



INDIANA DEPARTMENT OF TRANSPORTATION

100 North Senate Avenue
Room N758
Indianapolis, Indiana 46204

PHONE: (855) 463-6848

Mike Braun, Governor
Lyndsay Quist, Commissioner

October 2, 2025

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

FILED

OCT 09 2025

INDIANA STATE
ETHICS COMMISSION

IC 4-2-6-11

Post-employment waiver – Gary Kreutzjans

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 Gary Kreutzjans ("Kreutzjans") in his post-employment with American Structurepoint ("Structurepoint").

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:

Kreutzjans currently serves as the Construction Director at the INDOT Seymour District. Kreutzjans oversees the administration of construction contracts and projects for the Seymour District, supervises the district's Area Engineers and field staff working on INDOT construction contracts and maintains final change order signature authority up to \$750,000.

Kreutzjans has had limited interaction with Structurepoint while at INDOT. As the Construction Director, he estimates that he might have interacted with Structurepoint once or twice a quarter at larger meetings. Most decisions regarding consultants, such as Structurepoint, are addressed by the INDOT District's Area Engineers. The Area Engineers, rather than Kreutzjans make the assignments to the contracts that vendors, including Structurepoint, would oversee. As Construction Director, he would step in only when the consultant and Area Engineer could not resolve an issue. Kreutzjans does not recall when he last stepped in, if ever, on a Structurepoint issue.

Additionally, Kreutzjans filed a notice of potential conflict and screening document regarding Structurepoint on June 23, 2025, which has prohibited any contact or review of Structurepoint's consulting work and from scoring Letters of Interest (LOIs) from consultants seeking work with the Seymour District. LOI scoring does not award any contract, it only reviews to ensure applicants are qualified to do the work they are bidding on.

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

In his post-INDOT employment, Kreutzjans will serve as a project engineer for Structurepoint, a firm that does business with INDOT. As a project engineer, he will be responsible for on-site work on the project level. Kreutzjans' will work on projects with INDOT and local public agencies (local governments). His name would be listed on Letters of Interest as a potential project supervisor when Structurepoint submits bids for construction inspection work on INDOT projects.

Kreutzjans will not be involved in the contracting process for projects involving INDOT or any other agency. His involvement on any project, INDOT funded or local agency-funded transportation projects, would begin after Structurepoint is selected as a firm to provide construction inspection services for a specific project.

INDOT relies on the private engineering and construction industry to design and build the state's transportation infrastructure. Structurepoint 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, Kreutzjans will be reviewing INDOT's construction vendor's work, not Structurepoint's work, to ensure compliance with INDOT specifications

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:

Structurepoint currently has at least 135 open contracts with INDOT state-wide. Kreutzjans 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 project engineers without an INDOT background.

For projects involving federal funding, either through INDOT or the LPA program, there is INDOT oversight by the Area Engineers in the district construction department. The Area Engineers review work such as change orders that consultants, including Kreutzjans, submit. Again, the work Kreutzjans will be doing for American Structurepoint is inspecting non-American Structurepoint construction and reporting those results to INDOT for review by the INDOT Area Engineers.

Kreutzjans and Structurepoint understand that he cannot work on any project for Structurepoint that he participated in while at INDOT. His INDOT work for Structurepoint on pending projects will be limited to projects outside the Seymour District and will not begin work on projects in the Seymour District until new projects are awarded after his departure from 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. Kreutzjans has 21.5 years of experience in the transportation engineering field, all with INDOT. Mr. Kreutzjans' 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.

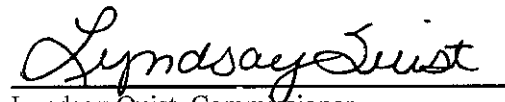
5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Within INDOT, there are few opportunities for advancement of position and salary for Mr. Kreutzjans. Short of joining the executive team, there is no other higher or relevant position for Mr. Kreutzjans 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. Kreutzjans to either remain at INDOT or enter a new field of engineering.

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

10/2/2025
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).



Alison Grand, Ethics Officer


INDIANA DEPARTMENT OF TRANSPORTATION

10/2/2025
DATE

D. Approval by the State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission


Katherine Noel, Chair, State Ethics Commission

10-9-25
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 with
details regarding the presentation of this
waiver to the State Ethics Commission.*

FILED

JUN 23 2025



**ETHICS DISCLOSURE STATEMENT
CONFLICTS OF INTEREST – DECISIONS AND VOTING**
State Form 55860 (R / 10-15)
OFFICE OF THE INSPECTOR GENERAL
IC 4-2-6-9

INDIANA STATE
ETHICS COMMISSION

In accordance with IC 4-2-6-9, you must file your disclosure with the State Ethics Commission no later than seven (7) days after the conduct that gives rise to the conflict. You must also include a copy of the notification provided to your agency appointing authority and ethics officer when filing this disclosure. This disclosure will be posted on the Inspector General's website.

Name (last) Kreutzjans	Name (first) Gary	Name (middle)
Name of office or agency Indiana Department of Transportation		Job title Construction Director-Seymour District
Address of office (number and street) 185 Agrico Lane		City Seymour
		ZIP code 47274
Office telephone number (812) 524-3739	Office e-mail address (required) gkreutzjans@indot.in.gov	

Describe the conflict of interest:

Gary Kreutzjans is the Construction Director for the Indiana Department of Transportation-Seymour District ("INDOT").

Gary Kreutzjans would like to begin employment conversations with American Structurepoint ("American"), a firm that has a business relationship with INDOT, including active contracts.

Gary Kreutzjans's employment negotiations with American create a potential decisions and voting conflict of interest under IC 4-2-6-9. This disclosure is therefore being filed in anticipation of that potential conflict.

Gary Kreutzjans may be subject to the mandatory cooling off period (IC 4-2-6-11(b)) with regard to American.

Gary Kreutzjans is subject to the particular matter restriction and will not assist future employers, including American, with any matter he personally and substantially participated in on behalf of INDOT.

This disclosure was provided to Mr. Kreutzjans's appointing authority, Commissioner Lyndsay Quist, on June 23, 2025.

Evidence of said disclosure to Commissioner Quist is filed herewith pursuant to IC 4-2-6-9(b)(2)(D).

Pursuant to IC 4-2-6-9(b)(2), this disclosure was executed and filed with the SEC within seven (7) days of the potential conflict being identified by the below signed ethics officer.

Describe the screen established by your ethics officer: (Attach additional pages as needed.)

A formal screen was executed with the INDOT ethics officer preventing Gary Kreutzjans from working with American Structurepoint in his capacity as an INDOT employee. Said screen prohibits Gary Kreutzjans from exercising any of his official duties or otherwise participating in any decision or vote, or matter related to such decision or vote, involving American Structurepoint or in which American Structurepoint has an interest.

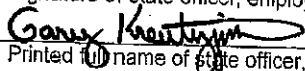
Gary Kreutzjans is further screened from assisting any future employer, including American Structurepoint, with any matter in which he personally and substantially participated while employed by INDOT.

The screen was executed on June 23, 2025, a copy of which was sent to Commissioner Lyndsay Quist, along with this disclosure.

AFFIRMATION

Your signature below affirms that your disclosures on this form are true, complete, and correct to the best of your knowledge and belief. In addition to this form, you have attached a copy of your written disclosure to your agency appointing authority and ethics officer.

Signature of state officer, employee or special state appointee



Date signed (month, day, year)

6-23-2025

Printed full name of state officer, employee or special state appointee

Gary Kreutzjans

FOR ETHICS OFFICER USE ONLY

Your signature below affirms that you have reviewed this disclosure form and that it is true, complete, and correct to the best of your knowledge and belief. You also attest that your agency has implemented the screen described above.

Signature of ethics officer

/s/ Deborah Law

Date signed (month, day, year)

6/23/2025

Printed full name of ethics officer

Deborah Law

CONFLICT OF INTEREST SCREEN FOR GARY KREUTZJANS

June 23, 2025

I. RECITALS

WHEREAS, Gary Kreutzjans is Construction Director for the Indiana Department of Transportation-Seymour District ("INDOT" or "Department"); and

WHEREAS, Gary Kreutzjans would like to discuss employment with American Structurepoint ("American"); and

WHEREAS, American has a business relationship with INDOT, including active contracts; and

WHEREAS, as Construction Director for INDOT Seymour District, it is possible that Gary Kreutzjans could be assigned to participate in matters in which American has an interest as part of his regular duties; and

WHEREAS, Gary Kreutzjans's employment negotiations with American could create a potential decision and voting conflict of interest under IC 4-2-6-9 requiring disclosure and a formal screen; and

WHEREAS, Gary Kreutzjans is subject to the particular matter restriction (IC 4-2-6-11(a)) and cannot assist future employers, including American, with any matter he personally and substantially participated in for INDOT; and

WHEREAS, Gary Kreutzjans may have obtained confidential information in the course of his employment with INDOT and has an affirmative duty to protect such information from disclosure and to refrain from relying on such information for the benefit of himself or future employers.¹

NOW THEREFORE, Gary Kreutzjans, Construction Director for INDOT's Seymour District, for his remaining tenure with INDOT, or until he discontinues employment negotiations with American, agrees to in all ways follow, adhere to, and satisfy the terms of the following Conflict of Interest Screen. Gary Kreutzjans must adhere to terms three (3) and four (4) regarding the particular matter restriction and confidential information in perpetuity.

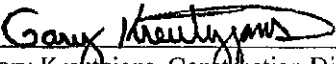
II. CONFLICT OF INTEREST SCREEN

1. Gary Kreutzjans shall not participate in any decision or vote, or any matter related to such decision or vote, in which American has a financial interest.
2. Gary Kreutzjans is screened from participating in any present or future contract or other matter involving American.
3. Gary Kreutzjans shall not assist any future employers, including American, with any matter he personally and substantially participated in while employed by INDOT. This restriction applies in perpetuity, for the life of the particular matter.
4. Pursuant to his duty under Ind. Code §5-14-3-10, Gary Kreutzjans shall not disclose or otherwise rely upon information classified as confidential under Ind. Code §5-14-3-4. This restriction applies in perpetuity, so long as the subject information is deemed confidential.

III. EMPLOYEE AFFIRMATION

I have read and understand the terms of the foregoing Conflict of Interest Screen, and will in all ways follow, adhere to, and satisfy the above stated restrictions on my participation in any decision or vote in which American Structurepoint has a financial interest. I understand that the first two (2) terms of this screen terminate upon my leaving the Department or the discontinuation of negotiations with American, whichever occurs first. I further understand that terms three (3) and four (4) regarding particular matters and confidential information respectively, apply in perpetuity, for the life of each matter and so long as the subject information is deemed confidential. I have shared and discussed this Conflict of Interest Screen and its requirements with my supervisor.

Executed and agreed on this 23rd day of June 2025, by:



Gary Kreutzjans, Construction Director
Indiana Department of Transportation- Seymour District

¹ State employees have an affirmative duty under Ind. Code §5-14-3-10 to protect from disclosure and to refrain from relying upon information defined as confidential under Ind. Code §5-14-3-4.

Garrigus, Adam

From: Law, Deborah
Sent: Monday, June 23, 2025 3:49 PM
To: Quist, Lyndsay
Cc: Grand, Alison
Subject: conflict filing
Attachments: Conflict of Interest Screen-Kreutzjans.pdf; Ethics Disclosure Statement-Kreutzjans.pdf

Commissioner Quist,

Under 42 IAC 1-5-6(b)(2)(D), this email serves to notify you that a conflict-of-interest disclosure statement and screening document will be filed with the State Ethics Commission for Gary Kreutzjans. Under the Indiana Administrative Code, the appointing authority must be notified of any potential conflict of interest, as well as the screening and disclosure process.

Please let me know if you have any questions.

--deb

Deborah Law
Ethics Officer & Senior Attorney, Legal Services
Indiana Department of Transportation
Central Office

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Find us on social media!

