



Mike Braun, Governor
Kyle Shipman, DVM, State Veterinarian

INDIANA STATE BOARD OF ANIMAL HEALTH

Office of the State Veterinarian
Discovery Hall, Suite 100
1202 East 38th Street
Indianapolis, IN 46205-2898
Phone: 317/544-2400

IC 4-2-6-11

Post-employment waiver

As the Appointing Authority of the Indiana State Board of Animal Health, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Sarah Simpson in her post-employment with the Indiana Corn Growers Association and the Indiana Soybean Association Membership and Policy Committee.

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:

Safeguarding Indiana's animals, food supply and citizens for more than 135 years.

An equal opportunity employer and provider.

- 1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:**

Sarah serves as General Counsel and Legislative Liaison for the Indiana State Board of Animal Health (BOAH). BOAH staff also provide administrative support for the Indiana Board of Veterinary Medicine (BVM).

Sarah participates in policy development discussions. Sarah does not have decision-making authority over policy but advises policy decision makers.

Sarah participates in rulemaking development projects, drafts rules and is responsible for guiding rules through the rulemaking process. Sarah does not have decision-making authority to adopt agency rules.

Sarah has no authority to negotiate or administer contracts. Sarah may provide legal advice related to the substance of a contract and review agency contracts for form and legality. Sarah has not signed any contracts for BOAH.

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

As Senior Director, Policy and Industry Affairs, Sarah will be responsible for the strategy and implementation of policy and public relations programs for the ISA and ICGA, with a focus on state policy initiatives and working with national organizations on federal policy. This includes cultivating relationships with government agencies, legislators, and industry leaders to advance the organization's mission. Sarah will lead the development and execution of strategic policy initiatives by monitoring legislative and regulatory trends and representing the ISA and ICGA to ensure that farmers' voices are heard. Sarah is also tasked with overseeing the Industry Affairs team and driving membership growth and retention by strengthening farmer engagement.

- 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:**

Sarah's prospective employment is not likely to involve substantial contact with BOAH or BVM. BOAH and BVM do not regulate Sarah's prospective employer, the Indiana Corn Growers Association and the Indiana Soybean Association Membership and Policy Committee. BOAH and BVM do not regulate crop production.

BOAH and BVM have no contracts with the Indiana Corn Growers Association and the Indiana Soybean Association Membership and Policy Committee.

- 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:**

Sarah Simpson's prospective employment would be beneficial to the state and public because she will bring to the new role insight and experience within Indiana agriculture and government affairs to organizations that are important to the lives of many Hoosier farmers. The experience and expertise Sarah gained while employed at BOAH will enable her to support Hoosier farmers and the state's agricultural economy.

Sarah's prospective employment does not involve, imply or present an appearance it was offered for the purpose of influencing her duties at BOAH. There are no conflicts of interest associated with her new role.

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

Denying this waiver request would impose an economic hardship on Sarah Simpson. The proposed role offers competitive salary and career advancement opportunities aligned with her skills and experience. Denial could impair the opportunity to further her career, and there are no advancement opportunities at BOAH that would offer similar growth or experience. Without the waiver she could be denied the role or be limited to a lesser role, potentially impacting her future financial prospects.

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.



Kyle Shipman, DVM, State Veterinarian

August 18, 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).


Gary L Haynes

Digitally signed by Gary L Haynes
Date: 2025.08.18 15:17:59 -04'00'

Gary L. Haynes, Ethics Officer

DATE

D. Approval by State Ethics Commission

FOR OFFICE USE ONLY	
Approved by State Ethics Commission	
	<u>9-11-25</u>
<u>James Cleveland, Chair, State Ethics Commission</u>	<u>Date</u>
<u>KATHARINE J. NIEL</u>	

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.*



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August 18, 2025

Indiana State Ethics Commission
Officer of Inspector General
315 West Washington Street, Room 104
Indianapolis, IN 46202

RE: Post-Employment Waiver for Sarah Simpson

Commission Members,

In my capacity as State Veterinarian for the Indiana State Board of Animal Health (BOAH), I hereby designate Gary Haynes, Chief of Staff and Ethics Officer for BOAH, as my designee to present the Post Employment Waiver for Sarah Simpson on my behalf.

Sincerely,

Kyle Shipman, DVM
Indiana State Veterinarian

August 18, 2025

Date