



## 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 -- Sacha Teague

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 Sacha Teague in her post-employment with United Consulting.

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 explicitly 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.

- 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:**

Sacha Teague has not had policymaking, regulatory, licensing, or rule-making authority in any of her roles at INDOT. However, she was for a short time in a position to make a discretionary decision affecting the management of a consulting contract.

Ms. Teague served as a Project Manager ("Manager") in the Greenfield District at INDOT. Ms. Teague's primary roles and responsibilities were to facilitate and manage projects in development up to five (5) years before construction, providing oversight and management of consultants. Ms. Teague, along with other Project Managers, was involved in the scoring of Letters of Interest, which included United Consulting.

Ms. Teague has been briefly involved with one past project with United Consulting. The Greenfield District assigns Project Managers to cases based on geography. The single project Ms. Teague briefly managed was one she inherited from another Project Manager, and it was reassigned to another Project Manager while the project was still pending. Ms. Teague had no involvement in choosing United Consulting for that particular project and her involvement was limited to exchanging project and development information. To the best of her knowledge, that was the only project assigned to her that was associated with United Consulting.

Ms. Teague was not in a position at INDOT to decide or vote for anything in which United Consulting would have a financial interest. Her last day at INDOT was April 25, 2025.

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

Ms. Teague will serve as a Project Manager for United Consulting. Her new position will be different from her current role at INDOT; she will take part in working with sub-consultants for the United Consulting Team Leader, mainly working behind the scenes on tasks for the engineer, upon completion of her twelve (12) month training period, assembling proposals and engineer's reports for local rather than State projects, updating the United Consulting Project Team Leader on the project development and assisting with invoicing. Very few of her future projects with United Consulting will involve INDOT. Ms. Teague would not engage in executive branch lobbying with United Consulting. Ms. Teague would be performing her job duties in Indiana.

- 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:**

United Consulting currently has twenty-four (24) active contracts with INDOT. In her new position, Ms. Teague will have little to no contact with INDOT; she will be working on local projects with United Consulting. Ms. Teague has indicated that she will not work on any matters she previously worked on while employed at INDOT or on new issues with INDOT in her role with United Consulting during the required periods outlined in the State Ethics Code.

- 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:**

United Consulting is a wide-ranging professional services firm whose work includes transportation, water resources, bridges, environmental and traffic engineering projects. This work includes projects for INDOT but also projects for local governments across the state.

Allowing Ms. Teague to take a role at a company with whom she had minimal interaction as a State employee is consistent with the public interest. Additionally, her future employment with United Consulting will primarily be assignments to local, rather than INDOT, projects.

- 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. Teague. Additionally, lives in Kokomo and currently commutes to Greenfield three days a week. With the pending changes to remote

work policies, it will soon become less feasible for Ms. Teague to continue in her current role. As explained above, Ms. Teague was offered employment by a firm in the transportation industry with whom Ms. Teague has had minimal involvement, to whom she did not award any contracts, and for whom she did not oversee or sign any contracts. Her future employment will be focused on local government projects rather than INDOT projects. It would be difficult to find another situation where Ms. Teague could continue her career progression with 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 conduct that would give rise to a violation.

Lyndsay Quist

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

Alison Grand, Ethics Officer

INDIANA DEPARTMENT OF TRANSPORTATION

4/30/2025

DATE

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

**FOR OFFICE USE ONLY**

Approved by State Ethics Commission

Katherine Noel  
Katherine Noel, Chair, State Ethics Commission

5-8-25  
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 N768  
Indianapolis, Indiana 46204

PHONE: (855) 483-8848

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:

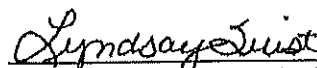
1. Allison Grand, Chief Legal Counsel
2. Michele Steele, Director of Compliance
3. Deborah Law, Senior Attorney

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