



**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

INDIANA  
STATE ETHICS COMMISSION

SEP 9 2021

FILED

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) Snethen	Name (first) John	Name (middle) Doyle	
Name of office or agency Indiana Department of Administration		Job title General Counsel	
Address of office (number and street) 402 W. Washington Street, 4th Floor		City Indianapolis	ZIP code IN
Office telephone number ( 317 ) 234-2718		Office e-mail address (required) jsnethen@idoa.in.gov	

Describe the conflict of interest:  
A business named Thought Kitchen LLC has applied to the IDOA for certification as a woman-owned business enterprise. IDOA certifies such businesses. See IC 4-13-16.5; 25 IAC 5. The members of Thought Kitchen are two former IDOA employees who, as they were leaving IDOA, offered me a position with their company. I did not accept the offer and have not entered salary negotiations. Nevertheless, they have made clear that it is a standing offer. I believe that the combination of an open offer of employment, and a request for the business to be certified by IDOA triggers my reporting requirement under IC 4-2-6-9. I have notified my appointing authority and ethics officer in writing, and have left instructions that I be walled off from this certification decision.

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

**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)

9/8/2021

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

John Doyle Snethen

**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)

9/9/2021

Printed full name of ethics officer

Tamera J. Glickman

**Baker, Nathaniel P**

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**From:** Snethen, John D  
**Sent:** Wednesday, September 8, 2021 4:26 PM  
**To:** Holwerda, Rebecca (IDOA)  
**Cc:** Glickman, Tammera J (IDOA); Sivrashvili, Maia  
**Subject:** Conflict notification under IC 4-2-6-9--deliberative

**Importance:** High

Rebecca,

Thought Kitchen, LLC has applied to the Division of Supplier Diversity for certification as a Woman-Owned Business Enterprise. Thought Kitchen's members are Lesley Crane and Jill Carnell.

Lesley and Jill, on their way out of IDOA, offered me a position with their business. I did not accept nor have I pursued salary negotiations. Nevertheless, their offer and my response probably constitutes a back-and-forth exchange with a potential employer, consequently triggering the provisions of IC 4-2-6-9, which require me to notify you and IDOA's ethics officer, Tammy Glickman, in writing of a conflict.

I also am required to file a written disclosure with the Office of the Inspector General, which I will do.

I should from this point be walled off from any knowledge or discussion of Thought Kitchen's certification application.

John

John Snethen  
General Counsel  
Indiana Department of Administration