and was in a position to make a discretionary decision affecting the outcome of such negotiation or administration.
- ☐ IC 4-2-6-11(b)(3): 365 day required "cooling off" period before receiving compensation from an employer for which the former state employee or special state appointee made a directly applicable regulatory or licensing decision.

To **promote**, **protect**, and **improve** the health and safety of all Hoosiers.

2 North Meridian Street • Indianapolis, Indiana 46204 • 317-233-1325 • health.in.gov

An equal opportunity employer.

The Indiana Department of Health is accredited by the Public Health Accreditation Board.



- ☐ IC 4-2-6-11(c): Particular matter restriction prohibiting the former state employee or special state appointee from representing or assisting a person in a particular matter involving the state if the former state officer, employee, or special state appointee personally and substantially participated in the matter as a state worker.
- B. IC 4-2-6-11(g)(2) requires that an agency's appointing authority, when authorizing a waiver of the application of the post-employment restrictions in IC 4-2-6-11(b)-(c), also include specific information supporting such authorization. Please provide the requested information in the following five (5) sections to fulfill this requirement.
1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:

No, the employee's prior job duties as Legislative and External Affairs Director did not involve substantial decision-making authority over policies, rules, or contracts. The role focused on legislative coordination and external relations rather than final authority over agency policies, administrative rules, or contracts. These functions were advisory, coordinative, and representational. The position does not include signature authority, final approval of rules or policies, or discretionary control over the outcome of contract negotiations or administration.
 2. Please describe the nature of the duties to be performed by the employee for the prospective employer:

The employee will serve in a lobbying capacity with the Indiana Manufacturers Association (IMA). Primary duties will include advocating for IMA member interests before the Indiana General Assembly and relevant state agencies on legislative and regulatory matters affecting manufacturing, including tax policy, environmental regulation, workforce, energy, and healthcare. Additional activities include monitoring legislative and administrative actions, developing member positions, and coordinating legislative priorities. There will be consistent engagement with legislators and executive-branch officials.
 3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is



likely to involve matters where the agency has the discretion to make decisions based on the work product of the employee:

The prospective employment is not likely to involve substantial contact with the Indiana Department of Health. Mr. Wright has informed the Indiana Manufacturers Association that he may not have contact with IDOH during the initial 365 days in order to comply with the ethics rule on post-employment. The Indiana Manufacturers Association has agreed that for any projects or clients that would require contact with IDOH, another employee would separately handle outreach to IDOH. A requirement of the position with the Indiana Manufacturers Association is compliance with all federal, state, and local ethics regulations including the proper registration and reporting to the Indiana Lobby Registration Commission.

4. Please explain whether the prospective employment may be beneficial to the state or the public, specifically stating how the intended employment is consistent with the public interest:

The prospective employment may be beneficial to the state and the public and is consistent with the public interest. Indiana's Manufacturing sector is a foundational part of the state's economy, supporting a substantial share of employment, wages, and overall economic output. By contributing to advocacy that promotes a stable, competitive manufacturing environment, the role supports economic opportunity for Hoosier workers and communities while remaining consistent with the public interest in sound, well-informed public policy.

5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Denial of the waiver would impose meaningful economic hardship on the employee. The one-year cooling off period would prevent the employee from accepting the offered position with the Indiana Manufacturers Association for a full year after leaving state employment. During that period, the employee would be unable to earn the compensation associated with the new role and would face significant difficulty obtaining alternative employment that fully utilizes the employee's specialized experience in state government relations.

C. Signatures



1. Appointing authority/state officer of agency

By signing below I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an employee or special state appointee who obtains the waiver before engaging in the conduct that would give rise to a violation.


Lindsay Weaver, MD, FACEP


DATE

2. Ethics Officer of agency

By signing below I attest to the form of this waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(B).


Rebecca Brelage


DATE

D. Approval by State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission

Katherine Noel, Chair, State Ethics Commission

Date

Mail to:
Office of Inspector General
315 West Ohio Street, Room 104
Indianapolis, IN 46202
OR
Email scanned copy to:
info@ig.in.gov



Mike Braun
Governor

Lindsay M. Weaver, MD, FACEP
State Health Commissioner

August 25, 2026

Ethics Commission
Office of the Inspector General
315 West Ohio Street, Room 104
Indianapolis, Indiana 46202

Re: Request for Formal Advisory Opinion for Karen Momper

Dear Chairman Noel and members of the Ethics Commission:

The Indiana Department of Health ("IDOH"), on behalf of Ms. Karen Momper, requests a Formal Advisory Opinion from the State Ethics Commission addressing whether Ms. Momper's outside employment/professional activity as a Washington Township Trustee candidate and office holder would create any conflicts of interest and what other ethics issues, if any, arise for the Employee given her position at IDOH and her simultaneous outside employment/professional activity as Washington Township Trustee candidate and office holder.

Ms. Momper is the director of the Healthy Hoosiers Foundation, a non-profit established pursuant to IC 16-19-3-30, which grants IDOH the authority to establish a nonprofit subsidiary corporation that is exempt from federal income taxation under Section 501(c)(3) of the Internal Revenue Code, to solicit and accept private funding, gifts, donations, bequests, devises, and contributions. Section (d) provides that "{e}mployees of the state department shall provide administrative support for a subsidiary corporation established under this section. Employees of the state department directly involved in the subsidiary corporation established under this section may engage in fundraising activities on behalf of the subsidiary corporation." The role of the Executive Director Current initiatives are focused on reducing infant and maternal mortality rates, obesity rates, and nicotine addiction rates. The Foundation is also partnering with IDOH to begin work on several food systems related projects. The Executive Director helps IDOH chart our path to success on these initiatives and set the agenda for our next strategic plan. All major decision-making duties are the role of the board of directors, and she has no personal decision-making authority. The signing of any contracts or grants is done only at the direction of the board, not in her individual capacity. Ms. Momper has disclosed her candidacy to the board.

To **promote**, **protect**, and **improve** the health and safety of all Hoosiers.

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The Indiana Department of Health is accredited by the Public Health Accreditation Board.



Ms. Momper also serves as a gubernatorial appointee on the state real estate commission. She has taken steps to ensure that she receives no payment, including per diem, for serving on this board while employed by the state and has disclosed her candidacy to that commission.

The Duties of the Township Trustee Include (but are not limited to) administering township assistance, submitting an annual budget, paying and recording all claims for township expenses, presenting an annual report, and maintaining abandoned cemeteries located in Washington Township.¹

Ms. Momper has been advised on her ethical duties regarding ghost employment, running for political office, and use of state property.

Very truly yours,

A handwritten signature in blue ink, reading "Rebecca A. Brelage".

Rebecca A. Brelage
Ethics Officer
Indiana Department of Health

cc: Karen Momper
Nicole Mize, Chief Strategy Officer

¹ <https://washtwp.org/primaryduty.html>