

AUG 4 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) Hicks	Name (first) Zachary	Name (middle)
Name of office or agency Indiana Department of Transportation- Seymour District		Job title Project Manager
Address of office (number and street) 185 Agrico Lane		City Seymour
Office telephone number ( 812 ) 524-3972		ZIP code 47274
Office e-mail address (required) ZHicks@indot.IN.gov		
Describe the conflict of interest: Zachary Hicks is a Project Manager for the Indiana Department of Transportation (INDOT)- Seymour District. Zachary Hicks has entered employment negotiations with Dave O'Mara Contractor Inc. ("O'Mara"). O'Mara has a business relationship with INDOT, including ongoing contracts with the Department. As such, Zachary Hicks' Employment negotiation with O'Mara 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.  Zachary Hicks is not subject to the cooling off period under IC 4-2-6-11(b). Zachary Hicks 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 Zachary Hicks' appointing authority, INDOT Commissioner Joe McGuinness, on July 31, 2020. Evidence of said disclosure to Commissioner McGuinness is filed herewith per 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 virtue of the advise of 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 Zachary Hicks from doing work with O'Mara in his capacity as an INDOT employee. Said screen prohibits Zachary Hicks from undertaking any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving O'Mara or in which O'Mara has an interest. Said screen further prevents Zachary Hicks from assisting O'Mara or any future employer with matters he personally and substantially participated in while employed with INDOT.

The screen was executed on July 31, 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



Date signed (month, day, year)

July 31, 2020

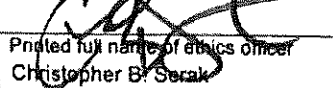
Printed full name of state officer, employee or special state appointee

Zachary Hicks

**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



Christopher B. Serak

Date signed (month, day, year)

July 31, 2020

**CONFLICT OF INTEREST SCREEN FOR ZACHARY HICKS**

July 31, 2020

**I. RECITALS**

WHEREAS, Zachary Hicks is a Project Manager for the Indiana Department of Transportation, Seymour District ("INDOT" or "Department"); and

WHEREAS, Zachary Hicks has entered employment negotiations with Dave O'Mara Contractor Inc. ("O'Mara"); and

WHEREAS, O'Mara has a business relationship with INDOT, including active contracts with the Department; and

WHEREAS, as a Project Manager for INDOT, it is possible that Zachary Hicks could be assigned to work with O'Mara, or to participate in matters involving the company as part of his regular duties; and

WHEREAS, Zachary Hicks' employment negotiations with O'Mara created a potential conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

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

NOW THEREFORE, Zachary Hicks, a Project Manager for INDOT, Seymour District, for his remaining tenure with the Department, or until he discontinues employment negotiations with Dave O'Mara Contractor Inc., agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Zachary Hicks shall 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. Zachary Hicks shall not participate in any decision or vote, or any matter related to such decision or vote, in which O'Mara has a financial interest.
2. Zachary Hicks should be screened from participating in any present or future contract or other matter involving O'Mara.
3. Zachary Hicks shall not assist any future employers, including O'Mara, with any matter he personally and substantially participated in while employed by INDOT. This restriction applies in perpetuity, for the life of each 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 Dave O'Mara Contractor Inc. 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 O'Mara, whichever occurs first. I further understand that term three (3) concerning the particular matter restriction applies in perpetuity, for the life of each matter. I have shared and discussed this Conflict of Interest Screen and its requirements with my supervisor.

Executed and agreed this 31<sup>st</sup> day of July, 2020, by:

  
\_\_\_\_\_  
Zachary Hicks, Project Manager

Indiana Department of Transportation- Project Manager

**Baker, Nathaniel P**

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**Subject:** RE: Executed COI Disclosure and Internal Screen (Zachary Hicks)

**From:** Serak, Chris (INDOT)  
**Sent:** Tuesday, August 4, 2020 10:34 AM  
**To:** McGuinness, Joe <[JMcGuinness@indot.IN.gov](mailto:JMcGuinness@indot.IN.gov)>  
**Cc:** Hicks, Zachary <[ZHicks@indot.IN.gov](mailto:ZHicks@indot.IN.gov)>; Kennedy, Heather <[HKennedy@indot.IN.gov](mailto:HKennedy@indot.IN.gov)>  
**Subject:** Executed COI Disclosure and Internal Screen (Zachary Hicks)

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 Zachary Hicks. 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  
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