



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

Ethics Screen for Ms. Shelby:

1. She will be screened from any involvement with Resultant which includes, but is not limited to, reviewing and/or authorizing payments/purchase orders/requisitions, reviewing and/or approving special procurement requests, evaluating or approving contract awards, and any other matters of procurement that may result in a conflict of interest or create an appearance of impropriety.
2. Matters involving or related to Resultant will be re-assigned to another member of the Procurement team.
3. This screen shall remain in effect until Ms. Shelby no longer retains an equity interest in Resultant or she is no longer employed at IDOA.

#### 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)

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

Kate Shelby

2/11/25

#### 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)

Printed full name of ethics officer

Tammera J. Glickman

2/14/25

**From:** [Glickman, Tammera J \(IDOA\)](#)  
**To:** [Clifton, Brandon](#)  
**Cc:** [Shelby, Kate](#)  
**Subject:** K.Shelby - Ethics Disclosure Statement  
**Date:** Tuesday, February 25, 2025 2:29:00 PM  
**Attachments:** [Image001.png](#)  
[Ethics Disclosure Statement K.Shelby.pdf](#)  
[Ethics Screen K.Shelby 2.7.25 signed.pdf](#)

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Good afternoon, Commissioner.

After discussions with Kate, it was determined that she should file an Ethics Disclosure Statement – Conflicts of Interest – Decisions and Voting as it relates to her small equity interest in Resultant, LLC. We have implemented a screen which is identified in the Ethics Disclosure, attached, on page 2 which I will file with the State Ethics Commission. This email fulfills the requirement of notice to the agency appointing authority and will be included with the filing and posted on the IG's website.

Best regards,

Tammy



**Tammera J. Glickman**  
Deputy General Counsel &  
Ethics Officer  
Indiana Department of  
Administration  
317-234-8851

