



**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

APR 23 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) Salyers	Name (first) Jacob	Name (middle)
Name of office or agency Indiana Department of Transportation		Job title Program Director
Address of office (number and street) 100 North Senate Ave., N758		City Indianapolis
Office telephone number (463) 261-7382		ZIP code 46204
Office e-mail address (required) jsalyers@indot.in.gov		

Describe the conflict of interest:

Jacob Salyers is a Program Director for the Indiana Department of Transportation ("INDOT").

Jacob Salyers has recently accepted employment with Volkert, Inc. ("Volkert").

Volkert has a business relationship with INDOT, including active contracts with INDOT.

Jacob Salyers's employment negotiations with Volkert therefore create a potential decisions and voting conflict of interest under I.C. 4-2-6-9. This disclosure is therefore being filed in anticipation of that potential conflict.

Jacob Salyers is not subject to the mandatory cooling off period (I.C. 4-2-6-11(b)) with regard to Volkert.

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

This disclosure was provided to Mr. Salyers's appointing authority, Commissioner Lyndsay Quist, on April 23, 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 Jacob Salyers from working with Volkert in his capacity as an INDOT employee. Said screen prohibits Jacob Salyers from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving Volkert, or in which Volkert has an interest.

Jacob Salyers is further screened from assisting any future employer, including Volkert, with any matter in which he personally and substantially participated while employed by INDOT.

The screen was executed on April 23, 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

Jacob Salyers

Date signed (month, day, year)

4/23/2025

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

Jacob Salyers

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

Deborah Law

Date signed (month, day, year)

4/23/2025

Printed full name of ethics officer

Deborah Law

CONFLICT OF INTEREST SCREEN FOR JACOB SALYERS

April 23, 2025

I. RECITALS

WHEREAS, Jacob Salyers is a Program Director for the Indiana Department of Transportation ("INDOT" or "Department"); and

WHEREAS, Jacob Salyers has accepted employment with Volkert, Inc. ("Volkert"); and

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

WHEREAS, as a Program Director for INDOT, it is possible that Jacob Salyers could be assigned to participate in matters in which Volkert has an interest as part of his regular duties; and

WHEREAS, Jacob Salyers's employment negotiations with Volkert create a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

WHEREAS, Jacob Salyers 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, Jacob Salyers, Program Director for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with Volkert, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Jacob Salyers must adhere to terms three (3) and four (4) regarding the particular matter restriction and confidential information in perpetuity.

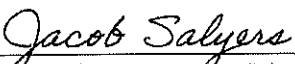
II. CONFLICT OF INTEREST SCREEN

1. Jacob Salyers shall not participate in any decision or vote, or any matter related to such decision or vote, in which Volkert has a financial interest.
2. Jacob Salyers is screened from participating in any present or future contract or other matter involving Volkert.
3. Jacob Salyers shall not assist any future employers, including Volkert, 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, Jacob Salyers 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 Volkert 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 Volkert, 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 on this 23rd day of April 2025, by:



Jacob Salyers, Program Director
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: Law, Deborah
Sent: Wednesday, April 23, 2025 10:18 AM
To: Quist, Lyndsay
Cc: Grand, Alison; Law, Deborah
Subject: conflict of interest notice

Commissioner Quist,

Under 42 IAC 1-5-6(b)(2)(D), this email serves to notify you that a conflict-of-interest screen and ethics disclosure statement will be filed for Jacob Salyers, an INDOT employee with Central Office real estate, with the State Ethics Commission. 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.

--deb

Deborah Law
Senior Attorney, Legal Operations
Indiana Department of Transportation
Central Office

100 N. Senate Ave., N758
Indianapolis, IN 46204
Email: DeLaw@indot.in.gov
Find us on social media!

