

INDIANA
STATE ETHICS COMMISSION

NOV 15 2019

FILED



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

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) Louks	Name (first) Douglas	Name (middle) Ryan
Name of office or agency Indiana Department of Environmental Management - OLQ		Job title Deputy Assistant Commissioner
Address of office (number and street) 100 N. Senate Ave., IGCN 1154		City Indianapolis
Office telephone number (317) 234-5344		ZIP code 46204
Office e-mail address (required) dlouks@idem.in.gov		

Describe the conflict of interest:
 Doug Louks is Deputy Assistant Commissioner in the Office of Land Quality at the Indiana Department of Environmental Management (IDEM). Doug Louks has applied for a position at NiSource, Inc. Doug Louks does not currently have any known matter or regulatory oversight of a known matter concerning NiSource Inc. However, IDEM does have matters concerning and regulatory oversight of NiSource Inc.

From: [Louks, Douglas](#)
To: [PIGOTT, BRUNO](#)
Cc: [Dorsey, Peggy](#); [Rockensuess, Brian](#); [KING, NANCY](#); [French, James M](#)
Subject: Notice of Negotiation
Date: Thursday, November 14, 2019 11:44:06 AM
Attachments: [image001.png](#)
[image002.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)

Bruno,

I needed to make you aware that I have begun the interview process with NiSource (e.g. NIPSCO) for a position in their legal department. The position is for Senior Environmental Counsel and would involve internal compliance and operational auditing, regulatory compliance, remediation, and policy advice related to NiSource's current and future environmental obligations. This is both a regulatory compliance and legal position, so to assure compliance with Indiana Ethics requirements I needed to make you aware and set up screening process with our Ethics Officer. At the moment, this is fairly exploratory on my part and I am unsure of my true interest in the position. I was informed of the position by a law school classmate who works there, but I need to find out more about the position and company to determine whether this the right fit for me and will be advantageous overall for my career.

I advised Peggy of this matter this Tuesday afternoon just after invitation for an initial interview. Please let me know if you have any questions.

Sincerely,



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

(317) 234-5344 | dlouks@idem.IN.gov



Help us improve!
IDEM values your feedback



**Protocol to Screen
IDEM Office of Land Quality's
Deputy Assistant Commissioner Doug Louks
from Any Matters Regarding NiSource, Inc. and NIPSCO**

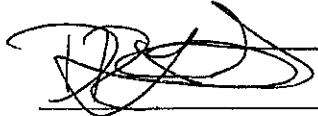
Mr. Doug Louks is employed by the Indiana Department of Environmental Management ("IDEM") as a Deputy Assistant Commissioner ("DAC") within the Office of Land Quality ("OLQ"). His current duties include oversight of the Science Services Branch, the Underground Storage Tank Branch and the Emergency Response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

DAC Louks has applied for the position of Senior Environmental Counsel with NiSource, Inc., of which NIPSCO is a wholly owned affiliate ("The Parties"). NIPSCO is a natural gas and electricity provider in Indiana. Duties for this position include: Resolves legal issues and provides proactive, business-savvy legal advice and counsel. Retaining and supervising/managing outside counsel on select matters; Anticipating internal/external business and regulatory issues and providing applicable legal advice; Reviewing and revising legal documents; Negotiating with outside parties on contractual issues and legal disputes; Assisting in training clients on legal issues; And communicating with clients regarding status updates.

DAC Louks has had no contact with The Parties in his position as DAC, but had minor contact in his previous role as an IDEM OLC Attorney two years prior to this application. Therefore, and 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 conflict of interest.

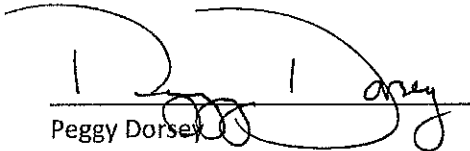
1. Assistant Commissioner ("AC") Peggy Dorsey is DAC Louks' immediate supervisor. AC Dorsey will not assign any current or future matter that may arise involving The Parties to DAC Louks.
2. DAC Louks shall recuse himself from the portion of any meeting in which discussions specific to The Parties or any of their clients or interests are discussed or are expected to be discussed.
3. DAC Louks shall not discuss any matter involving The Parties or their 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 The Parties or their clients with DAC Louks or send him any emails concerning The Parties or their clients.
5. DAC Louks shall not participate in decisions regarding or relating to The Parties or any of their clients.
6. DAC shall not access any correspondence or files relating to or involving The Parties or their clients. 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 DAC Louks does not have access to alter the documents.
7. DAC Louks shall immediately inform his supervisor and IDEM Ethics Officer Kathleen Mills 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.



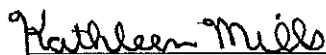
Doug Louks
Deputy Assistant Commissioner
Office of Land Quality

11/13/2019
Date



Peggy Dorsey
Assistant Commissioner
Office of Land Quality

11/13/19
Date



Kathleen Mills
Ethics Officer
Office of Legal Counsel

11/14/19
Date