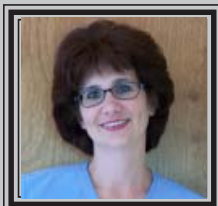


# Corporate Management Team



## Karen Sue Owens, President and Chief Executive Officer

With over 22 years with the Agency, Karen was selected to become Lifesteps' President and Chief Executive Officer July 1, 2003. Under Karen's leadership, the Agency has grown to include 47 Community Homes, and seven program centers. Karen's focus is presently on the Agency's future, through a Comprehensive Quality Initiative (CQI) including strategic planning and a web-based management assessment system. Karen, her husband Harry, son Carson, and daughter Corey live in Mars.



## John Eyth, Chief Financial Officer

John joined Lifesteps in Spring of 2008. John has a Bachelor of Business Administration Degree in Accounting from The University of Mary Hardin-Baylor. He is a CPA, CMA, and a CFM with 14 years of accounting and finance experience as a Controller/CFO. John resides in Chicora with his wife, Antonette, and two children.



## Linda McGiffin, Senior Vice President, Program Development, & Children and Family Services

Linda joined the organization 29 years ago and is responsible for the Agencies Program Development. She also oversees the Service Delivery and Program Management for Children and Family Services. This includes the development, regulations, licensing, and administration of the programs as well as development of new programs. Linda and her son Ben live in Zelenople.



## Joanne Hartle, Program Operations Officer

Joanne has been with Lifesteps for over 19 years. She began working as the Latch-Key Coordinator and up until April 2005 was responsible for the management of Lifestep's Children & Family Services. As Program Operations Officer, Joanne serves as Lifesteps' HIPAA Privacy Officer and is also responsible for enhancing the Agency's programs through quality initiatives, grantwriting, and legislative Advocacy. Joanne and Her husband, Dennis, reside in Butler.



## Chris Duckett, Vice President, Human Resources

Chris joined lifesteps in 2009 and is responsible for the direction of the Human Resources department. Chris oversees staff recruitment, retention, training, employee benefits, licensing compliance, as well as employee relations and labor issues for Lifesteps nearly 600 employees. Chris, his wife, Heather and son, Wyatt have relocated to the Butler area from Atlanta, GA.



## Michael Smith, Vice President, Adult MR Services

Michael joined Lifesteps in Spring of 2008 and brings a wealth of knowledge in program management and quality assurance. Michael has held leadership positions for agencies in Southwestern PA while supporting individuals academically, vocationally, residentially and at Adult Training facilities. Michael is responsible for overseeing all Adult MR programs, including but not limited to policies and procedures, licensing, HCSIS/ Incident Management, State and County monitoring, training, budgets, contracts, and advocating for quality services for individuals. He resides in Pittsburgh with his wife Chimene and daughter Sydney.



## Joan Miller, Vice President, Development

Joan formerly worked with the Agency in the late 80's when it was Easter Seals and returned 5 years ago. She is responsible for focusing on the growth and advancement of the Agency through development and public relations activities. Joan also oversees the Community Relations Department including fund raising, marketing, and community cultivation. Joan has over 32 years of experience including retail management, development/fundraising, public relations and marketing ,and commercial banking. She resides in Butler with her husband, Gerald.



## Bill Poutous, Vice President, Operations

Bill joined the Agency in 2009 and is responsible for the Agency's facilities; both the oversight of Buildings & Grounds as well as coordinating any facility changes, updates, repairs, purchases, leases, and more. Bill has over 20 years of experience in the management and development of facilities and brings a wealth of knowledge to the Operations department. He lives in Bethel Park with his wife and one daughter and has another daughter who resides in Washington D.C.

**CMT has over 75 years of combined service to Lifesteps!**