

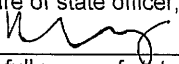
Describe the screen established by your ethics officer: (Attach additional pages as needed.)

See attached.

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)

6/10/2026

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

Kate Elaine Shelby

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)

06/10/2026

Printed full name of ethics officer

Amie Durfee

INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT
CONFLICT OF INTEREST SCREENING PROTOCOLS
FOR KATE SHELBY
FROM MATTERS INVOLVING RESULTANT, LLC

I. Narrative

Kate Shelby (Shelby) serves as the Commissioner for the Department of Workforce Development (DWD) and reports to the Secretary of Commerce, David Adams. Mike Smith serves as DWD's Chief Operating & Financial Officer (COFO).

Commissioner Shelby owns a small equity interest in Resultant, LLC (Resultant); the value of this interest is below the Financial Disclosure Statement reporting requirement threshold. DWD currently has a data sharing agreement with United Way of Central Indiana and Resultant. In addition, the State of Indiana contracts with Computer Aid, Inc. (CAI) to, in part, hire IT contractors; a Resultant contractor is currently placed with DWD, through CAI.

To prevent any conflict of interest, Shelby must follow the following screening protocols.

II. Screening Protocols

DWD will institute the following protocols to ensure Shelby is screened from any potential conflicts of interest relating to Resultant. If Shelby or DWD's COFO becomes aware of a matter or decision regarding Resultant, they shall:

1. Inform DWD's Ethics Officer of the decision or matter, and any potential conflicts of interest.
2. Remind Shelby of these protocols.
3. Ensure Shelby is not assigned to any matters involving the decision or matter, or any decision or matter competing therewith.
4. Refrain from consulting or otherwise discussing with Shelby any matters involving the matter or decision, or any matter or decision competing therewith.
5. Immediately report any breach of these protocols to DWD's Ethics Officer.

If Shelby becomes aware of a matter or decision regarding Resultant, she shall:

1. Inform her COFO and DWD's Ethics Officer of the matter or decision, and any potential conflicts of interest.
2. Refrain from any involvement in the matter or decision, or any matter or decision competing therewith.
3. Refrain from consulting or otherwise discussing with any individual any matters involving the matter or decision, or any matter or decision competing therewith.

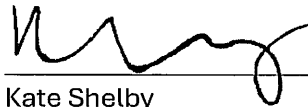
4. Refrain from accessing any documents, files, or correspondence that are not subject to public access and related to any matters involving the matter or decision, or any matter or decision competing therewith.
5. Immediately report any breach of these protocols to DWD's Ethics Officer.

This screen will remain in place until the sooner of (a) Shelby ceasing to own equity in Resultant or (b) Shelby leaving employment with DWD.

III. Affirmation

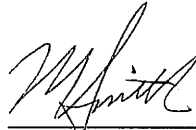
I have read and understand the foregoing protocols, and will in all ways follow, adhere to, and satisfy the foregoing protocols.

Date: 6/10/2026



Kate Shelby
Commissioner

Date: 6/10/2026



Mike Smith
Chief Operating & Financial Officer

Date: 06/10/2026



Amie Durfee
Ethics Officer

From: [Shelby, Kate](#)
To: [Adams, David](#)
Cc: [Durfee, Amie](#)
Subject: notification of COI disclosure and screen
Date: Friday, June 12, 2026 10:03:50 AM
Attachments: [2026-06-10 COI Disclosure Statement \(Shelby Resultant\) Signed.pdf](#)
[2026-06-10 Screening Protocols \(Shelby Resultant\) Signed.pdf](#)
[Outlook-Logo Desc.png](#)

Secretary Adams,

Pursuant to the Indiana Ethics Code, please accept this notification of the attached conflict of interest disclosure and screening protocol for me as Commissioner of the Indiana Department of Workforce Development with regard to Resultant, LLC. The DWD Ethics Officer will file these documents with the Indiana Inspector General.

Thank you,

Kate



Kate Shelby

Commissioner

KShelby@dwd.in.gov

Office: 317-232-0203

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