

INDIANA STATE ETHICS COMMISSION

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

August 14, 2025

10:00 a.m.

Indiana State Library, Second Floor, Indiana Authors Room,
315 West Ohio Street, Indianapolis, Indiana 46202

Commission Member	Term Began	Term Ends	Appointing Authority
Katherine Noel, Chair	January 1, 2022	December 31, 2025	Governor
Corinne Finnerty	January 1, 2022	December 31, 2025	Governor
Sue Anne Gilroy	March 1, 2024	December 31, 2027	Governor
Rafael Sanchez	January 1, 2024	December 31, 2027	Governor
Robert Duncan	January 6, 2025	July 31, 2026	Governor

Public Meeting

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

II. Approval of Minutes of July 10, 2025

III. Consideration of Post-Employment Waivers

a. Indiana State Department of Agriculture – Katherine Nelson

Presented by ISDA Ethics Officer David Bausman

b. Indiana Department of Education – Adam Pitt

Presented by IDOE Chief of Staff Josh Garrison

c. Indiana Destination Development Corporation – David Buskill

Presented by IDDC Appointing Authority Amy Howell

IV. State Ethics Commission Director's Report

Join the meeting via livestream here ([https://teams.microsoft.com/l/meetup-](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZTNkMjc2MGYtM2EwMC00MDU5LTljNzAtMjU1OTJjYTM2NWVl%40thread.v2/0?context=%7b%22Tid%22%3a%222199bfba-a409-4f13-b0c4-18b45933d88d%22%2c%22Oid%22%3a%22b97cc08d-0b9a-473a-be07-5569c824969e%22%7d)

[join/19%3ameeting_ZTNkMjc2MGYtM2EwMC00MDU5LTljNzAtMjU1OTJjYTM2NWVl%40thread.v2/0?context=%7b%22Tid%22%3a%222199bfba-a409-4f13-b0c4-18b45933d88d%22%2c%22Oid%22%3a%22b97cc08d-](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZTNkMjc2MGYtM2EwMC00MDU5LTljNzAtMjU1OTJjYTM2NWVl%40thread.v2/0?context=%7b%22Tid%22%3a%222199bfba-a409-4f13-b0c4-18b45933d88d%22%2c%22Oid%22%3a%22b97cc08d-0b9a-473a-be07-5569c824969e%22%7d)

[0b9a-473a-be07-5569c824969e%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZTNkMjc2MGYtM2EwMC00MDU5LTljNzAtMjU1OTJjYTM2NWVl%40thread.v2/0?context=%7b%22Tid%22%3a%222199bfba-a409-4f13-b0c4-18b45933d88d%22%2c%22Oid%22%3a%22b97cc08d-0b9a-473a-be07-5569c824969e%22%7d)

[0b9a-473a-be07-5569c824969e%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZTNkMjc2MGYtM2EwMC00MDU5LTljNzAtMjU1OTJjYTM2NWVl%40thread.v2/0?context=%7b%22Tid%22%3a%222199bfba-a409-4f13-b0c4-18b45933d88d%22%2c%22Oid%22%3a%22b97cc08d-0b9a-473a-be07-5569c824969e%22%7d))

INDIANA
STATE ETHICS COMMISSION

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

Minutes of the
Indiana State Ethics Commission
July 10, 2025
At 10:00 am

Indiana State Library
Indiana Authors Room
315 West Ohio Street, Second Floor
Indianapolis, IN 46202

Commission Members Present:

Katherine Noel, Chair
Sue Ann Gilroy
Robert Duncan
Corinne Finnerty

OIG Members Present:

Regan Perrodin, State Ethics Commission Director
Adam Garrigus
Teresa Henson
Jared Prentice
Elaine Vullmahn
Will Deane
JJ Fajt

I. Call to Order and Establishment of Quorum

10:00 am

Katherine Noel calls the meeting to order.

II. Adoption of Agenda

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

Approved: 3-0; Commissioner Gilroy was delayed and unable to be present for this part of the meeting.

III. Approval of Minutes from June 12, 2025

Commissioner Duncan made a motion to approve the minutes. Commissioner Finnerty seconded.

Approved: 3-0; Commissioner Gilroy was delayed and unable to be present for this part of the meeting.

IV. Consideration of Post-Employment Waivers

- a. Consideration of Post-Employment Waiver for:
Indiana Department of Health – Amy Kent
Presented by Dr. Lindsay Weaver and Ethics Officer Erin Elam

Amy Kent, Dr. Lindsay Weaver, and Erin Elam were present and both were sworn in.

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

Approved: 4-0

- b. Consideration of Post-Employment Waiver for:
Indiana Commission for Higher Education – Greg Harrell
Presented by CHE Chief Operating Officer Michelle Ashcraft

Michelle Ashcraft was present, and Greg Harrell appeared via Microsoft Teams. Both were sworn in.

The Commissioner for Higher Education, Chris Lowery, could not be here today and designated Michelle Ashcraft to present the waiver which waives the cooling off period relating to lobbying.

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

Approved: 4-0

V. Consideration of Final Report In the Matter of Kurt Bensheimer Case No. 2024-03-0090

Regan Perrodin presented the final report on the matter to the Commission for their approval.

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

Approved: 4-0

VI. State Ethics Commission Director's Report

- a. 22s IAOs since the last meeting, most concerning post-employment and moonlighting.
- b. We are in the process of beginning to readopt Title 40 of the Administrative Code.
- c. As of July 10, 2025, State Ethics Committee meetings will be livestreamed to comply with recent statutory changes. Meeting recordings will be available on the OIG website for 90 days.

VIII. Adjournment

Commissioner Finnerty made a motion to adjourn; Commissioner Gilroy seconded.

Approved: 4-0

The meeting adjourned at approximately 10:15 a.m.



Indiana State Department of Agriculture

Governor Mike Braun

Lt. Governor Micah Beckwith, Secretary of Agriculture and Rural Development

Don Lamb, Director

IC 4-2-6-11

Post-employment waiver

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.



Indiana State Department of Agriculture

Governor Mike Braun

Lt. Governor Micah Beckwith, Secretary of Agriculture and Rural Development

Don Lamb, Director

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



Indiana State Department of Agriculture

Governor Mike Braun

Lt. Governor Micah Beckwith, Secretary of Agriculture and Rural Development

Don Lamb, Director

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 perspective 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.



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

Don Lamb

Don Lamb, ISDA Director

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

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.



Indiana State Department of Agriculture

Governor Mike Braun

Lt. Governor Micah Beckwith, Secretary of Agriculture and Rural Development

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 black ink that reads "Don Lamb". The signature is written in a cursive, flowing style.

Don Lamb
Director, Indiana State Department of Agriculture



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

August 4, 2025

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

Re: Designation Letter

Dear Commissioners:

I serve as Secretary of Education and am the appointing authority for the staff of the Office of Education, including my Director of English Learners and Migrant Education, Adam Pitt. I have submitted a post-employment waiver for Mr. Pitt for your consideration.

While I will be unable to attend the State Ethics Commission's meeting on August 14, 2025, I hereby designate Josh Garrison, Chief of Staff for the Office of Education, to present the above-referenced waiver on my behalf. Please feel free to direct any questions concerning the filing to Mr. Garrison.

Thank you for your consideration of this waiver request.

Sincerely,

Katie Jenner
Secretary of Education



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

Katherine Noel, Chair

Indiana State Ethics Commission

315 West Ohio Street, Room 104

Indianapolis, IN 46202

August 4, 2025

IC 4-2-6-11

Post-employment waiver

As the Appointing Authority of the Indiana Department of Education, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Adam Pitt in his post-employment with University of Wisconsin-Madison's Wisconsin Center for Education Research, which is the organizational home of the WIDA Consortium('WIDA'). Wida is a multi-state coalition of state educational agencies that acts in collaboration to research, design and implement a standards-based educational system.

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.





Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

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:

Mr. Pitt's job responsibilities did not involve substantial decision-making authority over policies, rules, or contracts with WIDA.

Mr. Pitt manages the English Learner and Migrant Education team with the IDOE. With this role he administers Title III, Title I part C, Refugee School Impact, and other English Learner and migrant-related grants to schools. Additionally, he monitors schools for federal English learner and migrant-related compliance indicators; leads English learner and migratory student-related policy, guidance, technical assistance, and professional development to Indiana schools; manages EL and migrant-related data collections; leads and participates in EL and migrant-related projects and initiatives across the department (i.e. accountability, graduation pathways, EL teacher licensure project, etc.)

Mr. Pitt's engagement with WIDA involved WIDA program implementation, including implementation of existing policies, rules, and contracts, of which he was not involved in developing or negotiating. Mr. Pitt helped facilitate the Professional Learning package that WIDA provides as part of its standard contract with states. Mr. Pitt and his team are a point of contact with WIDA for items like locations, registrations, and planning. WIDA assessments are managed by the assessment office at IDOE, however Mr. Pitt's team provides additional support to the assessment office and to the field on administering WIDA assessments for English learners. Lastly, Indiana has adopted the WIDA language development standards for English learners, and Mr. Pitt's team provides technical assistance to schools in their implementation. All of these roles are solely focused in the program implementation of the services WIDA provides. However, Mr. Pitt is not part of the team that decides what services IDOE will ask of WIDA.



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

Mr. Pitt was not in a position at IDOE to decide/vote for anything in which WIDA would have financial interest.

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

Mr. Pitt's new duties will be that of a State Relations Specialist at WIDA. He would be the point of contact for a select number of the 41 states/territories in the WIDA consortium (of which Indiana would not be included), supporting their needs in administering statewide assessments and standards. He would also participate in consortium-wide projects and initiatives such as student assessment research and professional development.

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 position would not require Mr. Pitt to work directly with IDOE or other Indiana agencies and would not involve matters where IDOE would have discretion to make decisions based on his work. He would work directly with a small group of other select WIDA consortium member states and contact with IDOE would be minimal to none.

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:

In the prospective employment, Mr. Pitt would continue to serve in K-12 public education, seeking to positively impact student outcomes. The prospective employment would be beneficial to other states around the country which are engaging in assessment development activities. Additionally, IDOE consistently collaborates with other states in implementing proficiency standards and assessments for grade K-12 students who are English-language learners. The experience and expertise gained while employed at the Indiana Department of Education will allow for enhanced development and support of these assessment tasks.



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

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

Mr. Pitt would very likely endure significant hardship if the request for waiver is denied. Mr. Pitt's role with the DOE is a managing role, with few opportunities for advancement of position and salary. This new role for Mr. Pitt would allow for a significant growth opportunity in his professional development. In addition, Mr. Pitt would incur economic hardship if the waiver were denied by limiting his opportunities for gainful employment with an employer that provides a benefit to the public. Lastly, these types of opportunities for positions where Mr. Pitt will not have a new role that has overlap with IDOE/Indiana work do not become available often.

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.

Katie Jenner 8/6/25
Dr. Katie Jenner 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).

Chris A. Gordon, on behalf of 8/6/25
Nicola Szarenski DATE



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

D. Approval by 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.*

INDIANA DESTINATION DEVELOPMENT CORPORATION



IC 4-2-6-11

Post-employment waiver

As the Appointing Authority of the Indiana Destination Development Corporation, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to David Buskill in his post-employment with Tyler Technologies.

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 David Buskill.

(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):*
- ☐ 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 Vice President of Partnership Development at the Indiana Destination Development Corporation, David's duties focused on promoting tourism and quality of life initiatives, coordinating and selling sponsorship opportunities, and overseeing digital and promotional sales.

INDIANA DESTINATION DEVELOPMENT CORPORATION

INDIANA

He had no decision-making authority over policies, rules, or contracts, and his role did not involve negotiating or awarding contracts or making regulatory decisions.

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

As a Sales Executive at Tyler Technologies, David will engage with state and local agencies to promote software solutions that enhance public service delivery. His responsibilities will include leading sales cycles, conducting demonstrations, and building relationships with agency leaders to support technological adoption. These duties are client-focused and do not involve lobbying activities directed at IDDC.

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 role will not involve contact with the Indiana Destination Development Corporation, as David's sales activities will target other state and local agencies. David's work at IDDC is unrelated to the software solutions offered by Tyler Technologies, ensuring no overlap.

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:

Yes, the prospective employment directly supports the public interest by advancing the use of technology to improve government operation, transparency, and community engagement. In David's role at Tyler Technologies, he will help Indiana agencies leverage technology to deliver efficient, transparent, and responsive services, aligning with the state's goals of modernizing public administration for the benefit of its citizens.

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

Denying the waiver would prevent David from accepting a position at Tyler Technologies. This role offers competitive salary and career advancement opportunities aligned with his skills. Without the waiver, he would face prolonged unemployment or be limited to less suitable roles, impacting his financial stability.

B. 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

INDIANA DESTINATION DEVELOPMENT CORPORATION

INDIANA

employee or special state appointee who obtains the waiver before engaging in the conduct that would give rise to a violation.

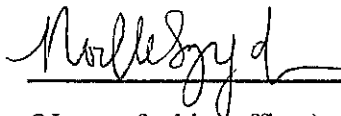


(Name of state officer or appointing authority)

DATE 8/8/2025

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).



(Name of ethics officer)

DATE 8/8/2025

C. Approval by State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission