



**Indiana  
Department  
of  
Health**



Mike Braun  
Governor

Lindsay M. Weaver, MD, FACEP  
State Health Commissioner

June 30, 2025

**FILED**

**JUL 10 2025**

**INDIANA STATE  
ETHICS COMMISSION**

Indiana State Ethics Commission  
Office of the Inspector General  
315 West Ohio Street, Room 104  
Indianapolis, IN 46202

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

Indiana State Ethics Commission,

As the Appointing Authority of Indiana Department of Health, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Amy Kent in her post-employment with the Bose Public Affairs Group.

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

*(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.

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- ☐ 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:

As Deputy Health Commissioner and Chief of Staff, Amy Kent signed on average 60 contracts, grants, and amendments each year for the programs within her vertical (legal, data, technology, staff development, quality improvement, health care regulation) based on recommendations of managers and key staff. Ms. Kent's primary role in these contracts was to ensure that procurement policies, laws, and financial procedures were followed and she'd rarely sole administrator these contracts in her role. No regulatory or policy action in which Ms. Kent was involved during his time at IDOH are implicated in this engagement with Bose Public Affairs Group (Bose). As Chief of Staff, Ms. Kent also oversees the position of Legislative and External Affairs for IDOH. In this role, Ms. Kent supervises the IDOH employee who directs IDOH advocacy to the Indiana Legislature and maintains contact with constituents and stakeholders when they contact IDOH for assistance.

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

Ms. Kent will serve Bose in the position of Vice President. The Vice President position with Bose Public Affairs Group provides government relations and public affairs expertise to Bose's clients. This may include advising clients on partnership opportunities and procurement with government entities and engaging with government officials or legislators to advocate for client interests. Job duties may also entail meeting with legislators, executive branch representatives, and their staff on a variety of policy matters.



Ms. Kent will provide services to a variety of clients at Bose including those in health care and health and human services sectors.

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:

Bose does have clients that may require substantial contact with IDOH in the future. However, Ms. Kent has informed Bose that she may not have contact with IDOH during the initial 365 days in order to comply with the ethics rule on post-employment. Bose has agreed that for any projects or clients that would require contact with IDOH, another employee at Bose would separately handle any outreach to IDOH. She will not be contacting IDOH to discuss matters that she has worked on in her role at IDOH on behalf of Bose. A requirement of the position at Bose is compliance with all federal, state, and local ethics regulations including the proper registration and reporting to the Indiana Lobby Registration Commission and the Indiana Department of Administration.

Ms. Kent is aware of the importance of the 365 post-employment restrictions and will not have professional contact with IDOH during this time period. She understands that such contact on behalf of Bose or its clients would be a violation. Both Bose and IDOH are aware of these restrictions.

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:

Bose has many clients in the health care and health and human services sector, as well as clients from local municipalities and government entities from various regions of the state. These clients will need to approach the state legislature to advocate for amendments and improvements to the law to address their needs. In her role at IDOH, Ms. Kent has had experience communicating and advocating for change that benefits local government by working with local health departments. She has also worked closely with several stakeholders in the health care sector in various roles she has served within IDOH. In addition, she has served as a liaison and partner with the other health and human services state agencies, including the Family and Social Services Administration and the Department of Child Services. Ms. Kent's knowledge and expertise will be a valuable resource as an advocate for public interest in this area.



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

Denial of a waiver would present a substantial economic hardship. Ms. Kent's prospective position with Bose offers her the opportunity for professional growth and valuable experience. There are currently no advancement opportunities at the Department that would offer similar growth or experience. Additionally, a denial would limit Ms. Kent's future earning potential and the opportunities that would afford her family.

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.

6/30/25

Lindsay Weaver, MD, FACEP

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).

6/30/25

Erin R. Elam, JD


DATE



D. Approval by State Ethics Commission

**FOR OFFICE USE ONLY**

Approved by State Ethics Commission

  
Katherine Noel, Chair, State Ethics Commission

7-10-25  
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*