

NOV 15 2019

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**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 and will interview for a position at Salesforce, Inc. Doug Louks does not currently have any known matter or regulatory oversight of a known matter concerning Salesforce, Inc. However, IDEM does have current matters concerning Salesforce, Inc.



**From:** [Louks, Douglas](#)  
**To:** [PIGOTT, BRUNO](#)  
**Cc:** [Rockensuess, Brian](#); [Dorsey, Peggy](#); [French, James M](#)  
**Subject:** Notice of Negotiation - Salesforce  
**Date:** Thursday, November 14, 2019 12:27:30 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image004.png](#)  
[image005.png](#)  
[image006.png](#)  
[image007.png](#)  
[image008.png](#)  
[image003.png](#)

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Bruno,

I needed to make you aware that Salesforce has requested I interview for a position on the Salesforce Legal Team. The position is for Corporate Counsel and would involve support, development, and acceleration of sustainability efforts throughout Salesforce's operation and transactions. While I do not currently have matters directly with Salesforce, the agency does have contracts with Salesforce and there is a potential for the vendor selected to utilize Salesforce products. To assure compliance with Indiana Ethics requirements I needed to make you aware and set up a screening process with our Ethics Officer for potential future Salesforce matters. This would obviously be an incredible opportunity to work with a multinational company and lead efforts for renewable energy procurement and reducing negative environmental impacts.

I advised Peggy of this matter this Wednesday morning just after invitation for an 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](mailto: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 Salesforce**

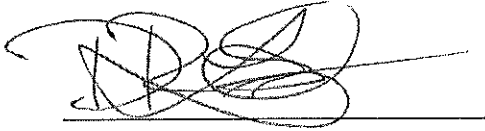
Mr. Doug Louks is employed by the Indiana Department of Environmental Management ("IDEM") as a Deputy Assistant Commissioner ("DAC") within the Office of Land Quality ("OLQ"). His current duties include oversight of the Science Services Branch, the Underground Storage Tank Branch and the Emergency Response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

DAC Louks has applied for the position of Corporate Counsel with Salesforce. Salesforce is an American cloud-based software company that specializes in customer relations management. Duties for this position include: supporting Salesforce's Sustainability team in its procurement initiatives to aid in eliminating its carbon output, supporting Salesforce's leadership initiatives to propagate sustainability across industries, developing legal process and strategy improvements that enable Salesforce to scale its sustainability efforts while thoughtfully protecting the company from legal and regulatory risk, coordinating with investor relations, corporate governance, and the Sustainability team to conduct Salesforce's reporting to financial regulators as well as climate and sustainability partners.

DAC Louks has had no contact with Salesforce 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 Salesforce to DAC Louks.
2. DAC Louks shall recuse himself from the portion of any meeting in which discussions specific to Salesforce or any of its clients or interests are discussed or are expected to be discussed.
3. DAC Louks shall not discuss any matter involving Salesforce 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 Salesforce or any of its clients with DAC Louks or send him any emails concerning The Parties or its 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 Salesforce 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 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.

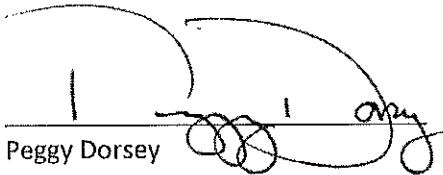
9. All signatories to this screening protocol shall review it within thirty (30) days from the date of the last signature to assure it has been followed and determine if the circumstances have changed to make the protocol no longer necessary.



Doug Louks  
Deputy Assistant Commissioner  
Office of Land Quality

11/15/2019

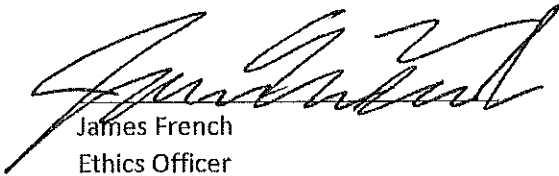
Date



Peggy Dorsey  
Assistant Commissioner  
Office of Land Quality

11/15/19

Date



James French  
Ethics Officer  
Office of Legal Counsel

11/15/19

Date