

## ***A Message from the Commissioner***

Hello Team!

I can't believe that fall has arrived. This is a very busy time for us. The weather is still warm enough for us to continue construction and maintenance work on our roads, but we're also planning and thinking about Winter Operations.

In preparation for Winter Ops, INDOT's annual Maintenance Conference is currently taking place, with more than 120 employees attending. The three-day conference includes a host of topics, one of which is Winter Operations.

Our mechanics have already done a great job to prepare our snow and ice removal equipment, and bumper-to-bumper inspections will ensure that we're all ready to go. Additionally, we have ramped up our hiring fairs for full-time and seasonal employees in preparation for Winter Operations. Career fairs already have taken place at various INDOT locations.

So, you see, fall is a very busy time for all of us. But it's never too busy to take the time to appreciate those around us. When I travel the state or roam Central Office, I see our employees taking INDOT's Core 4 Values to heart. Remembering to put our Core 4 Values into practice separates us from many other state agencies.

And if you know of a qualified individual who would like to join our INDOT team, please point them to the [State of Indiana Job Bank](#).

Thank you for all that you do!

Take care,

A handwritten signature in black ink, appearing to be the name "Joe".