



STATE OF INDIANA
OFFICE OF THE GOVERNOR
State House, Second Floor
Indianapolis, Indiana 46204

Mike Braun
Governor

September 18, 2026

FILED

SEP 24 2026

IC 4-2-6-11
Post-employment waiver

INDIANA STATE
ETHICS COMMISSION

As the Appointing Authority of the Office of the Governor, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Alex Hickner in his post-employment with the Indiana Constructors Inc. (ICI).

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.

Mr. Hickner serves as the Chief of Staff for the Business Affairs vertical in the Governor's office. He has served in this capacity since January 2025. Mr. Hickner would like to accept the position of Director of Government Affairs for ICI, which represents the highway and heavy utility construction industry at the local, state and federal levels. This waiver pertains to the "cooling off" period set forth in Indiana Code 4-2-6-11(b)(1), as further discussed herein.

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

- ☒ 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.

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

Mr. Hickner serves as the Chief of Staff for the Business Affairs vertical, which oversees the Indiana Housing and Community Development Authority, Department of Insurance, Professional Licensing Agency, Alcohol and Tobacco Commission, Department of Financial Institutions, Department of Labor, Civil Rights Commission, Gaming Commission, Horse Racing Commission, Hoosier Lottery and Workers Compensation Board. In that role, Mr. Hickner has general knowledge and oversight of policies, rules, and contracts for those agencies, but day-to-day oversight, final review, and authority to implement and execute individual agency policies, rules, and contracts resides within the respective agencies' executive teams and legal departments.

Mr. Hickner had no oversight, influence, or involvement in any policy, rule, or contract, nor in the implementation of any policies, rules, or contracts, involving his prospective employer, Indiana Constructors Inc. (ICI), or its members.

ICI is involved in the transportation/infrastructure industry (specifically road and bridge projects). The Business Affairs vertical has no oversight or interaction with transportation or infrastructure, and Mr. Hickner has not engaged in any communication on either subject with any legislator or industry institution.

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

Mr. Hickner has the opportunity to serve as Director of Government Affairs for ICI. In that role, Mr. Hickner will serve as the primary liaison to local governments, the Indiana General Assembly, and federal lawmakers, responsible for monitoring and influencing legislative developments,

identifying and advocating for funding opportunities, and promoting policies that support the highway and heavy construction industry.

Additionally, Mr. Hickner's role will connect INDOT projects across the state with infrastructure professionals who can assist Indiana in maintaining and improving its transportation network. INDOT is within the Transportation and Infrastructure vertical and had no overlap with the Business Affairs vertical during Mr. Hickner's time as Chief of Staff.

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:

Mr. Hickner's prospective employment will have no overlap with his former portfolio of agencies, as ICI does not engage in lobbying or interacting with any of the agencies of the Business Affairs vertical.

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:

ICI's work involves ensuring proper funding for Indiana's infrastructure, offers safety and training, jobsite consultations, and safety awards program for transportation and infrastructure professionals. The job of the Constructors is to ensure Indiana's roads are built to the highest quality in as efficient a timeframe as possible. As the Crossroads of America, Indiana's highway infrastructure is vital to the state's economy, the safety of Hoosiers and quality of life for Hoosiers. Additionally, ICI provides industry resources to connect local members with national networks, improving visibility and opportunity to partner with national associations. Mr. Hickner's experience at the state and federal levels of government will allow him to help ICI effectively fulfill its public-serving mission to improve Indiana's infrastructure.

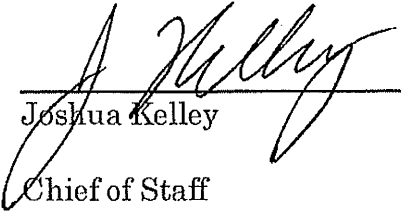
5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Given the nature of Mr. Hickner's role as a member of the Governor's senior staff and his broad agency portfolio including many regulated industries, most opportunities his background qualifies him for could involve direct conflicts. In effect, Mr. Hickner would need to engage in legislative branch lobbying or move out of state to avoid such conflicts, which would be an economic hardship for Mr. Hickner.

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

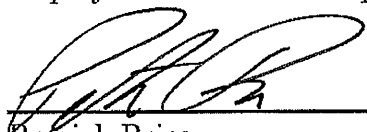


Joshua Kelley
Chief of Staff
Office of the Governor

9/18/2026
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).



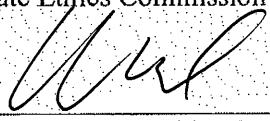
Patrick Price
General Counsel
Office Of the Governor

9/18/2026
DATE

D. Approval by State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission



Katherine Noel, Chair, State Ethics Commission

9.24.26
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

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