

IC 4-2-6-11

INDIANA STATE  
ETHICS COMMISSION

**Post-employment waiver**

As the Appointing Authority of the Indiana Destination Development Corporation, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to David Buskill in his post-employment with Tyler Technologies.

I understand that I must file and present this waiver to the State Ethics Commission at their next available meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

- A. This waiver is provided pursuant to IC 4-2-6-11(g) and specifically waives the application of David Buskill.

*(Please indicate the specific restriction in 42 IAC 1-5-14 (IC 4-2-6-11) you are waiving):*

- ☒ IC 4-2-6-11(b)(1): 365 day required "cooling off" period before serving as a lobbyist.
- ☐ IC 4-2-6-11(b)(2): 365 day required "cooling off" period before receiving compensation from an employer for whom the state employee or special state appointee was engaged in the negotiation or administration of a contract and was in a position to make a discretionary decision affecting the outcome of such negotiation or administration.
- ☐ IC 4-2-6-11(b)(3): 365 day required "cooling off" period before receiving compensation from an employer for which the former state employee or special state appointee made a directly applicable regulatory or licensing decision.
- ☐ IC 4-2-6-11(c): Particular matter restriction prohibiting the former state employee or special state appointee from representing or assisting a person in a particular matter involving the state if the former state officer, employee, or special state appointee personally and substantially participated in the matter as a state worker. *(Please provide a brief description of the specific particular matter(s) to which this waiver applies below):*
- ☐ IC 4-2-6-11(g)(2) requires that an agency's appointing authority, when authorizing a waiver of the application of the post-employment restrictions in IC 4-2-6-11(b)-(c), also include specific information supporting such authorization. Please provide the requested information in the following five (5) sections to fulfill this requirement.

1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:

As Vice President of Partnership Development at the Indiana Destination Development Corporation, David's duties focused on promoting tourism and quality of life initiatives, coordinating and selling sponsorship opportunities, and overseeing digital and promotional sales.

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He had no decision-making authority over policies, rules, or contracts, and his role did not involve negotiating or awarding contracts or making regulatory decisions.

2. Please describe the nature of the duties to be performed by the employee for the prospective employer:

As a Sales Executive at Tyler Technologies, David will engage with state and local agencies to promote software solutions that enhance public service delivery. His responsibilities will include leading sales cycles, conducting demonstrations, and building relationships with agency leaders to support technological adoption. These duties are client-focused and do not involve lobbying activities directed at IDDC.

3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is likely to involve matters where the agency has the discretion to make decisions based on the work product of the employee:

The role will not involve contact with the Indiana Destination Development Corporation, as David's sales activities will target other state and local agencies. David's work at IDDC is unrelated to the software solutions offered by Tyler Technologies, ensuring no overlap.

4. Please explain whether the prospective employment may be beneficial to the state or the public, specifically stating how the intended employment is consistent with the public interest:

Yes, the prospective employment directly supports the public interest by advancing the use of technology to improve government operation, transparency, and community engagement. In David's role at Tyler Technologies, he will help Indiana agencies leverage technology to deliver efficient, transparent, and responsive services, aligning with the state's goals of modernizing public administration for the benefit of its citizens.

5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Denying the waiver would prevent David from accepting a position at Tyler Technologies. This role offers competitive salary and career advancement opportunities aligned with his skills. Without the waiver, he would face prolonged unemployment or be limited to less suitable roles, impacting his financial stability.

### B. Signatures

1. Appointing authority/state officer of agency

By signing below, I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an

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employee or special state appointee who obtains the waiver before engaging in the conduct that would give rise to a violation.

A handwritten signature in cursive script, appearing to read 'Amy Howell', written over a horizontal line.

(Name of state officer or appointing authority)

DATE 8/8/2025

## 2. Ethics Officer of agency

By signing below I attest to the form of this waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(B).

A handwritten signature in cursive script, appearing to read 'Mark Sztybel', written over a horizontal line.

(Name of ethics officer)

DATE 8/8/2025

## C. Approval by State Ethics Commission

### FOR OFFICE USE ONLY

Approved by State Ethics Commission

A handwritten signature in cursive script, appearing to read 'J. H. ...', written over a horizontal line.

8-14-25