

**OCT 08 2026**INDIANA STATE  
ETHICS COMMISSION**Indiana Code § 4-2-6-11**  
**Post-Employment Waiver**

As the Appointing Authority, per Ind. Code § 4-2-6-1(a)(3), and Chief Administrative Officer of the Indiana Economic Development Corporation ("IEDC"), I am filing this waiver of the application of certain post-employment restrictions of the Indiana Code of Ethics as they may apply to Joshua Richardson, IEDC's President (hereinafter, "Richardson"), in his desired post-employment opportunity as the principal of JR Advisory Services, LLC, a newly formed consulting firm, which may include limited lobbying activity.

I understand that 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 and unless 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:**

**IC § 4-2-6-11(b)(1):** 365-day required "cooling off" period before a former state employee may receive compensation as a lobbyist. The other restrictions of the "cooling off" period under IC § 4-2-6-11(b) are not implicated by this prospective post-employment opportunity. Richardson is not requesting a waiver of IC § 4-2-6-11(c).

**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 President of the IEDC, Richardson's job duties did involve substantial decision-making authority over policies, rules, and certain contracts. Richardson's post-employment compensation will be paid exclusively by JR Advisory Services, LLC, a single-member consulting firm he formed to support his private-sector work. RAISE US, the prospective client that is the subject of this waiver, is not a party to any contract, incentive agreement, regulatory matter, licensing decision, or other discretionary action in which Richardson personally and substantially participated while employed by the State. For these reasons, the arrangement does not present a risk of undue influence, preferential access, or conflict of interest under IC § 4-2-6-11.

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

RAISE US is a nonpartisan, national nonprofit organization that partners with states, employers, training partners, and workers to help Americans make a successful transition to an AI economy. Its work focuses on workforce development and worker upskilling to prepare for and expand opportunities for workers in a changing economy. It is Richardson's intention and belief that RAISE US will engage JR Advisory Services, LLC, a consulting firm of which Richardson is the sole member. Richardson's work for RAISE US will consist primarily of program design and implementation. A portion of that work would include communication with Indiana state officials about pilot projects, private and philanthropic funding opportunities, employer partnerships, and related initiatives benefiting Hoosier workers. Because some of these communications could arguably constitute lobbying activity, Richardson is submitting this waiver request.

This request is limited to RAISE US as a client. Richardson understands that in the event other clients become interested in his services such that any post-employment rule may be implicated, Richardson will seek the advice of the Office of the Inspector General or the Indiana State Ethics Commission at that time.

- 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:**

Richardson's work for RAISE US may involve some contact with IEDC, as well as with the Indiana Department of Workforce Development ("DWD"), where Richardson served in several roles, including as Chief of Staff and, most recently, as Commissioner. That contact would relate to coordinating pilot projects and related initiatives and is not expected to involve matters in which IEDC has discretion to make decisions based on Richardson's work product. For 365 days following his separation from state employment, Richardson will not represent or advocate on behalf of any person or entity seeking a procurement, competitive solicitation, grant, contract, incentive, or other discretionary award or benefit from IEDC or DWD. Richardson will not participate in any particular matter in which he personally and substantially participated as a state employee, and will not disclose confidential information acquired during his state service.

Richardson's compensation for his work with RAISE US is not contingent on, and will not vary based on, any action or decision by IEDC, DWD, or any other state agency. RAISE US has no contracts, grants, or incentive agreements with IEDC, DWD, or any other Indiana state agency.

- 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:**

If the purpose of the one-year lobbying restriction is to prevent a former state employee from trading on relationships and access developed in public service for private gain, and to prevent the prospect of future compensation from influencing an employee's official conduct, neither concern is present here. As described in Section 3, Richardson's compensation does not depend on securing any state action. His client is a nonpartisan nonprofit who would work with the state only to the extent its mission aligns with the State's own priorities in workforce development, economic development, employer engagement, education and training, and preparing workers and communities for the opportunities and benefits of economic change driven by artificial intelligence. The waiver also leaves every other protection in place: Richardson will not seek any procurement, grant, contract, or other discretionary benefit from IEDC or DWD, will not participate in any particular matter from his state service, and will not use confidential information.

The communications this waiver would permit are the ones most likely to benefit Indiana. Richardson would work with RAISE US to help employers, educators, training providers, and the State of Indiana develop and test approaches that help individuals obtain the skills needed for jobs in the economy of the future. Those are the pilot projects, employer partnerships, and private and philanthropic resources described above. Applying the restriction here would not protect the State from undue influence, because none is at stake. It would instead limit the State's access to a person well positioned to help bring that work to Indiana and carry it out effectively. Granting the waiver extends the State's investment in Richardson's expertise rather than walling it off from Indiana's interests. It also supports the State's long-term ability to attract talented individuals into public service, by allowing experienced public servants to stay engaged with organizations serving related public purposes.

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

Richardson does not assert economic hardship as a basis for this waiver. It is Richardson's understanding that RAISE US's engagement of his firm, and the terms of that engagement, do not depend on whether this waiver is granted. The hardship from denial would fall instead on the State. Without a waiver, Richardson would need to avoid, for one year, any RAISE US communications with Indiana executive branch officials that could be considered "lobbying" under a broad definition, reducing the effectiveness and the benefit to Indiana of RAISE US's work here, as described in Section 4.

These factors support approval of the requested waiver.

**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.

      10/1/2026  
Alison Grand, Appointing Authority      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).

      OCT 01, 2026  
David Staples, Ethics Officer      DATE

**D. Approval by State Ethics Commission**

**FOR OFFICE USE ONLY**

Approved by State Ethics Commission

  
Katherine Noel, Chair, State Ethics Commission

10-8-26  
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](mailto:info@ig.in.gov)

*Upon receipt you will be contacted with  
details regarding the presentation of this*