

# INDIANA DEPARTMENT OF TRANSPORTATION

100 North Senate Avenue  
Room N758  
Indianapolis, Indiana 46204

PHONE: (855) 463-6848

Mike Braun, Governor  
Lyndsay Quist, Commissioner

August 10, 2026

Katherine Noel, Chair  
Indiana State Ethics Commission  
315 West Ohio Street, Room 104  
Indianapolis, IN 46202

FILED

AUG 13 2026

INDIANA STATE  
ETHICS COMMISSION

IC 4-2-6-11

Post-employment waiver – Roland Fegan

As the Appointing Authority of the Indiana Department of Transportation (INDOT), I am filing this waiver of the application of the Code of Ethics post-employment restriction as it applies to Roland Fegan ("Fegan") in his post-employment with Butler, Fairman, & Seufert, INC, ("B, F & S").

I understand I must file and present this waiver to the State Ethics Commission at its 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**  
*(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):*

**B. 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:**

Fegan currently serves as the Deputy Commissioner of Construction for INDOT, supervising the Divisions of Construction, Materials and Tests, Research, Emerging Mobility and Permits. Fegan has had very limited interactions with B, F, & S. Fegan did not make selections or any other contract decisions for B, F, & S pursuits.

In his current role, Fegan would have overseen divisions that had dealings with B, F, & S, as well as those that would have made decisions that would impact B, F, & S. Some of the divisions in Fegan's vertical would have made regulatory and permitting decisions involving B, F, & S.

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

In his post-INDOT employment, Fegan will serve as a Construction Project Director for B, F, & S, a firm that does business with INDOT. In this role, he will be responsible for providing leadership and mentorship primarily for INDOT construction inspection pursuits and efforts, ensuring consistent performance, accountability, and successful project delivery. Fegan will coordinate constructability reviews, mentor Construction Project Engineers and Area Managers, direct certain pursuits, and provide oversight for initiatives, involving Welcome Centers and Alternative Delivery such as Progressive Design-Build and Build-Operate-Transfer (BOT).

Fegan will be involved in the Blue Line Public Outreach and ongoing Inspection Efforts. He will attend construction progress meetings (mix of virtual and in-person) in Indianapolis. He will be on-site as needed along Washington Street between German Church Road and Holt Road, and develop pertinent agendas, talking points, and correspondence for use by the team in mitigating public perception impacts. He will take the lead on anticipating and answering technical questions in stakeholder meetings (mix of virtual and in person). Fegan has not personally worked on the Blue Line Project in his time at INDOT.

INDOT relies on the private engineering and construction industry to design and build the state's transportation infrastructure. B, F, & S is a significant player in the field of transportation engineering in the state of Indiana and is involved in many transportation projects throughout the state, those funded through INDOT and those funded with local dollars. In his new role, Fegan will be ensuring B, F, & S's work is compliant with INDOT standards.

**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 possible to include matters where the agency has the discretion to make decisions based on the work of the employee:**

B, F, & S has at least eighty (80) open contracts with INDOT state-wide. Fegan anticipates that in his new position he will have contact with INDOT personnel, but he expects that his interaction will be similar to the contact of other Construction Project Directors without an INDOT background.

Mr. Fegan will be involved in INDOT's Blue Line Project and will be providing leadership and mentorship for INDOT construction inspection pursuits and efforts.

Fegan and B, F, & S understand that he cannot work on any project for B, F, & S that he participated in while at INDOT.

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

Mr. Fegan is a licensed professional engineer in the State of Indiana and has forty-two (42) years of experience in the transportation engineering field. Mr. Fegan's knowledge and expertise in the transportation engineering and construction field would be beneficial to the public because he has a thorough knowledge of what INDOT expects in its construction projects and how to efficiently provide that quality of work. His knowledge will ensure INDOT's vision and priorities will continue to be implemented by its private sector partners.

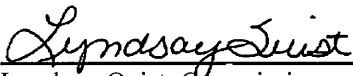
**5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:**

Within INDOT, there are few opportunities for advancement of position and salary for Mr. Fegan. There is no other higher or relevant position for Mr. Fegan at INDOT. His experience is in the transportation engineering industry, and it is government that builds roads with the assistance of the private sector. Denying the post-employment waiver would require Mr. Fegan to either remain at INDOT, enter a new field of engineering or fully retire.

**C. Signatures**

**1. Appointing Authority/state officer of the 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 employee who obtains the waiver before engaging in the conduct that would give rise to a violation.



Lyndsay Quist, Commissioner

INDIANA DEPARTMENT OF TRANSPORTATION

08/10/2026

DATE

**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).



James Boyer, Ethics Officer

INDIANA DEPARTMENT OF TRANSPORTATION

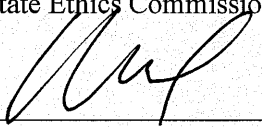
08/10/2026

DATE

**D. Approval by the State Ethics Commission**

**FOR OFFICE USE ONLY**

Approved by State Ethics Commission



Katherine Noel, Chair, State Ethics Commission

8.13.26

Date

Mail to:

Office of Inspector General  
315 West Ohio Street, Room 104  
Indianapolis, IN 46202

OR

Email scanned copy to: [info@ig.in.gov](mailto:info@ig.in.gov)

*Upon receipt you will be contacted with details regarding the presentation of this waiver to the State Ethics Commission.*