



**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

APR 25 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 (<i>last</i>) Schwering	Name (<i>first</i>) Taylor	Name (<i>middle</i>)	
Name of office or agency Indiana Department of Transportation		Job title Environmental Manager	
Address of office (<i>number and street</i>) 185 Agrico Lane		City Seymour	ZIP code 47274
Office telephone number (812) 524-3794	Office e-mail address (<i>required</i>) tschwering@indot.in.gov		
Describe the conflict of interest:			
Taylor Schwering is an Environmental Manager for the Indiana Department of Transportation ("INDOT")-Seymour District.			
Taylor Schwering has recently accepted employment with WSP. WSP has a business relationship with INDOT, including active contracts with INDOT.			
Taylor Schwering's employment negotiations with WSP 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.			
Taylor Schwering may be subject to the mandatory cooling off period (I.C. 4-2-6-11(b)) with regard to WSP. A Post-Employment Waiver is being filed with the State Ethics Commission.			
Taylor Schwering is subject to the particular matter restriction and will not assist future employers, including WSP with any matter she personally and substantially participated in on behalf of INDOT.			
This disclosure was provided to Ms. Schwering's appointing authority, Commissioner Lyndsay Quist, on April 25, 2025. Evidence of said disclosure to Commissioner Quist is filed herewith pursuant to I.C. 4-2-6-9(b)(2)(D).			

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

A formal screen was executed with the INDOT ethics officer preventing Taylor Schwering from working with WSP in her capacity as an INDOT employee. Said screen prohibits Taylor Schwering from exercising any of her official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving WSP or in which WSP has an interest.

Taylor Schwering is further screened from assisting any future employer, including WSP, with any matter in which she personally and substantially participated while employed by INDOT.

The screen was executed on April 25, 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

Taylor Schwering

Date signed (month, day, year)

4/25/2025

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

Taylor Schwering

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)

4/25/2025

Printed full name of ethics officer

Deborah Law

CONFLICT OF INTEREST SCREEN FOR TAYLOR SCHWERING

April 25, 2025

I. RECITALS

WHEREAS, Taylor Schwering is Environmental Manager-Seymour District for the Indiana Department of Transportation (“INDOT” or “Department”); and

WHEREAS, Taylor Schwering has interviewed with WSP; and

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

WHEREAS, as an Environmental Manager for INDOT, it is possible that Taylor Schwering could be assigned to participate in matters in which WSP has an interest as part of her regular duties; and

WHEREAS, Taylor Schwering’s employment negotiations with WSP create a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

WHEREAS, Taylor Schwering may have obtained confidential information in the course of her 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 herself or future employers.¹

NOW THEREFORE, Taylor Schwering, an Environmental Manager for INDOT, for her remaining tenure with INDOT, or until she discontinues employment negotiations with WSP, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Taylor Schwering 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. Taylor Schwering shall not participate in any decision or vote, or any matter related to such decision or vote, in which WSP has a financial interest.
2. Taylor Schwering is screened from participating in any present or future contract or other matter involving WSP.
3. Taylor Schwering shall not assist any future employers, including WSP, with any matter she personally and substantially participated in while employed by INDOT. This restriction applies in perpetuity, for the life of the particular matter.
4. Pursuant to her duty under Ind. Code §5-14-3-10, Taylor Schwering 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 WSP 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 WSP, 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 25th day of April 2025, by:

Taylor E Schwering

Digitally signed by Taylor E Schwering
Date: 2025.04.25 13:32:51 -04'00'

Taylor Schwering, Environmental Manager-Seymour District
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: Friday, April 25, 2025 12:40 PM
To: Quist, Lyndsay
Cc: Grand, Alison; Law, Deborah
Subject: conflict of interest screening

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 screen will be filed for Taylor Schwering, an INDOT employee with Seymour District, 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
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Find us on social media!

