

IPMG Board of Directors



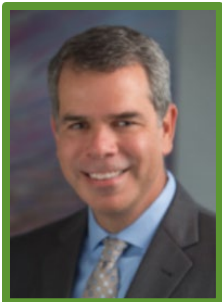
Karen D. Brummet, CEO, Board President

Co-Founder and Member of the Board of Indiana Professional Management Group, Inc. (IPMG), the sole state contracted provider since 2006- 2012 of developmental disability-related case management services for the Indiana Home and Community Based Services waiver program. I have a long-term working partnership with the Indiana Family and Social Services Administration (FSSA) and the Division of Disability and Rehabilitative Services (DDRS). Hands-on experience in all aspects of executive and operational management, including but is not limited to strategic business planning, policy and systems development/ implementation, and financial management. Energetic, conscientious, and accomplishment-driven with an excellent work ethic, strong leadership qualities, and a dedication to the company's success and the individuals served.



Ann Robertson, Board Secretary

Ann graduated from Ball State University with a Bachelor of Science in Special Education. She completed a certificate in Vocational Instruction for the Disabled from Georgia Southern College through the Masters of Science in Education program. Ann has worked in the disability field since 1978. In 2006, Ann became one of the founders of Indiana Professional Management Group (IPMG), supporting the expansion of case management services for Indiana's Home- and Community-Based Services waiver program. Ann provided mentoring and advising support in leadership development, special projects, accreditation, strategic planning, operations, political and legal functions within the organization. Ann served on the INARF Board of Directors, DDARS Advisory Committee, and the CM Innovation Work Group before retiring from IPMG in January 2018. Ann currently is a member of IPMG's Board of Directors, serving as Secretary and supporting the continued growth of this outstanding organization.



Mark Flinchum, Board Member

Mark is a partner in Katz, Sapper, and Miller's Business Advisory Group. His expertise includes strategic tax planning, business analysis, and structuring. Mark is a member of the firm's Transportation Services and Manufacturing and Distribution Services Groups and is partner-in-charge of the ESOP Services Group. He is frequently a contributing author to firm publications and transportation and ESOP industry trade publications. Mark is a regular presenter on ESOP issues and in the manufacturing, trucking, and hospitality industries.

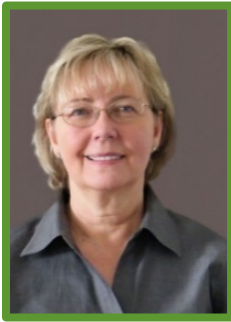


Brian Souders, Board Member

Brian earned his Bachelors of Science in Risk Management and Finance through Ball State University. He is currently a Senior Risk Advisor at Gibson Insurance, an independent ESOP firm. He is an active member of the Indiana Chapter of The ESOP Association. Brian has a passion for helping organizations bring clarity around strategic, business, and hazard risk exposures. He works with leadership teams to identify risk and provide solutions. Brian is also an Advisory Board Member to the Nine Star Connect Operation Round-Up Program.

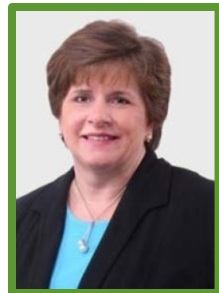
1305 Cumberland Ave, Suite 225, West Lafayette, IN 47906

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Chris St. Paul, Board Member

Chris is a founder and former owner of IPMG and past President of the IPMG Board of Directors. She was employed in the field of Medicaid and disability services, both for the Family and Social Services Administration and in the private sector, from the 1960s through her retirement in 2014. As an administrator for IPMG, Chris was involved in multiple aspects of executive and operational oversight, including district management, strategic business planning, marketing, policy, systems development, and financial oversight. Some of her key activities on behalf of the company included: membership on the FSSA's Division of Disability and Rehabilitative Services (DDRS) Advisory Committee; collaboration with IPMG's legislative liaison to build disability awareness and the company's presence among Indiana lawmakers; creation and oversight of the company's public relations and marketing division; and, participation in local and national disability advocacy organizations. Chris attended Indiana University and held a Bachelor of Social Work degree and a Graduate Certificate in Public Management from the School of Public and Environmental Affairs. She continues to serve on the IPMG Board of Directors and the boards of several non-profit organizations.



Sharon Hearn, Board Member

Sharon is a partner with the Indianapolis law firm of Krieg DeVault LLP. She dedicates her practice to advising clients on qualified defined contribution plans, executive compensation, and employee stock ownership plan matters. Sharon has worked on dozens of ESOP transactions that involved both public and private companies. She also has substantial experience working on ESOPs sponsored by S corporations. Ms. Hearn works with all issues surrounding ESOPs and their sponsors and fiduciaries, including designing and implementing equity and non-equity-based incentive plans, fiduciary matters, and plan administration issues, including allocations, distributions, and diversification.



Larry Smith, Board Member

Larry is the Founder & President of Leading-Edge Advisory Firm (LEAF LLC), a consultancy that he founded in 2009. LEAF helps academic, non-profit, for-profit, and faith-based organizations improve their efficiency and effectiveness in areas including, but not limited to, Board Development, Feasibility Studies, Strategic Planning, Organizational Development & Effectiveness, Fund Development, Market Research and Analysis, Leadership Development, and Succession Planning. Beginning his career at Cummins Inc., Larry acquired experience in a variety of leadership positions, most recently as Director of Corporate Strategy. He has served as Senior Vice President of Organizational Advancement & Strategic Planning with the YMCA of Greater Indianapolis, Director at the Lilly Family School of Philanthropy at Indiana University, and Deputy Director of Civil Society Programs for Hudson Institute. Larry is the former Managing Director of Indiana University's Randall L. Tobias Center for Leadership Excellence, which seeks to transform the practice and theory of leadership across sectors.

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