



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

OCT 28 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 (last)

Thomas

Name (first)

Phillip

Name (middle)

Name of office or agency

Indiana Department of Transportation

Job title

Construction Project Supervisor

Address of office (number and street)

185 Agrico Lane

City

Seymour

ZIP code

47274

Office telephone number

(812) 525-5535

Office e-mail address (required)

pthomas3@indot.in.gov

Describe the conflict of interest:

Phillip Thomas is a Construction Project Supervisor for the Indiana Department of Transportation ("INDOT") in the Seymour District.

Phillip Thomas has recently entered employment negotiations with Libs Paving Company, INC. ("Libs") in its Floyd's Knobs, Indiana office. Libs is a Paving Company that has a business relationship with INDOT, including active contracts with INDOT and its contractors.

Phillip Thomas's employment negotiations with Libs therefore create a potential decisions and voting conflict or interest as defined by IC 4-2-6-9. This disclosure is therefore being filed in anticipation of a potential conflict.

Phillip Thomas has worked on projects, including one that is active, with Libs in his current role in INDOT.

Phillip Thomas is subject to the particular matter restriction and will not assist future employees, including Libs, with any matter he personally and substantially participated in on behalf of INDOT.

This disclosure was provided to Mr. Thomas's appointing authority, Commissioner Lyndsay Quist, on October 28, 2025.

Evidence of said disclosure to Commissioner Quist is filed herewith pursuant to IC 4-2-6-9(b)(2)(D).

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

Pursuant to IC 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 belowed signed ethics officer.

A formal screen was executed with the INDOT ethics officer preventing Phillip Thomas from working with Libs in his capacity as an INDOT employee. Said screen prohibits Phillip Thomas from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such decision of vote, involving Libs, with any matter in which he personally and substantially participated while employed by INDOT.

The screen was executed on October 27, 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)

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

Phillip Thomas

10-27-25

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

Chris Devlin

10-27-2025

CONFLICT-OF-INTEREST SCREEN FOR PHILLIP THOMAS

October 27, 2025

I. RECITALS

WHEREAS, Phillip Thomas is a Construction Project Supervisor for the Indiana Department of Transportation ("INDOT"); and

WHEREAS, Phillip Thomaas has received an offer of employment for a Project Manager position with Libs Paving, Inc. ("Libs"); and

WHEREAS, Libs does have a business relationship with INDOT; and

WHEREAS, as a Construction Project Manager, Inc. for INDOT, it is possible that Phillip Thomas could be assigned to participate in matters in which Libs has an interest as part of his regular duties; and

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

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

WHEREAS, Phillip Thomas 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, Phillip Thomas, Construction Project Supervisor for INDOT, for his remaining tenure with INDOT, or until he discontinues employment negotiations with Libs, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Phillip Thomas 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. Phillip Thomas shall not participate in any decision or vote, or any matter related to such decision or vote, in which Libs has a financial interest.
2. Phillip Thomas is screened from participating in any present or future contract or other matter involving Libs.
3. Phillip Thomas shall not assist any future employers, including Libs, 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, Phillip Thomas 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 Libs 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 Libs, 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 27th day of October 2025, by:



Phillip Thomas, Construction Projects Manager
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: Devlin, Chris
Sent: Tuesday, October 28, 2025 10:07 AM
To: Quist, Lyndsay
Cc: Millman, Marjorie
Subject: Ethics Filing
Attachments: COI screen.pdf; disclosure form -Thomas (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 Phillip Thomas, Construction Project Supervisor – Seymour District. 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.

Thank you,

Chris Devlin

Senior Attorney, Legal Services Division

Indiana Department of Transportation

Central Office

Phone: 463-261-6966

Email: CDevlin@indot.IN.gov

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