



**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

**FILED**

Reset Form

**JUN 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) Paglia	Name (first) Robert	Name (middle)
Name of office or agency Indiana Economic Development Corporation ("IEDC")		Job title Chief Operating Officer
Address of office (number and street) 1 N. Capitol Ave. Suite 700		City Indianapolis
		ZIP code 46204
Office telephone number ( 317 ) 232-8800	Office e-mail address (required) kgaddis@iedc.in.gov	

Describe the conflict of interest:  
 Mr. Paglia is currently engaged in negotiations with Sondhi Solutions d/b/a EXOS IT (hereinafter, "Sondhi"). Pursuant to statute, the IEDC operates economic development tax credit programs and enters into tax credit agreements with companies throughout the state that are awarded tax credits under an applicable tax credit program. While the determination of whether to award tax credits to companies is made by a different division at the outside the purview of Mr. Paglia, all tax credit agreements are administered by a division within the IEDC's Legal Department, which reports to Mr. Paglia as COO.

Sondhi currently has active tax credits agreements with the IEDC. Administration matters related to tax credit agreements are primarily handled within the legal department and Mr. Paglia has not participated in any decision or vote or matter relating to the tax credit incentive agreements with Sondhi.

Out of an abundance of caution and in the interest of transparency, Mr. Paglia is filing this disclosure as a potential conflict of interest requiring an ethical screen and disclosure.

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

The potential conflict will be logged in the IEDC's Customer Relationship Database, which is used to identify potential conflicts of interest. Mr. Paglia will be screened from all decisions and votes, including any contracts and/or amendments, as well as any administrative and compliance matters in which Sondhi may have a financial interest. In the event a matter requires escalation from the legal team, it will be handed directly by the IEDC's Executive Director and Mr. Paglia will be completely screened from the matter. Pursuant to IC 5-14-3-10, Mr. Paglia shall not disclose or otherwise rely upon information classified as confidential under IC 5-14-4-3. This restriction applies in perpetuity, so long as the subject information is deemed confidential.

**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)

6/5/2025

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

Robert Paglia

**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)

6/5/2025

Printed full name of ethics officer

Kyle Gaddis

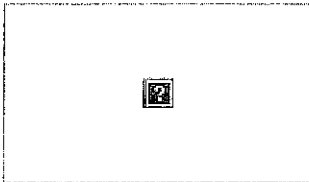
**From:** [Gaddis, Kyle \(IEDC\)](#)  
**To:** [Adams, David](#)  
**Cc:** [Paglia, Robert \(IEDC\)](#); [Blade, Jeff \(IEDC\)](#); [Yuan, Becky](#)  
**Subject:** Notice of COI Disclosure Filing for R. Paglia  
**Date:** Friday, June 6, 2025 11:02:00 AM  
**Attachments:** [Paglia, Robert - IEDC - COI Decision and Voting Disclosure \(Final\).pdf](#)

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Secretary Adams:

This email is to notify you, as appointing authority, of a conflict of interest disclosure and screen being filed for Robert Paglia related to Sondhi Solutions (d/b/a Exos IT). This disclosure will be filed with the State Ethics Commission shortly.

Thank you,  
Kyle



**Kyle Gaddis**

Vice President & Counsel, Account  
Management & Compliance  
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