





**Protocol to Screen  
IDEM Office of Land Quality's  
Deputy Assistant Commissioner Doug Louks  
from any Matters Regarding Owens Corning.**

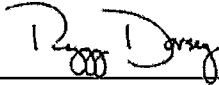
Mr. Doug Louks is employed by the Indiana Department of Environmental Management ("IDEM") as a Deputy Assistant Commissioner ("DAC") within the Office of Land Quality ("OLQ"). His current duties include oversight of the Science Services Branch, the Underground Storage Tank Branch and the Emergency Response Section within OLQ.

DAC Louks has applied for the position of Product Regulatory Compliance Leader at Owens Corning. Owens Corning manufactures produces insulation, roofing, and fiberglass composites and related materials and products throughout the world. Duties for this position include ensuring regulatory compliance with federal and state laws and regulations. DAC Louks has had no contact with Owens Corning in his position as DAC. However, because of his oversight of multiple branches within OLQ, IDEM will institute the following protocol to make sure DAC Louks is screened from any potential future conflict of interest.

1. Assistant Commissioner ("AC") Peggy Dorsey is DAC Louks' immediate supervisor. AC Dorsey will not assign any current or future matter that may arise involving Owens Corning to DAC Louks.
2. DAC Louks shall recuse himself from the portion of any meeting in which discussions specific to Owens Corning or any of its clients or interests are discussed or are expected to be discussed.
3. DAC Louks shall not discuss any matter involving Owens Corning or any of its clients with any other IDEM employee
4. AC Dorsey will notify in writing all branch chiefs supervised by DAC Louks that they are not to discuss any matters involving Owens Corning or any of its clients with DAC Louks or send him any emails concerning Owens Corning or its clients.
5. DAC Louks shall not participate in decisions regarding or relating to Owens Corning or any of their clients.
6. DAC shall not access any correspondence or files relating to or involving Owens Corning or any of its. Such documents, if not a matter of public record in IDEM's Virtual File Cabinet, shall be housed with the employee assigned to the matter or kept where DEC Louks does not have access to alter the documents.
7. DAC Louks shall immediately inform his supervisor and IDEM Ethics Officer James French if any provision of this screening protocol is violated.
8. DAC Louks shall follow IC 4-2-6-9(b) and file a written disclosure statement with the State Ethics Commission.
9. All signatories to this screening protocol shall review it within thirty (30) days from the date of the last signature to assure it has been followed and determine if the circumstances have changed to make the protocol no longer necessary.

/s/ Douglas Louks  
Douglas Louks  
Deputy Assistant Commissioner

Office of Land Quality  
Date: April 27, 2021

  
Peggy Dorsey  
Peggy Dorsey  
Assistant Commissioner  
Office of Land Quality

April 27, 2021  
Date

/S/James M French  
James French  
Ethics Officer  
Office of Legal Counsel

4/27/21  
Date

**From:** Louks, Douglas  
**To:** PIGOTT, BRUNO  
**Cc:** Dorsey, Peggy; French, James M  
**Subject:** Owens-Corning Disclosure  
**Date:** Friday, April 23, 2021 11:08:31 AM  
**Attachments:** 20210421153839370.pdf

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Bruno,

I was asked to interview for a position with Owens-Corning a few days ago. I have sent a request for an opinion to Michael regarding the need for disclosure. I know IDEM regulates OC, but I don't have any matters with them directly and in the position I would not likely have direct involvement with the agency (it's more internal compliance, auditing, sustainability, and international labeling type stuff) so I am unsure whether it is required to disclose a conflict. This email is to notify you that I will screen myself from anything related to OC pre-emptively out of an abundance of caution and will disclose any conflict Michael determines is necessary once he returns. Let me know if you have any questions/concerns. Thanks!

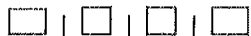
**COVID-19 Resources:**

- **Indiana State Dept. of Health (ISDH) COVID-19 Call Center:** Call 877-826-0011 (available 8:00 am-5:00 pm daily).
- **Anthem NurseLine:** Call 800-337-4770 or visit the [Anthem NurseLine](#) online for a FREE symptom screening. Available to anyone with an Anthem health plan (this includes State of IN employees)
- **Anthem Employee Assistance Program (EAP):** Available to ALL state employees and adults in household regardless of health plan participation. Call 800-223-7723 or visit [anthemeap.com](#) (enter State of Indiana) for crisis counseling, help finding child/elder care, legal/financial consultation and much more.



Douglas Louks  
Deputy Assistant Commissioner  
Office of Land Quality  
Indiana Department of Environmental Management

(317) 234-5344 | [dlouks@idem.IN.gov](mailto:dlouks@idem.IN.gov)



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**From:** scanner@idem.in.gov <scanner@idem.in.gov>  
**Sent:** Wednesday, April 21, 2021 3:38 PM  
**To:** Louks, Douglas <DLouks@idem.IN.gov>  
**Subject:** Message from "RNP002673DCD522"

This E-mail was sent from "RNP002673DCD522" (MP C6004).

Scan Date: 04.21.2021 15:38:39 (-0400)  
Queries to: scanner@idem.in.gov

