



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

AUG 5 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>) Tameling	Name (<i>first</i>) Robert	Name (<i>middle</i>)	
Name of office or agency INDOT		Job title Shop Supervisor, Gary Sub-District	
Address of office (<i>number and street</i>) 7601 Melton Rd		City Gary	ZIP code 46403
Office telephone number (219) 221-0194	Office e-mail address (<i>required</i>) RTameling@indot.in.gov		
Describe the conflict of interest:			
Robert Tameling is the Shop Supervisor for the Gary Sub-District, LaPorte District, at the Indiana Department of Transportation (INDOT). Tameling has recently accepted employment with Interstate Power Systems (IPS) to serve as the Service Manager.			
IPS has a business relationship relationship with INDOT; it is one of the limited number of Allison Transmission-certified internal transmission service providers. In the past two years, Tameling has sent two pieces of INDOT equipment with Allison Transmissions to IPS for service on the internal transmissions.			
Tameling's employment negotiations with IPS, therefore, may create a potential decisions and voting conflict of interest under I.C. 4-2-6-9. This disclosure is being filed in anticipation of that potential conflict.			
Tameling is not subject to the mandatory cooling off period (I.C. 4-2-6-11(b)) with regard to IPS.			
Tameling is subject to the particular matter restriction and will not assist future employers, including IPS, with any matter he personally and substantially participated in on behalf of INDOT.			
This disclosure was provided to Tameling's appointing authority, Commissioner Lyndsay Quist, on August 5, 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.)

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.

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

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

The screen was executed on August 5, 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



Date signed (month, day, year)
8/5/2025

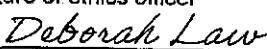
Printed full name of state officer, employee or special state appointee

Robert Tameling

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)
8/5/2025

Printed full name of ethics officer

Deborah Law

CONFLICT-OF-INTEREST SCREEN FOR ROBERT TAMELING

August 5, 2025

I. RECITALS

WHEREAS, Robert Tameling is the Gary Sub-District Shop Supervisor for the Indiana Department of Transportation ("INDOT")-LaPorte District; and

WHEREAS, Robert Tameling has accepted employment with Interstate Power Systems ("IPS"); and
WHEREAS, IPS has a business relationship with INDOT; and

WHEREAS, as a Shop Supervisor for INDOT, it is possible that Robert Tameling could be assigned to participate in matters in which IPS has an interest as part of his regular duties; and

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

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

WHEREAS, Robert Tameling 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, Robert Tameling, a Shop Supervisor for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with IPS, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Robert Tameling 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. Robert Tameling shall not participate in any decision or vote, or any matter related to such decision or vote, in which IPS has a financial interest.
2. Robert Tameling is screened from participating in any present or future contract or other matter involving IPS.
3. Robert Tameling shall not assist any future employers, including IPS, 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, Robert Tameling 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 IPS has a financial interest. I understand that the first two (2) terms of this screen terminate upon my leaving INDOT or the discontinuation of negotiations with IPS, 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 5th day of August 2025, by:



Robert Tameling, Gary Sub-District Shop Supervisor
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: Tuesday, August 5, 2025 8:53 AM
To: Quist, Lyndsay
Cc: Grand, Alison
Subject: ethics disclosure
Attachments: Screen.Tameling.pdf; COI Disclosure-Tameling.signed.pdf

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 screening document will be filed with the State Ethics Commission for Bob Tameling, Shop Supervisor at the Gary Sub. 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
Ethics Officer & Senior Attorney, Legal Services
Indiana Department of Transportation
Central Office

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Find us on social media!

