



Employment Contract

This Employee Contract (this "Agreement") dated this 1st day of January, 2021 between
Connections Case Management, LLC of 9165 Otis Ave. #217 Indianapolis, IN 46216
(the "Employer")

AND

Courtney Charboneau, RN
(the "Employee")

Qualifications:

Per 460 IAC and DDRS policy, contract employee is required to maintain the following:

1. CPR Certification
2. Annual Negative TB test
3. State of Indiana Nursing License
4. Verification of Education
5. Verification of Criminal History
6. State of Indiana valid Operator's license

Expectations:

This position is an as needed consultation for Connections Case Management, LLC and individuals served on HCBS Waivers by Connections Case Management, LLC. Consultation is expected for a minimum of 50 hours and not to exceed a maximum of 70 hours annually.

1. Provide review of high-risk plans written by Connections Case Management, LLC staff, providing review and additional health care resources as applicable while encouraging communication among all health care providers involved.
2. Provide general wellness education or training as it relates to individuals served or employees one time annually at Connections Case Management, LLC's company meeting and as needed on an individualized basis.
3. Participate in quarterly Compliance meetings.
4. Complete minimum training requirements to meet 460 IAC regulations.
5. Maintain all qualifications as necessary for employment.

Conflict of Interest:

Employee should indicate whether the employee has an economic interest in, or acts as an officer or a director of, any outside entity whose financial interests would reasonably appear to be affected by employment with Connections Case Management, LLC. The employee should also disclose any personal, business, or volunteer affiliations that may give rise to a real or apparent conflict of interest.

Connections Case Management, LLC adheres to all State of Indiana policies regarding conflict free case management and upholds our Code of Ethics regarding all hiring processes and solicitation. It is an obligation of all employees to declare any potential conflict of interest throughout employment at Connections Case Management, LLC.

Employee certifies that no current conflict of interest exists on this date. Employee further consents to disclose any conflict of interest should it arise through the duration of contract.

Confidentiality:

Employee will adhere to all Connections Case Management, LLC and State of Indiana DDRS' privacy and confidentiality policies and procedures including HIPAA. Employee will complete required ANE, HIPAA and Human Rights trainings annually. Employee will maintain all confidential information on Connections Case Management, LLC hardware/software, password protected.

Compensation:

Employee will be compensated \$2400.00 annually for 50-70 hours of annual consultation. Employee compensation is comprehensive in this contract and employee does not qualify for additional full time or part time compensation or benefits.

Employer and Employee enter into this agreement under all terms and conditions.

Michele Lohmeyer/CEO

1/10/2021

Managing Owner/"Employer"

Courtney Charboneau

Courtney Charboneau/"Employee"