



## INDIANA DEPARTMENT OF TRANSPORTATION

100 North Senate Avenue  
Room N758  
Indianapolis, Indiana 46204

PHONE: (855) 463-6848

Mike Braun, Governor  
Lyndsay Quist, Commissioner

April 24, 2025

FILED

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

MAY 08 2025

INDIANA STATE  
ETHICS COMMISSION

### IC 4-2-6-11

#### Post-employment waiver – Taylor Schwerling

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 Taylor Schwerling in her post-employment with WSP.

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:

Taylor Schwering has not engaged in policymaking, regulatory, licensing, or rule-making authority in her role at INDOT. However, she may have been in a position to make low level discretionary decisions affecting environmental compliance on transportation projects.

Ms. Schwering served as an Environmental Manager ("Manager") in the Seymour District at INDOT. Ms. Schwering's primary roles and responsibilities were to prepare and review environmental documents for transportation projects in accordance with the National Environmental Protection Act (NEPA) and obtain environmental clearance for transportation projects. Ms. Schwering was randomly assigned Programmatic Categorical Exclusion (PCE) documents to review for project compliance with INDOT-created guidance documents. Ms. Schwering did not choose what she reported up the chain, had no discretion in determining whether to report PCE review, and was not involved in enforcement.

Ms. Schwering estimates she has reviewed five PCEs, low level environmental documents, submitted by WSP in her INDOT career.

Ms. Schwering was not in a position at INDOT to decide/vote for anything in which WSP would have a financial interest.

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

Ms. Schwering will serve as the Environmental and Social Impact Assessment/NEPA Professional Environmental Planner (Planner) for WSP, a consulting firm that does business with INDOT. Her new position would be similar to her current role at INDOT in that she will work within the NEPA framework, but the role will differ as she will primarily work on NEPA in the context of the energy industry. Ms. Schwering will provide oversight to the development and review of documents for submittal to regulatory agencies or clients, which could include INDOT. Ms. Schwering would not engage in executive branch lobbying with WSP.

**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:**

WSP has or has had twenty-five (25) contracts with INDOT in the past two years. Ms. Schwering anticipates that she could have contact with INDOT personnel in the natural execution of environmental documents in transportation design projects, identical to any other Specialist providing services to INDOT. Ms. Schwering anticipates that her interaction with INDOT, if any, is likely to be as part of a consultant team hired by INDOT. She expects the majority of her work will be in the energy rather than transportation industry. However, Ms. Schwering has indicated that she will not work on any matters she previously worked on while employed 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:**

WSP is a wide-ranging professional services firm whose work includes energy, water, environmental and transportation projects. Ms. Schwering will primarily work in the energy field, but the company does engage in transportation work in Indiana. At some point, Ms. Schwering will likely assist the WSP team with environmental documents for INDOT. Not awarding a waiver in this situation would mean that a waiver is not awardable to Ms. Schwering for work at any other company that engages in any Indiana transportation work. Granting this waiver allows Ms. Schwering to remain in Indiana. Allowing Ms. Schwering to take a role at a company with whom she had minimal interaction as a State employee is consistent with the public interest.

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

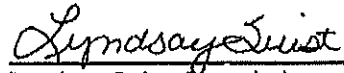
Within INDOT, there are few opportunities for advancement of position and salary for Ms. Schwering. She has limited experience outside of INDOT-related projects in her field and has found it difficult to find similar work since engineering firms tend to engage in transportation projects. Ms. Schwering will not be able to continue progressing her career without seeking external employment. As explained above, Ms. Schwering was offered employment by a firm that, among other work, also serves as a vendor in the transportation industry. Ms. Schwering has had minimal involvement with WSP, did not award any contracts, and did not oversee or sign any contracts. It

would be difficult to find another situation where Ms. Schwering could continue her career progression with such minimal impact on the agency.

**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

4/30/2025

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).

  
Alison Grand, Ethics Officer  
INDIANA DEPARTMENT OF TRANSPORTATION

4/30/2025

DATE

**D. Approval by the State Ethics Commission**

<b>FOR OFFICE USE ONLY</b>	
Approved by State Ethics Commission	
	5-8-25
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](mailto:info@ig.in.gov)

*Upon receipt you will be contacted with details regarding the presentation of this waiver to the State Ethics Commission.*



## INDIANA DEPARTMENT OF TRANSPORTATION

100 North Senate Avenue,  
Room N756  
Indianapolis, Indiana 46204

PHONE: (855) 463-6040

Michael Braun, Governor  
Lyndsay Quist, Commissioner

### ETHICS OFFICER DESIGNATION

I, Lyndsay Quist, Commissioner of the Indiana Department of Transportation ("INDOT"), under the requirements of the Indiana Ethics Code, Indiana Code § 4-2-6 *et. seq.*, hereby designate the following individuals as Ethics Officers for INDOT:

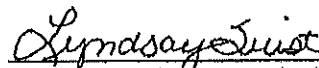
1. Alison Grand, Chief Legal Counsel
2. Michele Steele, Director of Compliance
3. Deborah Law, Senior Attorney

Each individual shall serve as the INDOT Ethics Officer for any INDOT ethics matter, with authority to file all documents, make all appearances, effectuate all representations, and make all waivers under the Indiana Ethics Code, within the authority allowable under law and rule, including under 42 IAC 1-5-1(d). These individuals shall exercise their authority in accordance with the requirements of the State Ethics Commission.

All previous designations of INDOT Ethics Officers are hereby revoked. This appointment, designation, and delegation are effective immediately and shall remain in effect until revoked or amended by the undersigned or his successor.

Upon the execution of this Ethics Officer Designation, the same shall be filed with the State Ethics Commission as required by 42 IAC 1-5-1(d).

By:



Lyndsay Quist, Commissioner

Date: April 3, 2025

FILED  
APR 03 2025  
INDIANA STATE  
ETHICS COMMISSION