

INDIANA
STATE ETHICS COMMISSION

NOV 20 2020



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

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) Fair	Name (first) Eric	Name (middle) Michael
Name of office or agency Indiana Department of Transportation- Crawfordsville District		Job title District Scoping Engineer
Address of office (number and street) 41 West 300 North		City Crawfordsville
Office telephone number (812) 239-1683		ZIP code 47533
Office e-mail address (required) efair@indot.IN.gov		

Describe the conflict of interest:
Eric Fair is District Scoping Engineer for the Indiana Department of Transportation- Crawfordsville District (INDOT).
Eric Fair has entered employment negotiations with CDM Smith Inc. ("CDM Smith"). CDM Smith has business relationship with INDOT, including active contracts.
Eric Fair's employment negotiations with CDM Smith created a potential decisions and voting conflict of interest under IC 4-2-6-9.
This disclosure is therefore being filed in anticipation of that potential conflict.
Eric Fair is not subject to the mandatory cooling off period under IC 4-2-6-11(b) with respect to CDM Smith.
Eric Fair is subject to the particular matter restriction and will not assist any future employer with a matter he personally and substantially participated in on behalf of INDOT.
This disclosure was provided to Mr. Fair's appointing authority, Commissioner Joe McGuinness, on November 19, 2020.
Evidence of said disclosure to Commissioner McGuinness is filed herewith pursuant to IC 4-2-6-9(b)(2)(D).
Pursuant to IC 4-2-6-9(b)(2), this disclosure was executed and filed with the SEC within seven days (7) of the potential conflict being identified by the below signed ethics officer.

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

A formal screen was executed with INDOT's ethics officer preventing Eric Fair from doing work with CDM Smith Inc.

in his capacity as an INDOT employee. Said screen prohibits Mr. Fair from under taking any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving CDM Smith, or in which CDM Smith has an interest. Eric Fair is further screened from assisting any future employer, including CDM Smith, with a matter in which he personally and substantially participated in while employed by INDOT.

The screen was executed on November 19, 2020, a copy of which was sent to Commissioner Joe McGuinness 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

Eric M. Fair

Date signed (month, day, year)

November 19, 2020

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

Eric Fair

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

[Signature]
Christopher B. Serak

Date signed (month, day, year)

November 19, 2020

CONFLICT OF INTEREST SCREEN FOR ERIC FAIR

November 19, 2020

I. RECITALS

WHEREAS, Eric Fair is District Scoping Engineer for the Crawfordsville District of the Indiana Department of Transportation (“INDOT” or “Department”); and

WHEREAS, Eric Fair has accepted a position with CDM Smith Inc. (“CDM Smith”); and

WHEREAS, CDM Smith has a business relationship with INDOT, including ongoing contracts with the Department; and

WHEREAS, as District Scoping Engineer for INDOT- Crawfordsville District, it is possible that Eric Fair could be assigned to work with CDM Smith or to participate in matters involving the company as part of his regular duties; and

WHEREAS, Eric Fair’s employment negotiations with CDM Smith created a potential decisions and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

WHEREAS, Eric Fair is subject to the particular matter restriction under IC 4-2-6-11(a) and cannot assist future employers, including CDM Smith, with any matter he personally and substantially participated in while employed by INDOT.

NOW THEREFORE, Eric Fair, District Scoping Engineer for the Crawfordsville District of INDOT, for his remaining tenure with the Department, or until he discontinues employment negotiations with CDM Smith Inc., agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Eric Fair must adhere to term three (3) regarding the particular matter restriction in perpetuity, for the life of each particular matter.

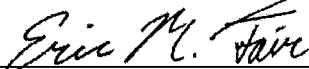
II. CONFLICT OF INTEREST SCREEN

1. Eric Fair shall not participate in any decision or vote, or any matter related to such decision or vote, in which CDM Smith has a financial interest.
2. Eric Fair should be screened from participating in any present or future contract or other matter involving CDM Smith.
3. Eric Fair shall not assist any future employers, including CDM Smith, 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.

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 CDM Smith has a financial interest. I understand that the first two (2) terms of this screen terminate upon my leaving the Department or the discontinuation of negotiations with CDM Smith, whichever occurs first. I further understand that term three (3) concerning the particular matter restrict applies in perpetuity, for the life of the matter. I have shared and discussed this Conflict of Interest Screen and its requirements with my supervisor.

Executed and agreed this 19^h day of November, 2020, by:



Eric Fair, District Scoping Engineer
Indiana Department of Transportation- Crawfordsville District

Baker, Nathaniel P

Subject: RE: Executed COI Disclosure & Screen for Eric Fair

From: Serak, Chris (INDOT)

Sent: Friday, November 20, 2020 11:19 AM

To: McGuinness, Joe <JMcGuinness@indot.IN.gov>

Cc: Fair, Eric M <EFair@indot.IN.gov>; Kennedy, Heather <HKennedy@indot.IN.gov>

Subject: Executed COI Disclosure & Screen for Eric Fair

Commissioner McGuinness-

Pursuant to the notice requirements of Ind. Code 4-2-6-9(b), please find the attached conflict disclosure and internal screen executed by employee Eric Fair. The disclosure will be filed with the Indiana Ethics Commission in satisfaction of the same.

Please let me know if you have any questions.

Thank you.

Chris

Christopher B. Serak,

Prequalification Director

Ethics Officer

Prequalification Committee (Chairman)

Selection Review Committee (Member)

Indiana Department of Transportation

Office: (317) 234-2115

Cell: (317) 440-9868

Email: chserak@indot.in.gov

Location: IGCN, 100 N Senate, N758-PQ



