



**Richard Maye, Senior Associate,** brings over 30 years of senior level management and administration experience. Mr. Maye's past experience spans the health and human service field in positions including chief financial officer, chief operating officer, and chief executive officer. He currently serves as Executive Vice President of Finance & Operations for International Phoenix Group.

Prior to his current position, Mr. Maye served as Executive Director of a neurosurgery/neurology practice, CEO of a multi-program outpatient rehabilitation center, and Senior Vice President of Finance and Operations for a national foster care organization.

Mr. Maye offers clients extensive experience in developing innovative solutions to complex problems. His solutions have been responsible for the financial turnaround of three failing organizations. Additionally, as Chief Executive Officer of a multi-program rehabilitation center, Mr. Maye held primary responsibility for the successful development and implementation of marketing and strategic plans that resulted in double the number of patient visits in some programs within two years.

Professional Highlights

- Current Executive Vice President of Finance & Operations for International Phoenix Group
- Former Executive Director of a neurosurgery/neurology practice
- Former CEO of a multi-program outpatient rehabilitation center
- Executive Vice President of Human Resources and Support Services for a national foster care organization

Areas of Expertise

- Accreditation surveys, including JCAHO, COA, and CARF
- Marketing and strategic plan development
- Mergers and acquisitions
- Capital formation
- Regulatory compliance
- Organization analysis and design

In his career, Mr. Maye has undergone a number of accreditation surveys, including JCAHO, COA, and CARF. These surveys took place in treatment environments that included acute care in patient hospitals, foster care, and rehabilitation services.

Mr. Maye earned a Bachelor's degree in Business Administration from Tiffin University in Tiffin, Ohio and a Master's degree in Business Administration from the University of Dayton in Dayton, Ohio. He has served as an adjunct faculty member for Tiffin University, instructing a variety of business courses at both the undergraduate and graduate level.