

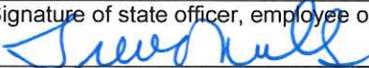
Describe the screen established by your ethics officer: *(Attach additional pages as needed.)*
 Mark Tidd, INDOT's Ethics Officer, has established the following screen for me with the concurrence of the INDOT Commissioner, Travis Underhill, INDOT's Deputy Commissioner for Capital Program Management, and the INDOT Directors listed on the attachment to this document.

In the event that any matter involves an existing or potential project that might include WSP in any capacity, or involves INDOT review of WSP work product pursuant to contract, RFP or otherwise, or any other matter that could have a direct financial impact on WSP, these procedures will be followed:

1. If the matter involves one of the Divisions specified in the attachment, it will immediately be referred to the Director of that Division (including to the successor to any Director listed in the attachment) for handling without involving me in any manner. If any Director needs any supervisory consultation or decision on the matter, he or she will contact Deputy Commissioner Travis Underhill without involving me. If the specified Director is unable to handle a particular matter involving WSP, it shall be the obligation of that Director and Travis Underhill to find someone else to handle the matter and they will assign such matter without discussing it with me.
2. If the matter is subject to this screen, but is not limited to a particular Division, it will immediately be referred to Deputy Commissioner Travis Underhill for handling without involving me in any manner.

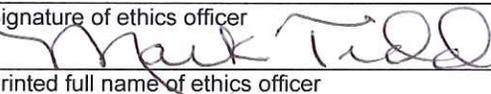
AFFIRMATION

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) 12/21/17
Printed full name of state officer, employee or special state appointee Trevor Mills	

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 	Date signed (month, day, year) 12/21/17
Printed full name of ethics officer Mark Tidd	

ATTACHMENT TO ETHICS DISCLOSURE STATEMENT

CONFLICT OF INTEREST (DECISIONS AND VOTING) FOR TREVOR MILLS

INDOT DIVISION

CURRENT DIRECTOR

Bridges

Anne Rearick

Environmental Services

Laura Hilden

Highway Design

John Wright

Multimodal

James Stark

Pavement

David Holtz

Real Estate

Kathy Heistand

Statewide Technical Services

Louis Feagans

Traffic Engineering

Brad Steckler

Technical Planning & Programming

Roy Nunnally

Croft, Celeste

From: Tidd, Mark
Sent: Tuesday, January 16, 2018 11:44 AM
To: Croft, Celeste
Cc: Mills, Trevor
Subject: FW: conflict of interest

1/16/18 – Celeste,

Below is the email to INDOT's appointing authority that you requested in order to complete the file in the Inspector General's office.

Please let me know if you need anything else in this matter.

Thanks,

Mark J. Tidd

**Prequalification Director and Ethics Officer
Indiana Department of Transportation
100 North Senate Avenue - Room N730
Indianapolis, IN 46204
317 - 232 - 5411
MTidd1@indot.in.gov**

From: Mills, Trevor
Sent: Tuesday, January 16, 2018 11:41 AM
To: McGuinness, Joe <JMcGuinness@indot.IN.gov>
Cc: Tidd, Mark <MTidd1@indot.IN.gov>
Subject: conflict of interest

Joe,

Pursuant to IC 4-2-6-9(b), I am providing you with written confirmation of a potential Conflicts of Interest situation. This potential conflicts of interest is related to my marriage to Kimberly Mills, who is an employee of WSP USA, Inc., a consultant who does business with INDOT. I have submitted a written disclosure statement to Mark Tidd, INDOT Ethics Officer, and a screen is being implemented between me and any contract negotiations between INDOT and WSP. Please contact me or Mark Tidd if you have any questions related to this situation.

Thank you,

Trevor Mills, P.E.
Deputy Commissioner
Engineering & Asset Management
Indiana Department of Transportation
100 N. Senate Avenue
IGCN - Room N758
Indianapolis, IN 46204-2216
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