



**ETHICS DISCLOSURE STATEMENT**  
**CONFLICTS OF INTEREST – DECISIONS AND VOTING**  
 State Form 55882 (R 115-13)  
 OFFICE OF THE INSPECTOR GENERAL  
 IC-4-2-8-a

In accordance with IC 4-2-8-9, 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) Hayes	Name (first) John ("Jack")	Name (middle)
Name of office or agency Indiana Department of Transportation - Seymour District		Job title HT 2 Construction Inspector
Address of office (number and street) 185 Agrico Lane		City Seymour
Office telephone number ( 812 ) 522-7658		ZIP code 47274
Office e-mail address (required) JHayes@indot.IN.gov		

Describe the conflict of interest:  
 John ("Jack") Hayes is an HT-2 Construction Inspector for the Indiana Department of Transportation (INDOT)- Seymour District.  
 Jack Hayes has entered employment negotiations with Weddle Brothers Highway Group, LLC ("Weddle"). Weddle has a business relationship with INDOT, including ongoing contracts with the Department. As such, Jack Hayes' employment negotiations with Weddle created a potential decisions and voting conflict of interest under IC 4-2-8-9.  
 This disclosure is therefore being filed in anticipation of that potential conflict.

Jack Hayes is not subject to the mandatory cooling off period under IC 4-2-6-11(b). Jack Hayes is subject to the particular matter restriction (IC 4-2-6-11(a)) and may not work on any matter he participated in while with INDOT.  
 This disclosure was provided to Jack Hayes' appointing authority, INDOT Commissioner Joe McGuinness, on April 3, 2020.  
 Evidence of said disclosure to Commissioner McGuinness is filed herewith pursuant to IC 4-2-6-9(b)(2)(D).  
 Pursuant to IC 4-2-8-9(b)(2), this disclosure was executed and filed with the SEC within seven days (7) of the potential conflict being identified by virtue of the advise of the below signed ethics officer.

INDIANA  
STATE ETHICS COMMISSION

APR 08 2020

FILED

Describe the screen established by your ethics officer. (Attach additional pages as needed.)  
 A formal screen was executed with INDOT's ethics officer preventing Jack Hayes from doing work with Weddie in his capacity as an INDOT employee. Said screen prohibits Jack Hayes from undertaking any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving Weddie or in which Weddie has an interest. Said screen further prevents Jack Hayes from assisting Weddie or any other future employer with matters he personally and substantially participated in while employed by INDOT.

The screen was executed on April 3, 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 <i>John Hayes</i>	Date signed (month, day, year) April 3, 2020
Printed full name of state officer, employee or special state appointee John ("Jack") Hayes	

**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 <i>Christopher B. Serak</i>	Date signed (month, day, year) April 3, 2020
Printed full name of ethics officer Christopher B. Serak	

**CONFLICT OF INTEREST SCREEN FOR JACK HAYES**

**April 3, 2020**

**I. RECITALS**

WHEREAS, John ("Jack") Hayes is an HT 2 Construction Inspector for the Indiana Department of Transportation, Seymour District ("INDOT" or "Department"); and

WHEREAS, Jack Hayes has entered employment negotiations with Weddle Brothers Highway Construction, LLC ("Weddle"); and

WHEREAS, Weddle has a business relationship with INDOT; and

WHEREAS, as an HT 2 Construction Inspector for INDOT, it is possible that Jack Hayes could be assigned to work with Weddle, or to participate in matters involving the company as part of his regular duties; and

WHEREAS, Jack Hayes' employment negotiations with Weddle created a potential decisions and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

NOW THEREFORE, John ("Jack") Hayes, an HT 2 Construction Inspector for INDOT, Seymour District, for his remaining tenure with the Department, or until he discontinues employment negotiations with Weddle Brothers Highway Group, LLC, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Jack Hayes must adhere to term three (3) regarding the particular matter restriction in perpetuity, for the life of the particular matter.

**II. CONFLICT OF INTEREST SCREEN**

1. Jack Hayes shall not participate in any decision or vote, or any matter related to such decision or vote, in which Weddle has a financial interest.
2. Jack Hayes should be screened from participating in any present or future contract or other matter involving Weddle.
3. Jack Hayes shall not assist any future employers, including Weddle, 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 Weddle Brothers Highway Group, LLC 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 Weddle, 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 3<sup>rd</sup> day of April, 2020, by:

/s/ John ("Jack") Hayes

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Jack Hayes, HT 2 Construction Inspector  
Indiana Department of Transportation- Seymour District

## **Baker, Nathaniel P**

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**To:** Cooper, Jennifer  
**Subject:** RE: Executed COI Disclosure and Screen (John ("Jack") Hayes)

**From:** Serak, Chris (INDOT)  
**Sent:** Wednesday, April 8, 2020 8:59 AM  
**To:** McGuinness, Joe <[JMcGuinness@indot.IN.gov](mailto:JMcGuinness@indot.IN.gov)>  
**Cc:** Kennedy, Heather <[HKennedy@indot.IN.gov](mailto:HKennedy@indot.IN.gov)>; Hayes, John (Jack) <[JHayes@indot.IN.gov](mailto:JHayes@indot.IN.gov)>  
**Subject:** Executed COI Disclosure and Screen (John ("Jack") Hayes)

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 John ("Jack") Hayes. 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**  
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