



INDIANA DEPARTMENT OF TRANSPORTATION

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Mike Braun, Governor
Lyndsay Quist, Commissioner

FILED

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INDIANA STATE
ETHICS COMMISSION

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

RE: Waiver of Application of 42 IAC 1-5-1 (the "Gift Rule") for Certain Items of Value Received by INDOT employees for the 7th Annual WTS Awards Gala on November 6, 2025

Chairwoman Noel:

Commissioner Lyndsay Quist, the appointing authority of the Indiana State Department of Transportation ("INDOT"), has designated authority to me as the agency's ethics officer to waive application of the Gift Rule in individual cases when consistent with the public interest. I am hereby waiving application of 42 IAC 1-5-1 (a) in relation to INDOT employees Debbie Calder, Destiny Golladay, Chaila Jordan, Jess Miller, Kelcie Bishop, Kimberly Szewczak, Margaret Elsbury and Kaitlyn Taylor for their attendance at the 7th Annual WTS Awards Gala on November 6, 2025. Their attendance is being sponsored by INDOT vendor RQAW|DCCM. The attendees will benefit from the attendance for the reasons described below.

The WTS Awards Gala will be held at the Indianapolis Arts Garden, 110 West Washington Street, Indianapolis. The six INDOT employees have been invited to be the guests of, and sit at a table sponsored by, RQAW|DCCM, a construction contractor that currently does business with INDOT. The total cost of \$450.00 (\$75.00 per attendee) for the six INDOT employees includes the cost of admission and dinner and RQAW|DCCM is paying the costs. No other items of value are being given to these employees.

INDOT personnel covered by this waiver have been instructed not to accept any other item of value from any other person or entity if that person or entity may have a business relationship with INDOT or who may seek to influence any action by one or more INDOT personnel in his or her official capacity. INDOT personnel are regularly informed that the safest course of action at any industry event is to assume that anyone in attendance from the private sector might have a business relationship with INDOT.

RQAW|DCCM has an ongoing business relationship with INDOT. RQAW|DCCM provides preconstruction, design/build, construction management, and general contracting services. The firm has worked on several recent INDOT projects, including maintenance on SR 75 from US 40 to US 36, bridge deck overlay at US 41 over Irish Run Creek, small structures and drain construction at US 40, and bridge deck overlay on SR 26 over M Fork Wildcat Creek.

The 7th Annual WTS Awards Gala is primarily a networking event and a celebration of the private-public partnerships that delivered transportation infrastructure projects in 2024. The WTS Foundation is one of a handful of organizations dedicated to promoting women in the transportation industry, engages transportation colleagues and leaders in discussion about vital transportation issues of the day, and awards scholarships to assist young women who aspire to a professional career in transportation. The WTS Foundation, the sponsor of the event, is an independent non-profit organization committed to attracting, sustaining, connection and advancing women and the unrepresented in the transportation industry. It focuses on expanding existing scholarship opportunities to women pursuing transportation related degrees, providing and promoting educational opportunities and career development to advance women in transportation and

initiating, sponsoring and publishing research related to advancing women in transportation.

As such, the participation of INDOT personnel in events such as the WTS Awards Gala has been beneficial to ensure that INDOT has representation at the event to strengthen relationship with critical stakeholders, connect with industry leaders and answer questions concerning INDOT capital planning and operations. A waiver of the gift rule to allow Debbie Calder, Destiny Golladay, Chaila Jordan, Jessi Massing, Jess Miller, and Kaitlyn Taylor to accept event registration worth \$75 per person is therefore in the public interest as described above.

It is my opinion that this is consistent with the public interest for the six INDOT employees to attend the 7th Annual WTS Awards Gala on November 6, 2025, and to receive the item of value, the \$75 per person admission ticket and dinner, even though payment for this items is being made by RQAW|DCCM, an entity with a business relationship with INDOT. Based upon this finding, I am hereby waiving application of 42 IAC 1-5-1(a) to allow INDOT employees Debbie Calder, Destiny Golladay, Chaila Jordan, Jessi Massing, Jess Miller, and Kaitlyn Taylor to accept the event costs for the 7th Annual WTS Awards Gala.

If you need additional information or have any questions about this letter, please feel free to contact me at mmillman@indot.in.gov.

Respectfully Submitted,

Marjorie Millman

Ethics Officer
Indiana Department of Transportation