



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

JAN 23 2026

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) Rhoads	Name (first) Matthew	Name (middle) L
Name of office or agency Indiana Department of Transportation		Job title Design Manager
Address of office (number and street) 185 Agrico Lane		City Seymour
		ZIP code 47274
Office telephone number (812) 524-3941	Office e-mail address (required) mrhoads@indot.in.gov	

Describe the conflict of interest:

Matthew Rhoads is a design manager for the Indiana Department of Transportation, ("INDOT") - Seymour District. He has been in that role since April 2025, previously having been a Design Engineer since March 2024, and a Project Manager from August 2021 to March 2024.

Matthew Rhoads recently applied for employment with Crawford, Murphy, & Tilly, ("CMT"). CMT is a civil engineering and professional services firm that has a business relationship with INDOT, including active contracts with INDOT.

Matthew Rhoads worked as a project manger for INDOT from August 2021 to March 2024, during which time he worked on active contracts with CMT on behalf of INDOT. Matthew Rhoads has not worked on any active contracts with CMT in his current role at INDOT (since March 2024).

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

This disclosure was provided to Mr. Rhoads' appointing authority, Commissioner Lyndsay Quist, on January 22, 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 Matthew Rhoads from working with CMT in his capacity as an INDOT employee. Said screen prohibits Matthew Rhoads from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving CMT, or in which CMT has an interest. Matthew Rhoads is further screened from assisting any future employer, including CMT, with any matter in which she personally and substantially participated while employed at INDOT.

This screen was executed on January 22, 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

Matthew L. Rhoads

Date signed (month, day, year)

1/22/2026

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

Matthew L. Rhoads

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

Chris Devlin

Date signed (month, day, year)

1/23/2026

Printed full name of ethics officer

Chris Devlin

CONFLICT OF INTEREST SCREEN FOR MATTHEW RHOADS

January 22, 2026

I. RECITALS

WHEREAS, Matthew Rhoads is a Design Manager for the Indiana Department of Transportation ("INDOT" or "Department"); and

WHEREAS, Matthew Rhoads has recently applied for employment with Crawford, Murphy, & Tilly, ("CMT"); and

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

WHEREAS, as a Design Manager for INDOT, it is possible that Matthew Rhoads could be assigned to participate in matters in which CMT has an interest as part of his regular duties; and

WHEREAS, Matthew Rhoads' employment negotiations with CMT created a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

WHEREAS, Matthew Rhoads may have obtained confidential information in the course of his 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 himself or future employers.¹

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

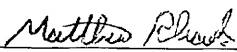
II. CONFLICT OF INTEREST SCREEN

1. Matthew Rhoads shall not participate in any decision or vote, or any matter related to such decision or vote, in which CMT has a financial interest.
2. Matthew Rhoads is screened from participating in any present or future contract or other matter involving CMT.
3. Matthew Rhoads shall not assist any future employers, including CMT, 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, Matthew Rhoads 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 CMT 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 CMT, 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 22nd Day of January 2026, by:



Matthew Rhoads, Design Manager
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: Devlin, Chris
Sent: Friday, January 23, 2026 12:43 PM
To: Quist, Lyndsay
Cc: Millman, Marjorie
Subject: Ethics Filing
Attachments: Rhoads - COI Screen - EGIS_MR.pdf; Rhoads - Ethics Disclosure Statement - COI-Decision and Voting - CMT_MR.pdf; Rhoads - Ethics Disclosure Statement - COI-Decision and Voting - Egis_MR.pdf; Rhoads - COI Screen - CMT_MR.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 and screening document will be filed with the State Ethics Commission for Matt Rhoads - Design Manager – Seymour District. 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.
Thank you,

Chris Devlin
Senior Attorney, Legal Services Division
Indiana Department of Transportation
Central Office
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Email: CDevlin@indot.IN.gov
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