



INDIANA DEPARTMENT OF TRANSPORTATION

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Indianapolis, Indiana 46204

PHONE: (855) 463-6848

Mike Braun, Governor
Lyndsay Quist, Commissioner

June 5, 2026

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

FILED

JUN 11 2026

INDIANA STATE
ETHICS COMMISSION

IC 4-2-6-11

Post-employment waiver – Chase Schneider

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 Chase Schneider (“Schneider”) in his post-employment with Burgess and Niple, INC, (“B&N”).

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:

Schneider currently serves as the Major Project Delivery Senior Project Manager for the Indiana Department of Transportation (INDOT). Schneider manages the day-to-day project development and has final say in financial, scoping, and schedule decisions.

Schneider has had some interactions with B&N while at INDOT. In his previous role as a project Manager in Seymour District, over three years ago, he made several decisions on requests for proposals and scoring for B&N. He also managed projects where B&N was the primary contractor. He frequently scored on the projects he managed and negotiated fees. He has not scored, invoiced, or been involved in contract negotiations with B&N since June of 2025; however, some of those contracts are still active.

Additionally, Schneider filed a notice of potential conflict and screening document regarding B&N on March 5, 2026, which has prohibited any contact or review of B&N's consulting work and from scoring Letters of Interest (LOIs) from B&N seeking work with the Major Projects Division. LOI scoring does not award any contract, it only reviews to ensure applicants are qualified to do the work they are bidding on.

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

In his post-INDOT employment, Schnieder will serve as an Alternate Delivery – Project Manager for B&N. In that role, he will manage projects for B&N. He will also oversee the developing of an alternative delivery program for B&N. This will consist of project delivery services for preconstruction and construction on future projects awarded to B&N.

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

INDOT relies on the private engineering and construction industry to design and build the state's transportation infrastructure. B&N 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, Schneider will be managing INDOT's projects where B&N is the prime or subcontractor to ensure compliance with INDOT specifications.

3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is possible to include matters where the agency has the discretion to make decisions based on the work of the employee:

B&N has over one hundred ten (110) active contracts with INDOT, state-wide. Schneider 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 Managers without an INDOT background.

Schneider and B&N understand that he cannot work on any project for B&N that he participated in while at INDOT. His INDOT work for B&N on pending projects will be limited to projects outside the Major Projects Division and the Seymour District and will not begin work on projects in the Major Projects Division or the Seymour District until new projects are awarded after his departure from INDOT.

4. Please explain whether the prospective employment may be beneficial to the state or the public, explicitly stating how the intended employment is consistent with the public interest:

Mr. Schneider has eleven (11) years of experience in the transportation engineering field, all with INDOT. Mr. Schneider'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. Schneider. Short of joining the executive team, there is no other higher or relevant position for Mr. Schneider 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. Schneider to either remain at INDOT or enter an entirely new field of engineering.

C. Signatures

1. Appointing Authority/state officer of the agency

By signing below, I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an employee who obtains the waiver before engaging in the conduct that would give rise to a violation.

Lyndsay Quist 6/5/2026
Lyndsay Quist, Commissioner DATE
INDIANA DEPARTMENT OF TRANSPORTATION

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 Devlin 6/5/2026
Chris Devlin, Ethics Officer DATE
INDIANA DEPARTMENT OF TRANSPORTATION

D. Approval by the State Ethics Commission

FOR OFFICE USE ONLY
Approved by State Ethics Commission
Katherine Noel 6-11-24
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.