



Indiana State Department of Agriculture
Governor Mike Braun
Lt. Governor Micah Beckwith, Secretary of Agriculture and Rural Development
Don Lamb, Director

FILED

IC 4-2-6-11

Post-employment waiver

AUG 14 2025

INDIANA STATE
ETHICS COMMISSION

As the Appointing Authority of the Indiana State Department of Agriculture, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Katherine Nelson in her post-employment with Indiana Farm Bureau, Inc.

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):*

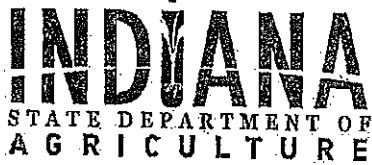
☐ IC 4-2-6-11(b)(1): 365 day required "cooling off" period before serving as a lobbyist.

☒ 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.

☐ 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.



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

As Deputy Director of the Indiana State Department of Agriculture (ISDA), Katherine Nelson had substantial decision-making authority. She oversaw the daily operations of the agency including leading division staff and ensuring the initiatives of the agency successfully aligned with its' mission, purpose and objectives of the State. Ms. Nelson did not sign contracts on behalf of the agency but was often involved in conversations and negotiations surrounding contracts. Katherine was involved in conversations and budget decisions regarding a contract executed by the Lt. Governor's office on behalf of ISDA with the Indiana Farm Bureau Foundation. This contract has expired, the work was completed, and no further work will be done on the contract by either party. This was also the only contract related to Indiana Farm Bureau during Ms. Nelson's tenure as Deputy Director.

In her previous roles at ISDA before becoming deputy director, Ms. Nelson worked on legislative and regulatory affairs for the agency. While being an advocate for Indiana agriculture in her roles at ISDA, she interacted with elected officials and agricultural organizations but made no regulatory decisions.

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

Key duties of the Executive Director of Public Policy for Indiana Farm Bureau, Inc. include serving as an executive leadership team member, contributing to organizational strategy and leading the public policy team. Ms. Nelson would be leading development of grassroots advocacy strategies and managing the departmental budget. Indiana Farm Bureau is Indiana's largest general farm organization and has members across all 92 counties. They have a member-driven, grassroots governing structure and membership is open to anyone who has a direct or indirect interest in agriculture. In the future, this role will include communication with the Indiana State Department of Agriculture, but Ms. Nelson will be abiding by the 365-day cooling off period and does not request a waiver of this provision.

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:

The prospective employer is not a regulated entity of the agency. ISDA and Indiana Farm Bureau, Inc. do interact on policy issues impacting Indiana farmers; however as stated above, Ms. Nelson will be abiding by the 365-day cooling off period pertaining to executive branch



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lobbying. She and ISDA are aware of the importance of this restriction. Therefore, the reason for this waiver request is regarding the previously executed contract with Indiana Farm Bureau Foundation, which is affiliated with Indiana Farm Bureau, Inc, that has expired and will be no future work on that project by the agency or prospective employer. Additionally, As previously stated, Ms. Nelson's prospective employment will be with Indiana Farm Bureau, Inc., not the Indiana Farm Bureau Foundation.

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:

Katherine Nelson's prospective employment would be consistent with the public good and the interests of Indiana as this employment would allow her to bring necessary insight and experience regarding Indiana agriculture and government affairs to an organization that is important to the lives of many Hoosier farmers. Over her eight years in various roles at ISDA, Ms. Nelson has experience working with Indiana farmers and agribusinesses and advocating for Indiana agriculture. She understands the issues, challenges and opportunities that they face. As a result, Ms. Nelson brings unique expertise and knowledge to this position and, therefore, it would be beneficial to the State of Indiana and its citizens.

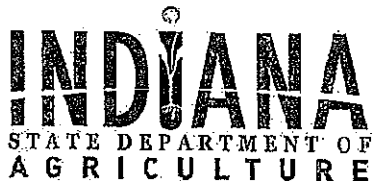
5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Denying this waiver request would provide an economic hardship for Katherine Nelson as she would not have the opportunity to further her career as there are currently no advancement opportunities at ISDA that would offer similar growth or experience. Furthermore, denial would negatively affect Ms. Nelson's future earning potential and the opportunities that her family would afford.

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.



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8/5/2025

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).

David C. Bausman

David Bausman, General Counsel

8/5/2025

DATE

D. Approval by State Ethics Commission

FOR OFFICE USE ONLY	
Approved by State Ethics Commission	
<i>Katherine Noel</i>	<i>Rafael A. Sanchez</i>
Katherine Noel, Chair, State Ethics Commission	<u>8/14/25</u> Date

<p>Mail to: Office of Inspector General 315 West Ohio Street, Room 104 Indianapolis, IN 46202 OR Email scanned copy to: info@ig.in.gov</p> <p><i>Upon receipt you will be contacted with details regarding the presentation of this waiver to the State Ethics Commission.</i></p>
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Don Lamb, Director

August 5, 2025

Indiana State Ethics Commission
c/o Office of Inspector General
315 W. Ohio Street, Room 104
Indianapolis, IN 46202

Re: Designation Letter

Dear Commissioners:

I serve as Director of the Indiana State Department of Agriculture (ISDA) and am the appointing authority for the staff of ISDA, including Deputy Director Katherine Nelson. I have submitted a post-employment waiver for Ms. Nelson for your consideration.

While I will be unavailable to attend the State Ethics Commission's meeting on August 14, 2025, I hereby designate David Bausman, General Counsel and Ethics Officer for ISDA, to present the above-referenced waiver on my behalf. Please feel free to direct any questions concerning the filing to Mr. Bausman.

Thank you for your consideration on this waiver request.

Sincerely,

A handwritten signature in cursive script that reads "Don Lamb".

Don Lamb
Director, Indiana State Department of Agriculture