

INDIANA
STATE ETHICS COMMISSION

315 WEST OHIO STREET, ROOM 104, INDIANAPOLIS, IN 46202 317.232.3850

Public Meeting Packet
Indiana State Library
Author's Room
August 13, 2026

Note: Any documents for consideration by the State Ethics Commission (waivers, orders, agreed settlements, etc.) are not official or final until approval by the Commission.

INDIANA
STATE ETHICS COMMISSION

315 WEST OHIO STREET, ROOM 104, INDIANAPOLIS, IN 46202 317.232.3850

August 13, 2026

10:00 a.m.

Indiana State Library, Second Floor, Author's Room
315 West Ohio Street, Indianapolis, Indiana 46202

Commission Member	Term Began	Term Ends	Appointing Authority
Katherine Noel, Chair	January 1, 2026	December 31, 2029	Governor
Ray Biederman	January 1, 2026	December 31, 2029	Governor
Sue Anne Gilroy	March 1, 2024	December 31, 2027	Governor
Rafael Sanchez	January 1, 2024	December 31, 2027	Governor
Thomas Satrom	August 1, 2026	July 31, 2030	Governor

Public Meeting

I. Adoption of the Agenda **10:00 a.m.**

II. Approval of Minutes of July 9, 2026

III. Consideration of Post-Employment Waivers

a. Roland Fegan – Indiana Department of Transportation; Presented by Ethics

Officer James Boyer

b. Commissioner Brandon Clifton – Indiana Department of Administration;

Presented by Ethics Officer Jennifer Jansen

IV. Consideration of Agency Limited Personal Use of State Property Policy

a. Indiana Criminal Justice Institute; Presented by Ethics Officer Cynthia Forbes

V. Consideration of Formal Advisory Opinion

a. Justin Littman – Department of Child Services; Presented by Ethics Officer

Amber Ying

- b. Anthony Vespa – Department of Workforce Development; Presented by Ethics Officer Elizabeth Green

VI. State Ethics Commission Director's Report

Join the meeting via livestream here:

<https://teams.microsoft.com/meet/246034546242080?p=AXf7KleCK7DIC1lo26>

INDIANA
STATE ETHICS COMMISSION

315 WEST OHIO STREET, ROOM 104, INDIANAPOLIS, IN 46202 317.232.3850

Minutes of the
Indiana State Ethics Commission
July 9, 2026
At 10:00 am

Indiana State Library
Author's Room
315 West Ohio Street, Second Floor
Indianapolis, IN 46202

Commission Members Present:

Katherine Noel, Chair
Robert Duncan
Sue Anne Gilroy (Teams)
Rafael Sanchez (Teams)

OIG Members Present:

Will Deane, State Ethics Commission Director
Adam Garrigus
Jared Prentice
Jon McDonald
Elaine Vullmahn
Rachel Gallagher
Teresa Henson (Teams)

I. Call to Order and Establishment of Quorum

10:00 am

Katherine Noel calls the meeting to order.

II. Adoption of Agenda

Commissioner Duncan made a motion to adopt the agenda. Commissioner Gilroy seconded.

Approved: 3/0; Due to technical difficulties, Commissioner Sanchez was not present for this vote.

III. Approval of Minutes from June 11, 2026

Commissioner Duncan made a motion to adopt the agenda. Commissioner Gilroy seconded.

Approved: 3/0; Due to technical difficulties, Commissioner Sanchez was not present for this vote.

IV. Consideration of Post-Employment Waivers

- a. Bureau of Motor Vehicles– Jeffrey Stokes; Presented by Ethics Officer Matthew Kestian

Commissioner Duncan made a motion to approve. Commissioner Gilroy seconded.

Approved: 4/0

V. Consideration of Formal Advisory Opinion

- a. Indiana Department of Natural Resources – Stephanie Flittner

Commissioner Gilroy made a motion to rule the Indiana Code of Ethics does not prohibit Stephanie Flittner from running or serving on the Carmel Clay School Board.
Commissioner Duncan seconded.

Approved: 4/0

VI. State Ethics Commission Director's Report

1. There have been 10 IAOs since the last meeting.
2. This is Commissioner Duncan's final State Ethics Commission meeting.

VII. Adjournment

Commissioner Duncan made a motion to adjourn; Commissioner Sanchez seconded.

Approved:

The meeting adjourned at approximately 10:25 am.



INDIANA DEPARTMENT OF TRANSPORTATION

100 North Senate Avenue
Room N758
Indianapolis, Indiana 46204

PHONE: (855) 463-6848

Mike Braun, Governor
Lyndsay Quist, Commissioner

August 10, 2026

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

IC 4-2-6-11

Post-employment waiver – Roland Fegan

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 Roland Fegan ("Fegan") in his post-employment with Butler, Fairman, & Seufert, INC, ("B, F & S").

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:

Fegan currently serves as the Deputy Commissioner of Construction for INDOT, supervising the Divisions of Construction, Materials and Tests, Research, Emerging Mobility and Permits. Fegan has had very limited interactions with B, F, & S. Fegan did not make selections or any other contract decisions for B, F, & S pursuits.

In his current role, Fegan would have overseen divisions that had dealings with B, F, & S, as well as those that would have made decisions that would impact B, F, & S. Some of the divisions in Fegan's vertical would have made regulatory and permitting decisions involving B, F, & S.

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

In his post-INDOT employment, Fegan will serve as a Construction Project Director for B, F, & S, a firm that does business with INDOT. In this role, he will be responsible for providing leadership and mentorship primarily for INDOT construction inspection pursuits and efforts, ensuring consistent performance, accountability, and successful project delivery. Fegan will coordinate constructability reviews, mentor Construction Project Engineers and Area Managers, direct certain pursuits, and provide oversight for initiatives, involving Welcome Centers and Alternative Delivery such as Progressive Design-Build and Build-Operate-Transfer (BOT).

Fegan will be involved in the Blue Line Public Outreach and ongoing Inspection Efforts. He will attend construction progress meetings (mix of virtual and in-person) in Indianapolis. He will be on-site as needed along Washington Street between German Church Road and Holt Road, and develop pertinent agendas, talking points, and correspondence for use by the team in mitigating public perception impacts. He will take the lead on anticipating and answering technical questions in stakeholder meetings (mix of virtual and in person). Fegan has not personally worked on the Blue Line Project in his time at INDOT.

INDOT relies on the private engineering and construction industry to design and build the state's transportation infrastructure. B, F, & S 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, Fegan will be ensuring B, F, & S's work is compliant with INDOT standards.

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:

B, F, & S has at least eighty (80) open contracts with INDOT state-wide. Fegan 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 Construction Project Directors without an INDOT background.

Mr. Fegan will be involved in INDOT's Blue Line Project and will be providing leadership and mentorship for INDOT construction inspection pursuits and efforts.

Fegan and B, F, & S understand that he cannot work on any project for B, F, & S that he participated in while at 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. Fegan is a licensed professional engineer in the State of Indiana and has forty-two (42) years of experience in the transportation engineering field. Mr. Fegan's 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.

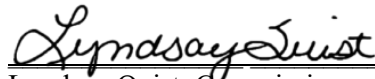
5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Within INDOT, there are few opportunities for advancement of position and salary for Mr. Fegan. There is no other higher or relevant position for Mr. Fegan 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. Fegan to either remain at INDOT, enter a new field of engineering or fully retire.

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.



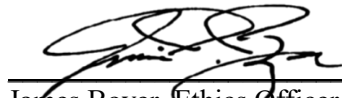
Lyndsay Quist, Commissioner
INDIANA DEPARTMENT OF TRANSPORTATION

08/10/2026

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).



James Boyer, Ethics Officer
INDIANA DEPARTMENT OF TRANSPORTATION

08/10/2026

DATE

D. Approval by the State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission

Katherine Noel, Chair, State Ethics Commission

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.



STATE OF INDIANA

DEPARTMENT OF ADMINISTRATION Commissioner's Office

Mike Braun, Governor

Indiana Government Center South
402 West Washington Street, Room W462
Indianapolis, IN 46204

August 8, 2026

Katherine Noel, Chair
Indiana State Ethics Commission
315 W. Ohio Street, Room 104
Indianapolis, IN 46204

Re: Indiana Code 4-2-6-11 post-employment waiver for Brandon Clifton

As the Appointing Authority of the Indiana Department of Administration ("IDOA"), I am filing this waiver of the application of the Code of Ethics' post-employment restriction of the Code of Ethics as it may apply to Brandon Clifton in his desired post-employment opportunity with the Hagerman Group ("Hagerman").

I understand that I must file and present this waiver to the State Ethics Commission at the next meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

Mr. Clifton is the Commissioner of IDOA. He has served in this capacity since January 2025. Mr. Clifton wishes to accept the position of Director of Government Affairs for Hagerman, which is a full-service construction solutions provider based in Fort Wayne, Fishers, and Louisville. This waiver pertains to one aspect of the "cooling off" period set forth in Indiana Code 4-2-6-11(b)(1), as further discussed herein. With respect to those post-employment restrictions for which a waiver is not sought here, Mr. Clifton confirms that he will comply with the same.

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:

As Commissioner, Mr. Clifton has general oversight of the agency, which includes decision-making authority over policies, rules, and contracts, particularly since one of IDOA's core statutory responsibilities is to review and approve state contracts. Responsibility for review and approval of contracts falls to IDOA's Legal Division. Mr. Clifton does not negotiate or administer contracts on behalf of the State, which are administered by the contracting agencies. Mr. Clifton has personally approved only one Indiana Department of Corrections contract in his tenure as Commissioner, which did not involve his prospective employer.

Moreover, Hagerman does not have an active contract with the State of Indiana. During Mr. Clifton's tenure as Commissioner, Hagerman entered into only one contract with the State (contract number ending in 100046). This contract, which provided for installation of a shooting range baffle at the Indiana Department of Natural Resources' Roush Lake location, was in effect from March 3, 2026 through June 30, 2026, and had a value of \$22,883. Mr. Clifton did not have any knowledge of this statement of work prior to the contract's execution, nor did he review or sign the contract on behalf of IDOA. The agency's Deputy Director of Professional Services, Carl Brown, signed this contract on behalf of IDOA's Director of Public Works, Robert Grossman, on March 9, 2026. Similarly, IDOA's Deputy General Counsel at the time, Tammy Glickman, prepared and reviewed the agreement. Notwithstanding the aforementioned agreement, IDOA is not aware of any contract Hagerman has held over the last several decades, as none are listed on the Indiana Transparency Portal.

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

As Director of Government Affairs for Hagerman, Mr. Clifton will serve as the company's primary liaison to local government bodies, the Indiana General Assembly, and industry associations. In this capacity, the position is charged with leading efforts to monitor and influence developments, identify funding opportunities, and advocate for pro-construction policies, while also providing internal guidance on compliance and public-sector requirements. Additionally, the role drives local business development by identifying new public and private project opportunities, shaping pursuit strategies, participating in industry and community forums, supporting market research, and translating insights into opportunities that strengthen Hagerman's long-term growth and market position.

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 focus of this role will be on local government and informing the company of policy changes impacting the industry. Recognizing the prospective employer has not had any contracts with the State, it is unlikely that will change. While it is possible that Mr. Clifton may have contact with IDOA in his new position, none of these potential matters or contacts involve any matters in which he had knowledge or influence of during his time with the agency. As discussed above, Hagerman has had only one small contract with the State in recent years, and work on that contract has concluded.

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:

Mr. Clifton's prospective role as Director of Government Affairs for Hagerman will be designed to bring high-value vertical construction opportunities to local units of government. Drawing on his extensive experience in public service and his deep understanding of statewide operational needs and constraints, Mr. Clifton will help strengthen local government investments in critical infrastructure projects and provide informed guidance on financing, compliance, and best practices. By connecting local entities with quality construction solutions, Mr. Clifton will be well positioned to enhance the value of public resources and contribute directly to the long-term growth and resilience of Indiana communities. It is consistent with the public interest that he be permitted to engage with the General Assembly and local governments in this new capacity, where his expertise will help maximize the impact of public investments and bring experience and strategic insight to the industry, ultimately benefiting Hoosiers across the state.

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

If the waiver request is denied, Mr. Clifton would face significant economic hardship, and the State of Indiana would lose the benefit of an experienced public sector professional. More plainly, comparable opportunities for someone with Mr. Clifton's experience would be exceedingly limited without a waiver, since he has contributed a significant portion of his career to public service. Denial would almost certainly force him to look outside the state to avoid unavoidable conflicts, creating substantial financial strain and significant personal and family disruption.

Furthermore, denying this waiver would deprive Indiana of the continued public benefit of Mr. Clifton's skillset. His prospective role with Hagerman would allow him to continue serving Indiana communities in a new capacity by bringing informed guidance, meaningful expertise, and a profound commitment to public value. Losing that opportunity would not only interrupt his career unnecessarily, but would also result in a loss to the state of a highly experienced professional whose contributions have consistently strengthened the effectiveness and integrity of Indiana's public institutions.

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.



Lisa W. Hershman
Secretary
Office of Management and Budget

August 8, 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).



Jennifer L. Jansen
General Counsel and Ethics Officer
Indiana Department of Administration

August 8, 2026
DATE

D. Approval by State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission

Katherine Noel, Chair, State Ethics Commission

Date

DRAFT

DRAFT

Indiana Criminal Justice Institute Policy on the Use of State Property

EFFECTIVE DATE: INSERT

I. Purpose

Indiana Code (IC) 4-2-6-17 prohibits state employees and special state appointees from using state materials, funds, property, personnel, facilities, or equipment for purposes other than official state business unless the use is expressly permitted by a general written agency, departmental, or institutional policy or regulation that has been approved by the State Ethics Commission. This policy establishes guidelines for limited personal use of state property/resources by state employees and special state appointees of the ICJI. This policy was approved by the State Ethics Commission on (INSERT DATE OF COMMISSION APPROVAL).

II. Applicability

This policy applies to all employees of ICJI, including, special state appointees and contractual staff. This policy replaces/rescinds any previous limited use policies adopted by ICJI.

III. Policy Statement

ICJI recognizes that employees are responsible and essential to serving citizens of Indiana. It also understands that limited, occasional personal use of state resources may be necessary for unavoidable matters, such as communicating with schools, child-care providers, or medical offices. Allowing this reasonable use supports a diverse, well-rounded workforce and should not be considered a violation of the Indiana Code of Ethics.

The parameters of permissible use under this policy are as follows:

- The use must not interfere with the performance of official duties and work responsibilities;
- The use must be infrequent, of short duration and, unless not reasonably practical, made on the state employee's or special state appointee's personal time;
- The use must not be for the purpose of conducting business related to an outside commercial activity;
- The use must not be for an illegal activity;
- The use must not be for a political purpose. A political purpose does not include handling or disposing of unsolicited political communications;
- A state employee or special state appointee shall not make private use of any state property which has been removed from state facilities or other official duty stations, even if there is no cost to the State, unless otherwise approved.

- The use must be in accordance with the current version of the Information Resources Use Agreement (“IRUA”). The restrictions in the IRUA apply to all Information Resources including, but not limited to, state hardware, software, data, information, network, personal computing devices, phones and other information technology; and
- The use must not violate any other ethics rules or agency policies.

IV. Compliance

Directors, supervisors, and managers are responsible for monitoring the appropriate use of state property/resources within their areas of supervision and for referring matters for investigation and/or discipline to ICJI Ethics Officer and/or the Office of Inspector General. Employees and special state appointees who violate this policy are subject to disciplinary action by both ICJI and the Office of Inspector General & State Ethics Commission.

V. Legal References:

- 42 IAC 1-5-12 Use of State Property
- 42 IAC 1-5-13 Ghost Employment
- IC 4-2-6-17
- IC 4-2-7-5

APPROVAL

Douglas W. Huntsinger
Executive Director

Date



Mike Braun, Governor | Jennifer Dorfmeier, Director

INDIANA DEPARTMENT OF CHILD SERVICES

Call 800-800-5556 to report suspected Child Abuse or Neglect.

TO: Indiana State Ethics Commission
FROM: Amber Nicole Ying, Chief Ethics and Compliance Officer, Indiana
Department of Child Services
DATE: July 21, 2026
RE: Request for Formal Advisory Opinion Concerning 42 IAC 1-5-14 –
Post-Employment Restrictions

I. Request for a Formal Advisory Opinion from the Indiana State Ethics Commission; Summary

Pursuant to Indiana Code 4-2-6-4(b)(1) and 40 IAC 2-2-1, I am writing in my official capacity as the designated Ethics Officer for the Indiana Department of Child Services (“DCS”) on behalf of former DCS employee Mr. Justin Littman (“Mr. Littman”) to respectfully request a Formal Advisory Opinion from the Indiana State Ethics Commission on the applicability of the “particular matter restriction” detailed in 42 IAC 1-5-14(c), to a portion of Mr. Littman’s official duties in his post-DCS employment position as the *Director – Community Partners for Child Safety* with Firefly Children and Family Alliance (Firefly).

Firefly Children and Family Alliance is a contracted service provider for DCS. Mr. Littman began the position of *Director – Community Partners for Child Safety* with Firefly on February 23, 2026, after his tenure as the *Local Office Director* of the DCS Jay County Office concluded. As part of his official DCS duties, Mr. Littman engaged with Firefly on child abuse and neglect prevention measures and aided in the establishment of the Jay County Family Resource Center. The Jay County Family Resource Center, which provides community-based resources for Jay County residents, is supported, in part, by Firefly.

While Mr. Littman is expected to engage with the Jay County Family Resource Center as part of his official Firefly duties, he has recused himself from all matters concerning, related to, and involving the Jay County Family Resource Center since beginning his employment with the entity.

Mr. Littman is requesting this Formal Advisory Opinion to determine if he is prohibited from engaging in matters concerning, related to, and involving the Jay County Family Resource Center prior to the expiration per the “particular matter restriction”.

II. Littman’s DCS Professional Background; Engagement with Firefly Children and Family Alliance

As the Local Office Director of the DCS Jay County Office, Mr. Littman’s key responsibilities were identical to those of all DCS Local Office Directors, and included, but were not limited to, managing the daily administrative operations of the office; managing office budgetary matters; directly training and supervising the child welfare-related work of Family Case Managers and one (1) Family Case Manager Supervisor; directly training and supervising clerical staff; reviewing cases concerning DCS-involved children and families; assisting the local DCS Legal Division staff with child welfare-related matters; and attending case-related legal proceedings.

Mr. Littman’s role also incorporated a public-facing component. In this capacity, he engaged with members of the Jay County community and cultivated, oversaw, and maintained official relationships with public officials serving Jay County and the State of Indiana, employees of local law enforcement and healthcare agencies, and myriad individuals and entities invested in the provision of child welfare services. Referred to as “community partners” and “community liaisons”, such entities provide services to both DCS-involved families and those without DCS involvement. Through these relationships, Littman kept abreast of trends and available state and local resources that could benefit the children and families the DCS Jay County Office serves.

III. DCS-Firefly Contractual Relationship; Littman’s Engagement as a DCS Employee with Firefly

DCS has active contracts with Firefly for the provision of a variety of child welfare-related services, including, but not limited to, services related to adoption matters, intensive foster care placement, independent living, older youth, and collaborative care. All DCS-Firefly Children and Family Alliance contracts are publicly available via the Indiana Transparency Portal. It should be noted that no payments from DCS to Firefly are conditioned on or connected to service referrals DCS makes to the entity. Rather, DCS remits payments to Firefly for actual services rendered upon receipt of confirmation that services have been rendered.

As part of his official DCS duties, Mr. Littman engaged with Firefly in the manner below described:

- Mr. Littman reviewed a proposal Firefly submitted in response to a DCS Request for Proposals for community-based services. Firefly was the only respondent. Mr. Littman's one-time involvement, at the request of his then-manager, consisted of reading the submission and commenting whether the proposals met the DCS "Service Standards" requirements. (The referenced Request for Proposals is publicly available via the DCS Requests for Proposals Archive: <https://www.in.gov/dcs/providers-and-partners/current-requests-for-proposals/requests-for-proposals-archive/>.)
- Mr. Littman participated in child abuse prevention work groups with members of the Firefly Executive Leadership team. The work groups met every two (2) to three (3) months for three (3) to four (4) years. Work group discussions focused on measures to prevent child abuse.
- Mr. Littman approved Family Case Manager- and Family Case Manager Supervisor-recommended referrals of children/families to Firefly for services.
- Between 2022 and 2025, Mr. Littman worked with a community of child welfare professionals to implement Indiana's Framework for Prevention of Child Abuse and Neglect ("Framework"). The Framework provides a road map for the state and local communities to better support, empower and protect families. It is centered on primary prevention efforts, or services and interventions available to the general population, to prevent child maltreatment before it happens. One outcome of this initiative was the need for a Family Resource Center ("FRC")¹ in Jay County. Due to its experience with establishing, funding, and operating FRCs, Mr. Littman and others worked with Firefly to establish the Jay County FRC, which operates in conjunction with Firefly, Purdue Extension, IU Health Healthy Beginnings, and DCS. (For additional information, see: <https://strengtheninginfamilies.org/frc/jay/>).

¹Through its federally funded Family Resource Centers ("FRCs"), Firefly Children and Family Alliance offers free services to Indiana families, including food pantries, programs connecting county residents with recovery support and services, peer support services for parents, infant safe sleep education classes, infant brain development programs, child safety resources, and career counseling services. (For additional information, see: <https://fireflyin.org/programs-services/child-abuse-prevention/family-resource-centers/>)

During his DCS tenure, Mr. Littman did not participate in the negotiation or management of any DCS-Firefly contracts or agreements between any DCS-affiliated party and Firefly.

IV. Mr. Littman's Official Firefly Employment Duties

In December 2025, Mr. Littman began interviewing for a prospective employment opportunity with Firefly as the *Director – Community Partners for Child Safety*. Since assuming the role, Mr. Littman's official job duties have included:

- Managing the Family Resource Centers located within Delaware and Grant counties.
- Ensuing Community Partners for Child Safety Program² is meeting the DCS-outlined service standards.
- Training Firefly staff on effective child welfare best practices (i.e., communicating with community members, connecting families with resources, determining the community members' underlying needs).
- Performing child welfare-related field work (i.e., managing case workers/liaisons, visiting the homes of families, assessing families' needs, connecting families with services).
- Providing primary, secondary, and tertiary prevention services to avoid future abuse or neglect of children.
- Receiving and reviewing service referrals for prevention services from DCS, schools, medical providers, and community member self-referrals.
- Engaging and collaborating with community resources in each county toward prevention efforts. These entities include DCS local offices, hospitals, faith-based organizations, schools, First Steps, Head Start, and Healthy Families Indiana as well as FCRs.
- Managing and supporting community liaisons who work with families not currently involved in DCS cases. Ensuring liaisons use evidence-based practices to build skills and strengthen families through resources and support. Ensuring the prevention of child abuse and neglect.
- Managing and overseeing program budgets for the provision of abuse and neglect prevention services and efforts.

² The Firefly Children and Family Alliance Community Partners for Child Safety program provides primary, secondary, and tertiary child abuse and neglect prevention services in every region in the state of Indiana.

- Interacting with DCS staff to ensure prevention needs are met through the Firefly Community Partners for Child Safety Program.

V. Procedural History

On December 30, 2025, Mr. Littman, through DCS's Ethics Officer, sought an Informal Advisory Opinion from the Indiana Office of Inspector General on the application of the Indiana Ethics Code Post-Employment Restriction Rule and guidance on all other applicable Indiana Ethics Code provisions.

In its January 16, 2026 Informal Advisory Opinion, the Office of Indiana Inspector General advised:

- Indiana Code 4-2-6-11 (Post-Employment Restrictions) would not prohibit Mr. Littman from immediately working for Firefly upon leaving DCS.
- Mr. Littman likely has a conflict of interest under Indiana Code 4-2-6-9 (Conflict of Interest – Decisions or Voting) because he began employment negotiations (interviewed) with Firefly and because Firefly bills DCS for the services rendered pursuant to DCS service referrals. Mr. Littman was required to recuse himself from all decisions, votes, or related matters in which Firefly had a financial interest, notify the DCS Director of the conflict, and formally disclose the conflict by filing the Ethics Disclosure Statement and Conflict of Interest Screen.

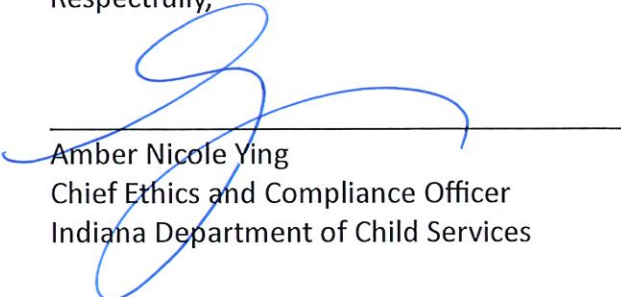
In compliance with the above guidance, through the DCS Ethics Officer, on February 11, 2026, Mr. Littman filed the *Ethics Disclosure Statement, Conflict of Interest – Decisions and Voting* and *Conflict of Interest Screen* with the Indiana Office of Inspector General. This document is included as *Littman Exhibit A*.

VI. Conclusion

Mr. Littman's ability to engage with the Jay County Family Resource Center will be beneficial to and consistent with the public's best interest, specifically delivering a positive impact on the state of child welfare and preventing child abuse and neglect. Over the tenure of his DCS career, Mr. Littman gained skills to strengthen Indiana families by using community engagement techniques, prevention efforts, and support mechanisms. Employing the same within the Jay County community will lessen the burden on state resources by reducing the number of DCS-involved cases, allowing DCS to focus on the direst situations.

The overall future benefit cannot be overlooked as prevention of child abuse and neglect is one of the most effective means to allow a community to thrive. Once child abuse and neglect have occurred, the effect on the child is irreversible, and can lead to problems in adulthood. Mr. Littman's continued strong emphasis on prevention efforts will contribute to better future outcomes for children and families across the state.

Respectfully,



Amber Nicole Ying
Chief Ethics and Compliance Officer
Indiana Department of Child Services

July 21, 2026

Date

Littman Exhibit A

*Ethics Disclosure Statement, Conflict of Interest – Decisions and Voting and
Conflict of Interest Screen*

RE: Littman, Justin_Conflict of Interest Declaration and Screen

From IG Info <info@ig.IN.gov>
Date Wed 02/11/2026 12:58 PM
To Ying, Amber <Amber.Ying@dcs.IN.gov>
Cc Littman, Justin <Justin.Littman@dcs.IN.gov>; Perrodin, Regan (IG) <RePerrodin@ig.IN.gov>

 1 attachment (193 KB)
Littman, Justin 2.11.26.pdf;

Good afternoon,

Please see the attached filed-stamped copy of Mr. Littman's ethics disclosure statement.

All the best,

Adam Garrigus
Paralegal
Office of Inspector General
315 West Ohio Street, Room 104
Indianapolis, IN 46202
(317) 232-3850
agarrigus@ig.in.gov

From: Ying, Amber <Amber.Ying@dcs.IN.gov>
Sent: Wednesday, February 11, 2026 11:48 AM
To: IG Info <info@ig.IN.gov>
Cc: Littman, Justin <Justin.Littman@dcs.IN.gov>
Subject: Littman, Justin_Conflict of Interest Declaration and Screen

Greetings!

Pursuant to the Indiana Ethics Code rule governing Conflicts of Interests Related to Decisions and Votes (42 Indiana Administrative Code 1-5-6, Indiana Code 4-2-6-9), attached please find the *Ethics Disclosure Statement, Conflicts of Interest - Decisions and Voting* form and Conflict of Interest Screen for Indiana Department of Child Services employee Mr. Justin Littman.

Please contact me directly with any questions or if additional information is needed.

Best -

Amber



Amber Nicole Ying | Chief Ethics and Compliance Officer
Indiana Department of Child Services
Ethics and Compliance Department
302 W. Washington Street, Room E306
Indianapolis, IN 46204
E: Amber.Ying@dcs.in.gov
T: 317.945.5528

Ignite hope. Cultivate joy.

Indiana Child Abuse and Neglect Hotline:

1-800-800-5556. If you suspect a child is being abused or neglected, call the hotline 24/7.

You can report abuse and neglect anonymously.





FEB 11 2026

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.

Page 1 of 2

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

For the duration of his DCS employment, Mr. Littman will not participate in any decisions or votes, or matters related to any decisions or votes, in which Firefly has a financial interest. This screen prohibits Mr. Littman from engaging in the following:

- a. Discussing, participating in, providing feedback on, or otherwise engaging in and influencing any decisions or votes, or matters related to any decisions or votes, related to Firefly.
- b. Participating in any formal and informal meetings and verbal and written communications in which decisions or votes, or matters related to decisions or votes, concerning Firefly are discussed.
- c. Discussing, recommending, instructing, and approving any referrals to Firefly, and causing the discussion, recommendation, instruction, and approval or any referrals to Firefly.
- d. Planning, creating, and participating in any events, curricula, or programs for the Jay County Family Resource Center, which is managed by Firefly.

For the duration of Mr. Littman's DCS employment all decisions or votes, and matters related to any decisions or votes, related to Firefly will be managed by the DCS Jay County Office Family Case Manager Supervisor.

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

Justin Littman

Date signed (month, day, year)

02.11.2026

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

Justin Littman

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

Amber Nicole Ying

Date signed (month, day, year)

02.11.2026

Printed full name of ethics officer

Amber Nicole Ying

Littman, Justin_Conflict of Interest Declaration and Conflict of Interest Screen - Notice

From Ying, Amber <Amber.Ying@dcs.IN.gov>

Date Wed 02/11/2026 11:40 AM

To Dorfmeier, Jennifer <Jennifer.Dorfmeier@dcs.IN.gov>

Cc Littman, Justin <Justin.Littman@dcs.IN.gov>

 1 attachment (252 KB)

Littman Justin_COI Disclosure and Screen (Submitted 2026.02.11).pdf

Greetings, Jennifer.

Compliance with the Indiana Ethics Code rule on Conflicts of Interests Related to Decisions and Votes (IC 4-2-6-9) requires a state employee who identifies a potential conflict of interest to notify their agency's appointing authority of the conflict and either request an advisory opinion from the State Ethics Commission on how to resolve the conflict or file a disclosure statement with the Indiana Office of Inspector General ("OIG") explaining the conflict.

Please accept this email as the official conflict of interest notification for Indiana Department of Child Services ("DCS") employee, Mr. Justin Littman, Local Office Director, Jay County Office.

Mr. Littman has accepted an offer of employment with Firefly Children and Family Alliance ("Firefly"). In his official DCS capacity, Mr. Littman has either submitted or supported the submission of service referrals to Firefly. Because Firefly is a DCS contracted service provider, a potential conflict of interest has been identified.

To control for this potential conflict of interest, a screen has been developed and implemented. For the duration of his DCS employment, Mr. Littman will not participate in any decisions or votes, or matters related to any decisions or votes, in which Firefly Children and Family Alliance has a financial interest. The screen is effective immediately.

The attached *Ethics Disclosure Statement, Conflicts of Interest - Decisions and Voting* provides specific details about the screen.

Best -

Amber



Amber Nicole Ying | Chief Ethics and Compliance Officer
Indiana Department of Child Services
Ethics and Compliance Department
302 W. Washington Street, Room E306
Indianapolis, IN 46204
E: Amber.Ying@dcs.in.gov
T: 317.945.5528

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July 31, 2026

To: Indiana State Ethics Commission

From: Elizabeth Green
General Counsel | Ethics Officer
Indiana Department of Workforce Development

Anthony Vespa
Member, Indiana State Workforce Development Board

Re: Formal Advisory Opinion Request / Anthony Vespa

Dear Commission Members:

We are writing as the Indiana Department of Workforce Development's (DWD) Ethics Officer and as a member of Indiana's State Workforce Development Board (State WDB), respectively. We are requesting a Formal Advisory Opinion from the Commission regarding Mr. Vespa's ability to serve as an unpaid special state appointee on the State WDB while owning – and being employed by – Vespa Group, LLC (Vespa Group); Vespa Group is a veteran-owned small business that has performed services as a contractor and subcontractor over the past decade and currently performs services as a subcontractor on multiple state projects.

On July 2, 2026, Mr. Vespa requested an informal advisory opinion from the Indiana Office of Inspector General (OIG). This request to the Commission is made on the July 15, 2026 recommendation of OIG as it relates to application of IC 4-2-6-10.5 – Conflicts of Interests Related to Contracts.¹

Background

A. State WDB Purpose and Membership

DWD was established under IC 22-4.1-2-1 as Indiana's designated state workforce agency responsible for administering multiple state and federal workforce development programs, including those in the Workforce Innovation and Opportunity Act (WIOA) of 2014 (29 USC 3101 *et seq.*). WIOA, at 29 USC 3111(a) and 20 CFR 679.110, requires each state's governor to establish a state workforce development board and outlines the requirements for board membership.

The State WDB's functions include the following: development, implementation, and modification of Indiana's WIOA State Plan; review of policies and programs, and recommendations on State action to align workforce development programs to support a comprehensive workforce development system; development and continuous improvement of Indiana's workforce development system as described by WIOA; development of State performance accountability

¹ Through its informal advisory opinion, the OIG confirmed Mr. Vespa does not currently have a conflict of interest related to decisions and votes. Mr. Vespa will monitor his future activities as a State WDB member to provide any notice and disclosure if required under IC 4-2-6-9(b).

measures; identification and dissemination of information on best practices as described in WIOA; development and review of policies affecting services provided through the State's one-stop delivery system, as defined by WIOA; development of strategies for technological improvements to facilitate access to, and improve the quality of, services provided through the one-stop delivery system; development of strategies for aligning technology and data systems across one-stop partner programs; development of allocation formulas to distribute funds for employment and training activities to local areas; preparation of performance reports as described in WIOA; and the development of a statewide workforce and labor market information system.

20 CFR 679.110 outlines criteria for the State WDB's composition of members appointed by the Governor. Among several required categories, membership must include a majority of representatives of businesses/organizations in the state. For the business representatives, members are to be owners, chief executive officers, or business executives with policy making or hiring authority; provide training opportunities for in-demand industries; and be appointed from a list of potential members nominated by Indiana business or trade associations and organizations. In addition, one business representative member must represent small businesses as defined by the U.S. Small Business Administration (SBA). Members that qualify under 20 CFR 679.110 are special state appointees who volunteer their time and resources to better support the State workforce.

The federal regulations also address codes of conduct and conflicts of interest for members of state workforce development boards. See 20 CFR 683.200.

B. Governor's Workforce Cabinet

In 2018, IC 4-3-27-3 established the Governor's Workforce Cabinet (GWC). Pursuant to a waiver received from the U.S. Department of Labor, the GWC served as Indiana's State WDB. Mr. Vespa was appointed by the previous administration to the GWC and served in that position from May 2018 until the GWC was dissolved by legislation in 2025.

C. Current State WDB

The State WDB was reconstituted under [Executive Order 25-77](#) (issued by Governor Braun on December 29, 2025), naming DWD as the administering agency for the activities and functions of the State WDB. Mr. Vespa was appointed to the State WDB for a four-year term, beginning April 1, 2026. Mr. Vespa serves as a technology business owner, which is an in-demand industry sector. While travel reimbursement is available to State WDB members, Mr. Vespa requested not to receive any travel reimbursement related to his service.

D. Vespa Group

Vespa Group was founded by Mr. Vespa in 2014 in Indianapolis, Indiana, and is a technology consulting firm that offers services in cloud solutions, data architecture and analytics, machine learning and artificial intelligence, enterprise applications, and staffing and resource management. Mr. Vespa is the sole owner of Vespa Group and shares in general profits of the business; Mr. Vespa is also a salaried employee of Vespa Group.

Vespa Group has been certified by the SBA as a veteran-owned small business. Indiana recognizes the importance of economic opportunity for veteran-owned small businesses in the State. IC 4-13-16.5-3.5 provides "a goal to procure in each state fiscal year at least three percent (3%) of state contracts with Indiana veteran owned small businesses." Indiana's continued support for veteran-

owned businesses was recently acknowledged through [Executive Order 26-17](#) (issued by Governor Braun on July 14, 2026).

Vespa Group is currently performing as a subcontractor to fulfill the following state projects:

Prime Contractor	State Contract #	Agency
GUIDESOFT INC	24237	FSSA-Procurement (00500)
COORDINATED CARE CORPORATION INDIANA	69655	FSSA-Procurement (00503)
LIBERTY BEHAVIORAL HEALTH CORP	36951	DOC, Central Office IGCS (00615)
ANTHEM INSURANCE COMPANIES INC	51705	FSSA-Bill To (00503)
ANTHEM INSURANCE COMPANIES INC	82034	FSSA-Bill To (00503)
CINCINNATI BELL TECHNOLOGY SOLUTIONS INC	14353	IOT (00067)
PCG-INDIANA INC.	38419	FSSA-Procurement (00497)
LIBERTY OF INDIANA CORP	41858	FSSA-Bill To (00497)
Deloitte Transactions & Business	53902	FSSA Medicaid Policy & Planning- 00503
CENTURION HEALTH OF INDIANA LLC	64083	STATE OF IN/DOC (00615)
COORDINATED CARE CORPORATION INDIANA	51706	FSSA-Procurement (00503)
ANTHEM INSURANCE COMPANIES INC	D9-24-BENEF-229	State Personnel Dept (00070)
ANTHEM INSURANCE COMPANIES INC	D9-24-BENEF-230	State Personnel Dept (00070)

Vespa Group's role in these projects generally consists of augmenting the prime contractors' project teams with Vespa Group employees. These contracts/subcontracts existed prior to Mr. Vespa's recent appointment to the State WDB.

The following list also includes those projects for which Vespa Group has been named as a subcontractor but is not necessarily performing (i.e. the role has ended, project has concluded, pending work, etc.), as reflected in the State's pay audit system; none of the Vespa Group contracts are with DWD or the State WDB²:

Vespa Group LLC	12967	SHI INTERNATIONAL CORP	70026	67	Ofc of Technology
Vespa Group LLC	19422	GLOBAL TEL LINK CORP	38061	615	Correction
Vespa Group LLC	19422	GLOBAL TEL LINK CORP	D12-19-17055	615	Correction
Vespa Group LLC	50667	BI INC	40620	621	Parole Division
Vespa Group LLC	54131	GUIDESOFT INC	24237	500	FSSA Family Resources
Vespa Group LLC	55310	COORDINATED CARE CORPORATION	18315	503	FSSA Medicaid Policy & Plan
Vespa Group LLC	55310	COORDINATED CARE CORPORATION	32139	503	FSSA Medicaid Policy & Plan
Vespa Group LLC	55310	COORDINATED CARE CORPORATION	51706	503	FSSA Medicaid Policy & Plan
Vespa Group LLC	55310	COORDINATED CARE CORPORATION	59655	503	FSSA Medicaid Policy & Plan
Vespa Group LLC	55310	COORDINATED CARE CORPORATION	59680	503	FSSA Medicaid Policy & Plan
Vespa Group LLC	58011	UNION SUPPLY COMPANY INC	42119	515	Correctional Industries
Vespa Group LLC	58011	UNION SUPPLY COMPANY INC	71071	515	Correctional Industries
Vespa Group LLC	58011	UNION SUPPLY COMPANY INC	D25-6-0978	515	Correctional Industries
Vespa Group LLC	59116	DELOITTE AND TOUCHE	58012	90	Revenue
Vespa Group LLC	66322	LIBERTY BEHAVIORAL HEALTH CORP	36951	615	Correction
Vespa Group LLC	69772	ANTHEM INSURANCE COMPANIES INC	51705	503	FSSA Medicaid Policy & Plan
Vespa Group LLC	77491	FUSION TECHNOLOGIES LLC	46973	495	Environmental Management
Vespa Group LLC	89103	PHOENIX DATA CORP	18979	500	FSSA Family Resources
Vespa Group LLC	90075	DELOITTE CONSULTING LLP	56358	501	Early Child Learning
Vespa Group LLC	90075	DELOITTE CONSULTING LLP	72918	235	Motor Vehicles
Vespa Group LLC	91310	WOOLPERT, INC	83590	67	Ofc of Technology
Vespa Group LLC	118431	CINCINNATI BELL TECHNOLOGY SOLUTIONS INC	14353	67	Ofc of Technology
Vespa Group LLC	222064	UNITED COLLECTION BUREAU INC	36762	90	Revenue
Vespa Group LLC	223759	FAIRFAX IMAGING INC	49028	90	Revenue
Vespa Group LLC	276706	PCG-INDIANA INC.	38419	497	FSSA Disability & Rehab Svcs
Vespa Group LLC	278588	RESULTANT LLC	A47-18-235-802	235	Motor Vehicles
Vespa Group LLC	297290	CATALIS PAYMENTS LLC	59726	61	Dept of Administration
Vespa Group LLC	338357	POWERSCHOOL HOLDINGS LLC	80283	700	Education
Vespa Group LLC	352877	BRITE SYSTEMS INC	23632	502	Child Services
Vespa Group LLC	352877	BRITE SYSTEMS INC	A93-8-18-HF-M0-4204	502	Child Services
Vespa Group LLC	379679	TD ADVERTISING	38404	61	Dept of Administration
Vespa Group LLC	385035	LIBERTY OF INDIANA CORP	41858	497	FSSA Disability & Rehab Svcs
Vespa Group LLC	394305	DELOITTE TRANSACTIONS & BUSINESS	53902	503	FSSA Medicaid Policy & Plan
Vespa Group LLC	395520	CENTURION HEALTH OF INDIANA LLC	54083	615	Correction
Vespa Group LLC	409560	BAMBOO HEALTH INC	56358	410	FSSA Mental Health & Addiction

² In 2017, Vespa Group also received an Indiana Economic Development Skill Enhancement Fund grant and EDGE tax credit.

On July 23, 2026, pursuant to recommendation of the OIG, Mr. Vespa filed a [Conflicts of Interest – Contracts Ethics Disclosure Statement](#), a copy of which is attached for your reference.

Request for Formal Advisory Opinion

We are seeking the Commission's review and formal opinion as to whether, based on these facts, Mr. Vespa can serve as an unpaid special state appointee on the State WDB consistent with IC 4-2-6-10.5. DWD respectfully requests this matter to be included on the agenda for consideration at the August 13, 2026 Commission meeting. If you have any questions or need additional information in the meantime, please feel free to contact me at 317-264-9886 or egreen@dwd.in.gov.

Sincerely,



Elizabeth Green
Indiana Department of Workforce Development
General Counsel | Ethics Officer



Anthony Vespa
Indiana State Workforce Development Board
Member

Attachment / Conflicts of Interest – Contracts Ethics Disclosure Statement



**CONFLICTS OF INTEREST – CONTRACTS
ETHICS DISCLOSURE STATEMENT**

State Form 53345 (R2 / 6-15)

OFFICE OF THE INSPECTOR GENERAL
IC 4-2-6-10.5

Mail to:

OFFICE OF INSPECTOR GENERAL

315 West Ohio Street, Room 104

Indianapolis, IN 46202

Telephone: (317) 232-3850

E-mail scanned copy to: info@ig.in.gov

☐ Check if you are making a correction to a previously filed statement.

A state officer, employee, or special state appointee may not knowingly have a financial interest in a contract made by an agency. The term financial interest is defined in IC 4-2-6-1. This prohibition, however, does not apply to an officer, employee, or special state appointee who (1) does not participate in or have contracting responsibility for the contracting agency and (2) meets the criteria in IC 4-2-6-10.5(b)(2) and (c)(1)-(5). One criterion is that the officer, employee, or special state appointee must file a written statement with the Inspector General before the officer, employee, or special state appointee executes the contract with the state agency.

The foregoing consists only of excerpts from IC 4-2-6-10.5. Care should be taken to review IC 4-2-6-10.5 in its entirety to ensure compliance with all criteria set forth in the statute. This disclosure will be posted on the Inspector General's website.

PART 1 – GENERAL INFORMATION

Last name Vespa	First name Tony	Middle initial J
Address of office (number and street, city, state, and ZIP code) 201 N. Illinois St, South Tower Suite 1600, Indianapolis, IN 46204		
Title or position within agency Board Member	Name of agency State Workforce Development Board	

PART 2 – CONTRACT

List the name for each entity (i.e. vendor, contractor, consultant, subcontractor, or subconsultant) in which you have a financial interest that has a contract with a state agency. Also, list the name of the state agency the entity is contracting with (use a different form for each contract).

Business name of entity Vespa Group LLC	Name of entity contact person (first name and last name) Tony Vespa
---	---

This contract was (check one):

- ☒ made after public notice and, if applicable, through competitive bidding; or
☐ not subject to notice and bidding requirements

If the contract was not subject to notice and bidding requirements, please provide the basis for that conclusion here.

FILED

JUL 23 2026

**INDIANA STATE
ETHICS COMMISSION**

Description(s) of Contract(s): (Describe the type of contract involved and the effective date and term of the contract if reasonably determinable.)

The company I own (Vespa Group) is currently listed as, and/or, performing as a subcontractor (Veteran Owned Small Business) on multiple state projects.

Please see the attached spreadsheet for the complete list as reported in the IDOA pay audit system.

Description of the Financial Interest: *(Describe in what manner the state officer, employee, or special state appointee expects to derive a financial interest from or otherwise has a pecuniary interest in, the above contract. State the approximate dollar value of the interest if reasonably determinable. Attach extra pages if additional space is needed.)*

My financial interest in Vespa Group consists of being an employee of the company as well as it's sole onwer.

ONLY COMPLETE PART 3 IF CONTRACT IS FOR PROFESSIONAL SERVICES

PART 3 – AGENCY CERTIFICATION

Approval of appointing authority

Being the _____ of _____
(Title of Appointing Authority) (Name of Contracting Agency)

I hereby affirm that no other state officer, employee, or special state appointee of _____
(Name of the Contracting Agency)

is available to perform those services as part of the regular duties of the state officer, employee, or special state appointee.

Signature of Appointing Authority

Date signed (month, day, year)

Name of Appointing Authority

PART 4 – AFFIRMATION

I submit this statement to the Inspector General pursuant to 42 IAC 1-5-7 (IC 4-2-6-10.5) to disclose my financial interest in a contract with an agency. This contract can be performed without compromising the performance of my official duties and responsibilities as a state officer, employee or special state appointee. I affirm that I do not participate in or have contracting responsibility for the contracting agency. I further affirm that the contract was made after public notice or competitive bidding, if applicable. I also affirm, under penalty of perjury, the truth and completeness of the statements made above and that I am the above named state officer, employee, or special state appointee.

Signature

Anthony J. Vespa

Date signed (month, day, year)

7/22/2026

Bidder ID	Bidder Name	Supplier ID	Supplier Name	Document ID	Business Unit	Description
35074	Vespa Group LLC	12987	SHI INTERNATIONAL CORP	70026	67	Otc of Technology
35074	Vespa Group LLC	19422	GLOBAL TEL LINK CORP	38061	615	Correction
35074	Vespa Group LLC	19422	GLOBAL TEL LINK CORP	D12-19-17055	615	Correction
35074	Vespa Group LLC	50867	BI INC	40620	621	Parole Division
35074	Vespa Group LLC	54131	GUIDESOFT INC	24237	500	FSSA Family Resources
35074	Vespa Group LLC	55310	COORDINATED CARE CORPORATION	18315	503	FSSA Medicaid Policy & Plan
35074	Vespa Group LLC	55310	COORDINATED CARE CORPORATION	32139	503	FSSA Medicaid Policy & Plan
35074	Vespa Group LLC	55310	COORDINATED CARE CORPORATION	51708	503	FSSA Medicaid Policy & Plan
35074	Vespa Group LLC	55310	COORDINATED CARE CORPORATION	88655	503	FSSA Medicaid Policy & Plan
35074	Vespa Group LLC	55310	COORDINATED CARE CORPORATION	89880	503	FSSA Medicaid Policy & Plan
35074	Vespa Group LLC	58011	UNION SUPPLY COMPANY INC	42119	515	Correctional Industries
35074	Vespa Group LLC	58011	UNION SUPPLY COMPANY INC	71071	515	Correctional Industries
35074	Vespa Group LLC	58011	UNION SUPPLY COMPANY INC	D25-6-0978	515	Correctional Industries
35074	Vespa Group LLC	59116	DELOITTE AND TOUCHE	88012	90	Revenue
35074	Vespa Group LLC	66322	LIBERTY BEHAVIORAL HEALTH CORP	38951	615	Correction
35074	Vespa Group LLC	69772	ANTHEM INSURANCE COMPANIES INC	61705	503	FSSA Medicaid Policy & Plan
35074	Vespa Group LLC	77491	FUSION TECHNOLOGIES LLC	46973	485	Environmental Management
35074	Vespa Group LLC	89103	PHOENIX DATA CORP	18979	500	FSSA Family Resources
35074	Vespa Group LLC	90075	DELOITTE CONSULTING LLP	56358	501	Early Child Learning
35074	Vespa Group LLC	90075	DELOITTE CONSULTING LLP	72918	235	Motor Vehicles
35074	Vespa Group LLC	91310	DELOITTE CONSULTING LLP	83590	67	Otc of Technology
35074	Vespa Group LLC	118431	CINNATI BELL TECHNOLOGY SOLUTIONS INC	14353	67	Otc of Technology
35074	Vespa Group LLC	222064	UNITED COLLECTION BUREAU INC	36782	90	Revenue
35074	Vespa Group LLC	223759	FAIRFAX IMAGING INC	49028	90	Revenue
35074	Vespa Group LLC	276706	POG-INDIANA INC.	38419	487	FSSA Disability & Rehab Svcs
35074	Vespa Group LLC	278588	RESULTANT LLC	A47-18-235-802	235	Motor Vehicles
35074	Vespa Group LLC	297280	CATALIS PAYMENTS LLC	59726	61	Dept of Administration
35074	Vespa Group LLC	338357	POWERSCHOOL HOLDINGS LLC	80283	700	Education
35074	Vespa Group LLC	352877	BRITE SYSTEMS INC	23632	502	Child Services
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