

INDIANA  
STATE ETHICS COMMISSION

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

Minutes of the  
Indiana State Ethics Commission  
April 10, 2025  
At 10:00 am

Indiana State Library  
Indiana Authors Room  
315 West Ohio Street, Second Floor  
Indianapolis, IN 46202

**Commission Members Present:**

Katherine Noel, Chair  
Robert Duncan  
Sue Anne Gilroy  
Corinne Finnerty

**OIG Members Present:**

Regan Perrodin, State Ethics Commission Director  
Adam Garrigus  
Teresa Henson  
Jared Prentice  
Tiffany Mulligan  
Elaine Vullmahn  
Will Deane  
JJ Fajt  
Samuel Stearley  
Mike Lepper

**I. Call to Order and Establishment of Quorum**

**10:00 am**

Katherine Noel calls the meeting to order.

**II. Adoption of Agenda**

Commissioner Finnerty made a motion to adopt the agenda. Commissioner Duncan seconded.

Approved: 4-0

### **III. Approval of Minutes from March 13, 2025**

Approval of minutes of March 13, 2025. Commissioner Gilroy made a motion to approve the minutes. Commissioner Finnerty seconded.

Approved: 4-0

### **IV. Consideration of Post-Employment Waivers**

- a. Consideration of Post-Employment Waiver for:  
INDOT – Madeline Mettler  
Presented by Ethics Officer Michele Steele

Madeline Mettler appeared over Microsoft Teams, Michele Steele was present, and both were sworn in.

The INDOT Commissioner Quist could not be here today and designated Ethics Officer Michele Steele to present the waiver which waives the cooling-off period related to contracts.

Commissioner Gilroy made a motion to approve. Commissioner Finnerty seconded.

Approved: 4-0

- b. Consideration of Post-Employment Waiver for:  
INDOT – Tyler Kovacs  
Presented by Ethics Officer Michele Steele

Tyler Kovacs appeared over Microsoft Teams, Michele Steele was present, and both were sworn in.

The INDOT Commissioner Quist could not be here today and designated Ethics Officer Michele Steele to present the waiver which waives the cooling-off period related to contracts.

Commissioner Duncan made a motion to approve. Commissioner Gilroy seconded.

Approved: 4-0

### **VII. State Ethics Commission Director's Report**

- a. 17 IAOs this month, most concerning post-employment, outside employment, and conflicts of interest.

- b. An Ethics Officer Roundtable is being planned for May 21<sup>st</sup>. It will be held in the State Library at 12:30 p.m.
- c. The Auditor and Investigator conference is on June 12<sup>th</sup>. It will be in the auditorium of the Southern Government building from 1:00 to 4:30.
- d. The Legal and Ethics conference is on November 20<sup>th</sup>. It will be in the auditorium of the Southern Government building from 1:00 to 4:30.
- e. OIG staff assistance – Regan Perrodin and Adam Garrigus aided in administration for the Commission.
- f. There will be an Executive Session after this meeting.

## **VIII. Adjournment**

Commissioner Gilroy made a motion to adjourn; Commissioner Duncan seconded.

Approved: 4-0

The meeting adjourned at approximately 10:12 a.m.

## **IX. Executive Session**

An executive session followed immediately at approximately 10:15 a.m. as permitted by IC 5-14-1.5-6.1(b)(2)(B), Initiation of litigation/receiving information concerning an individual's alleged misconduct (probable cause affidavit presentation) as permitted by IC 5-14-1.5-6.1(b)(2)(B), IC 5-14-1.5-6.1(b)(6)(A), IC 4-2-6-4(b)(2)(E).

No subject matter was discussed in the executive session other than the subject matter specified in the public notice.

The meeting adjourned at approximately 10:23 a.m.



# INDIANA

## DEPARTMENT OF LABOR

**Mike Braun, Governor**

**Mike Speedy, Commissioner**

402 West Washington Street, Room W195

Indianapolis, Indiana 46204-2751

Phone: (317) 232-2655

Fax: (317) 233-3790

### IC 4-2-6-11

#### Post-employment waiver

As the Appointing Authority of the Indiana Department of Labor (IDOL), I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to IOSHA Compliance Officer **Kenneth Stepp** in his post-employment with O&k American Corp.

I understand that I must file and present this waiver to the State Ethics Commission at its 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.

Note: Kenny inspected the prospective employer, O&k American Corp., for violations of the IOSH Act and cited it for one violation back in April 2023. This was almost two years before the employer had the current job opening and Kenny applied. The employer did not seek Kenny out, but Kenny saw the opening posted on Indeed and applied.

- ☐ 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





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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:

Kenny only made regulatory decisions regarding whether employers he inspected violated certain provisions of the IOSH Act.

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

Kenny will be EHS Manager for O&k facilities in Seymour, Indiana, and Chicago, Illinois. Key duties and responsibilities include the following:

- Implementation, management, and monitoring of environmental, health and safety (EHS) programs.
- Leading investigations on all incidents, injuries, and near misses.
- Leading and implementing cross-departmental discussion and committees to define solutions to eliminate potential identified hazards and maintain a list of needed and completed actions to correct hazards and/or improve safety conditions for employees.
- Coordination of waste management, pollution management, emergency response plans, and regular drills to include fire, inclement weather, active shooter, etc.
- Management of safety budget.
- Management of "EHS Specialist" employees. There is currently one.
- Travel between two facilities to manage EHS programs and conduct audits.

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:

As EHS manager, Kenny would likely be the primary contact or a primary participant with Indiana OSHA if the agency had to inspect the prospective employer. An inspection is only likely to occur if there is a health or safety referral or complaint filed against the prospective employer, or if there is a reported injury, illness, or fatality. A potential violation of the IOSH Act by the prospective employer to which Indiana OSHA would respond and open an inspection could be the result of Kenny's work product, but could also be the result of many things from management decisions by the prospective employer to employee misconduct. In any such matters, the agency does not have much discretion, but must follow the applicable laws.





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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:

Kenny is taking this new job as the next step in his career as a safety and health professional. He has been with the IDOL for almost three and a half years. This new opportunity is both an increase in pay and responsibility. Although the IDOL hates to lose talented employees like Kenny, we believe it is in the state's and public interest to allow Hoosier workers to improve themselves and advance their careers, even if it means leaving state employment, as long as ethics rules are followed.

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

Kenny lives in Lexington, Indiana and currently works out of his home office. Since the IDOL dispatches its compliance officers to inspect employers located in the part of the state where they live, many of Kenny's inspections over the past three plus years have been with companies within a reasonable drive from his home. Of course, when he began looking around to advance his career, the companies he was looking at would naturally be within his inspection territory close to his home so he would not have to move to change jobs. It would be an economic hardship to ask or expect Kenny to look for a job that made him move or even drive a great distance from home just to avoid a company he may have previously inspected. It would likewise be an economic hardship to expect him to pass up opportunities and wait until a company that he did not inspect has an opening for an EHS manager near his home. The prospective employer is both near his home and has an opening with a significant career advancement opportunity.

### 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.

  
Mike Speedy, Commissioner

4-22-25  
DATE



# INDIANA

## DEPARTMENT OF LABOR

**Mike Braun, Governor**

**Mike Speedy, Commissioner**

402 West Washington Street, Room W195

Indianapolis, Indiana 46204-2751

Phone: (317) 232-2655

Fax: (317) 233-3790

### 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).

  
J. Anthony Hardman, General Counsel

4/22/25  
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](mailto: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 LABOR

**Mike Braun, Governor**

**Mike Speedy, Commissioner**

402 West Washington Street, Room W195

Indianapolis, Indiana 46204-2751

Phone: (317) 232-2655

Fax: (317) 233-3790

May 1, 2025

Indiana State Ethics Commission  
c/o Office of Inspector General  
315 W. Ohio Street, Room 104  
Indianapolis, IN 46202


Re: Designation Letter

To Whom It May Concern:

I am the Commissioner of the Indiana Department of Labor, and accordingly, the appointing authority for Kenneth Stepp, Compliance Safety and Health Officer for the Indiana Department of Labor. I have submitted a post-employment waiver for Mr. Stepp.

While I will be unable to attend the State Ethics Commission's meeting on May 8, 2025, I hereby designate Tony Hardman, General Counsel and Ethics Officer for the Indiana Department of Labor, to file and present the above-referenced waiver on my behalf. Therefore, please feel free to direct any questions concerning this filing to Mr. Hardman.

Sincerely,

  
Mike Speedy  
Commissioner  
Indiana Department of Labor





# INDIANA DEPARTMENT OF TRANSPORTATION

100 North Senate Avenue  
Room N758  
Indianapolis, Indiana 46204

PHONE: (855) 463-6848

**Mike Braun, Governor**  
**Lyndsay Quist, Commissioner**

April 24, 2025

Katherine Noel, Chair  
Indiana State Ethics Commission  
315 West Ohio Street, Room 104  
Indianapolis, IN 46202

## IC 4-2-6-11

### Post-employment waiver – Sacha Teague

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 Sacha Teague in her post-employment with United Consulting.

I understand I must file and present this waiver to the State Ethics Commission at its 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 explicitly 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.

**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:**

Sacha Teague has not had policymaking, regulatory, licensing, or rule-making authority in any of her roles at INDOT. However, she was for a short time in a position to make a discretionary decision affecting the management of a consulting contract.

Ms. Teague served as a Project Manager ("Manager") in the Greenfield District at INDOT. Ms. Teague's primary roles and responsibilities were to facilitate and manage projects in development up to five (5) years before construction, providing oversight and management of consultants. Ms. Teague, along with other Project Managers, was involved in the scoring of Letters of Interest, which included United Consulting.

Ms. Teague has been briefly involved with one past project with United Consulting. The Greenfield District assigns Project Managers to cases based on geography. The single project Ms. Teague briefly managed was one she inherited from another Project Manager, and it was reassigned to another Project Manager while the project was still pending. Ms. Teague had no involvement in choosing United Consulting for that particular project and her involvement was limited to exchanging project and development information. To the best of her knowledge, that was the only project assigned to her that was associated with United Consulting.

Ms. Teague was not in a position at INDOT to decide or vote for anything in which United Consulting would have a financial interest. Her last day at INDOT was April 25, 2025.

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

Ms. Teague will serve as a Project Manager for United Consulting. Her new position will be different from her current role at INDOT: she will take part in working with sub-consultants for the United Consulting Team Leader, mainly working behind the scenes on tasks for the engineer, upon completion of her twelve (12) month training period, assembling proposals and engineer's reports for local rather than State projects, updating the United Consulting Project Team Leader on the project development and assisting with invoicing. Very few of her future projects with United Consulting will involve INDOT. Ms. Teague would not engage in executive branch lobbying with United Consulting. Ms. Teague would be performing her job duties in Indiana.

**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 possible to include matters where the agency has the discretion to make decisions based on the work of the employee:**

United Consulting currently has twenty-four (24) active contracts with INDOT. In her new position, Ms. Teague will have little to no contact with INDOT; she will be working on local projects with United Consulting. Ms. Teague has indicated that she will not work on any matters she previously worked on while employed at INDOT or on new issues with INDOT in her role with United Consulting during the required periods outlined in the State Ethics Code.

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

United Consulting is a wide-ranging professional services firm whose work includes transportation, water resources, bridges, environmental and traffic engineering projects. This work includes projects for INDOT but also projects for local governments across the state.

Allowing Ms. Teague to take a role at a company with whom she had minimal interaction as a State employee is consistent with the public interest. Additionally, her future employment with United Consulting will primarily be assignments to local, rather than INDOT, projects.

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

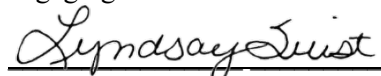
Within INDOT, there are few opportunities for advancement of position and salary for Ms. Teague. Additionally, lives in Kokomo and currently commutes to Greenfield three days a week. With the pending changes to remote

work policies, it will soon become less feasible for Ms. Teague to continue in her current role. As explained above, Ms. Teague was offered employment by a firm in the transportation industry with whom Ms. Teague has had minimal involvement, to whom she did not award any contracts, and for whom she did not oversee or sign any contracts. Her future employment will be focused on local government projects rather than INDOT projects. It would be difficult to find another situation where Ms. Teague could continue her career progression with minimal impact on the agency.

### C. Signatures

#### 1. Appointing Authority/state officer of the 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 who obtains the waiver before engaging in conduct that would give rise to a violation.



Lyndsay Quist, Commissioner

INDIANA DEPARTMENT OF TRANSPORTATION

4/30/2025

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).



Alison Grand, Ethics Officer

INDIANA DEPARTMENT OF TRANSPORTATION

4/30/2025

DATE

### D. Approval by the 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](mailto: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 TRANSPORTATION

100 North Senate Avenue,  
Room N758  
Indianapolis, Indiana 46204

PHONE: (855) 463-6848

Michael Braun, Governor  
Lyndsay Quist, Commissioner

### ETHICS OFFICER DESIGNATION

I, Lyndsay Quist, Commissioner of the Indiana Department of Transportation ("INDOT"), under the requirements of the Indiana Ethics Code, Indiana Code § 4-2-6 *et. seq.*, hereby designate the following individuals as Ethics Officers for INDOT:

1. Alison Grand, Chief Legal Counsel
2. Michele Steele, Director of Compliance
3. Deborah Law, Senior Attorney

Each individual shall serve as the INDOT Ethics Officer for any INDOT ethics matter, with authority to file all documents, make all appearances, effectuate all representations, and make all waivers under the Indiana Ethics Code, within the authority allowable under law and rule, including under 42 IAC 1-5-1(d). These individuals shall exercise their authority in accordance with the requirements of the State Ethics Commission.

All previous designations of INDOT Ethics Officers are hereby revoked. This appointment, designation, and delegation are effective immediately and shall remain in effect until revoked or amended by the undersigned or his successor.

Upon the execution of this Ethics Officer Designation, the same shall be filed with the State Ethics Commission as required by 42 IAC 1-5-1(d).

By: Lyndsay Quist  
Lyndsay Quist, Commissioner  
Date: April 3, 2025

FILED  
APR 03 2025  
INDIANA STATE  
ETHICS COMMISSION



# INDIANA DEPARTMENT OF TRANSPORTATION

100 North Senate Avenue  
Room N758  
Indianapolis, Indiana 46204

PHONE: (855) 463-6848

**Mike Braun, Governor**  
**Lyndsay Quist, Commissioner**

April 24, 2025

Katherine Noel, Chair  
Indiana State Ethics Commission  
315 West Ohio Street, Room 104  
Indianapolis, IN 46202

## IC 4-2-6-11

### Post-employment waiver – Taylor Schwering

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 Taylor Schwering in her post-employment with WSP.

I understand I must file and present this waiver to the State Ethics Commission at its 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:**



Taylor Schwering has not engaged in policymaking, regulatory, licensing, or rule-making authority in her role at INDOT. However, she may have been in a position to make low level discretionary decisions affecting environmental compliance on transportation projects.

Ms. Schwering served as an Environmental Manager (“Manager”) in the Seymour District at INDOT. Ms. Schwering’s primary roles and responsibilities were to prepare and review environmental documents for transportation projects in accordance with the National Environmental Protection Act (NEPA) and obtain environmental clearance for transportation projects. Ms. Schwering was randomly assigned Programmatic Categorical Exclusion (PCE) documents to review for project compliance with INDOT-created guidance documents. Ms. Schwering did not choose what she reported up the chain, had no discretion in determining whether to report PCE review, and was not involved in enforcement.

Ms. Schwering estimates she has reviewed five PCEs, low level environmental documents, submitted by WSP in her INDOT career.

Ms. Schwering was not in a position at INDOT to decide/vote for anything in which WSP would have a financial interest.

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

Ms. Schwering will serve as the Environmental and Social Impact Assessment/NEPA Professional Environmental Planner (Planner) for WSP, a consulting firm that does business with INDOT. Her new position would be similar to her current role at INDOT in that she will work within the NEPA framework, but the role will differ as she will primarily work on NEPA in the context of the energy industry. Ms. Schwering will provide oversight to the development and review of documents for submittal to regulatory agencies or clients, which could include INDOT. Ms. Schwering would not engage in executive branch lobbying with WSP.

**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 possible to include matters where the agency has the discretion to make decisions based on the work of the employee:**

WSP has or has had twenty-five (25) contracts with INDOT in the past two years. Ms. Schwering anticipates that she could have contact with INDOT personnel in the natural execution of environmental documents in transportation design projects, identical to any other Specialist providing services to INDOT. Ms. Schwering anticipates that her interaction with INDOT, if any, is likely to be as part of a consultant team hired by INDOT. She expects the majority of her work will be in the energy rather than transportation industry. However, Ms. Schwering has indicated that she will not work on any matters she previously worked on while employed at INDOT.

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

WSP is a wide-ranging professional services firm whose work includes energy, water, environmental and transportation projects. Ms. Schwering will primarily work in the energy field, but the company does engage in transportation work in Indiana. At some point, Ms. Schwering will likely assist the WSP team with environmental documents for INDOT. Not awarding a waiver in this situation would mean that a waiver is not awardable to Ms. Schwering for work at any other company that engages in any Indiana transportation work. Granting this waiver allows Ms. Schwering to remain in Indiana. Allowing Ms. Schwering to take a role at a company with whom she had minimal interaction as a State employee is consistent with the public interest.

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

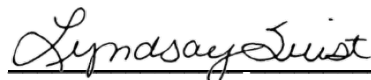
Within INDOT, there are few opportunities for advancement of position and salary for Ms. Schwering. She has limited experience outside of INDOT-related projects in her field and has found it difficult to find similar work since engineering firms tend to engage in transportation projects. Ms. Schwering will not be able to continue progressing her career without seeking external employment. As explained above, Ms. Schwering was offered employment by a firm that, among other work, also serves as a vendor in the transportation industry. Ms. Schwering has had minimal involvement with WSP, did not award any contracts, and did not oversee or sign any contracts. It

would be difficult to find another situation where Ms. Schwering could continue her career progression with such minimal impact on the agency.

### C. Signatures

1. Appointing Authority/state officer of the 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 who obtains the waiver before engaging in the conduct that would give rise to a violation.



Lyndsay Quist, Commissioner

INDIANA DEPARTMENT OF TRANSPORTATION

4/30/2025

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).



Alison Grand, Ethics Officer

INDIANA DEPARTMENT OF TRANSPORTATION

4/30/2025

DATE

### D. Approval by the 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](mailto: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 TRANSPORTATION

100 North Senate Avenue,  
Room N758  
Indianapolis, Indiana 46204

PHONE: (855) 463-6848

Michael Braun, Governor  
Lyndsay Quist, Commissioner

### ETHICS OFFICER DESIGNATION

I, Lyndsay Quist, Commissioner of the Indiana Department of Transportation ("INDOT"), under the requirements of the Indiana Ethics Code, Indiana Code § 4-2-6 *et. seq.*, hereby designate the following individuals as Ethics Officers for INDOT:

1. Alison Grand, Chief Legal Counsel
2. Michele Steele, Director of Compliance
3. Deborah Law, Senior Attorney

Each individual shall serve as the INDOT Ethics Officer for any INDOT ethics matter, with authority to file all documents, make all appearances, effectuate all representations, and make all waivers under the Indiana Ethics Code, within the authority allowable under law and rule, including under 42 IAC 1-5-1(d). These individuals shall exercise their authority in accordance with the requirements of the State Ethics Commission.

All previous designations of INDOT Ethics Officers are hereby revoked. This appointment, designation, and delegation are effective immediately and shall remain in effect until revoked or amended by the undersigned or his successor.

Upon the execution of this Ethics Officer Designation, the same shall be filed with the State Ethics Commission as required by 42 IAC 1-5-1(d).

By: Lyndsay Quist  
Lyndsay Quist, Commissioner  
Date: April 3, 2025

FILED  
APR 03 2025  
INDIANA STATE  
ETHICS COMMISSION



STATE OF INDIANA            )  
  ) SS:  
COUNTY OF MARION        ) CASE NO: 2024-01-0030

IN RE REBECCA HONN,  
    *Respondent.*

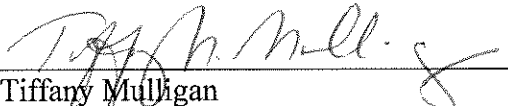
**FILED**  
**APR 28 2025**  
INDIANA STATE  
ETHICS COMMISSION

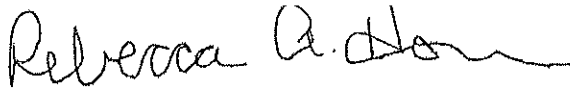
**AGREED SETTLEMENT**

1. Respondent admits to the facts as alleged in the complaint filed herein by the Inspector General and admits to a violation of Ind. Code § 4-2-6-11(b)(3), the Indiana Code of Ethics' Post-employment rule's cooling off provision; 42 IAC 1-5-10, the Benefiting from Confidential Information rule; and 42 IAC 1-5-11, the Divulging Confidential Information rule. (See Ethics Complaint filed on the 13th day of August 2024, attached hereto as Exhibit A.)
2. Respondent agrees to pay a fine in the amount of one thousand five hundred dollars (\$1,500). The State Ethics Commission (Commission) will not impose any further penalties under Ind. Code § 4-2-6-12. Respondent shall make one payment to the "Indiana State Ethics Commission" in the full amount of one thousand five hundred dollars (\$1,500) within sixty (60) days from the date that the Commission accepts this agreement.
3. The parties acknowledge that this agreement reflects the entire agreement between the parties, that approval of these terms by the Commission shall result in the final disposition of this proceeding, and that Respondent is waiving an alternative statutory right to a public hearing as provided in Ind. Code § 4-2-6-4 to contest the complaint.

Dated this 28<sup>th</sup> of April, 2025.

  
Jared Prentice, Inspector General

  
Tiffany Mulligan  
Chief Legal Counsel  
Office of the Inspector General

  
Rebecca Honn, Respondent

Approved this \_\_\_\_\_ day of \_\_\_\_\_, 2025, by the State Ethics Commission in a public meeting by a vote of \_\_\_\_\_ to \_\_\_\_\_.

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State Ethics Commission Chair