# Table of Contents

## The Inperium Story
- Make It Happen: Our Mission, Vision, & Values 3
- Overview of Inperium Inc. 4
- Our Brand History 5
- The Inperium Logo 6

## The Inperium Timeline
- Timeline of Affiliates from 2016 to Today 8

## The Inperium Constellation of Affiliates
- Current Affiliate Organizations 10
- Geography of Affiliate Organizations 11
- Management Services: Highlighted Shared Services Offerings 12

## A Message From Our Founder 13

> Everything is achievable –  
> *Enriched services, a strong financial balance sheet & for the first time...  
> **Affiliations without concession** –  
> *Through partnerships, opportunities, scale and creativity.*  
>
> – Ryan Smith, CEO & Founder, Inperium Inc.
THE INPERIUM STORY
MAKE IT HAPPEN
OUR MISSION, VISION AND VALUES

Mission:
Inperium creates opportunities for advancement and innovation to service-oriented affiliates to further their missions by providing a platform of value added services and partnerships.

Vision:
To be recognized as a constellation of entrepreneurial Organizations using our collective talent and systems to enhance & sustain Affiliates’ Mission and Values.

Core Values:
We are committed to Make It Happen through: Collaboration, Excellence, Transparency, Diversity, and Innovation

More information on our mission and values can be found at www.inperium.org/ourvalues
Inperium is a Pennsylvania non-profit corporation headquartered in Reading, Berks County, Pennsylvania. Inperium is the sole member of non-profit agencies that provide substance abuse, mental health, intellectual disability, and other health-related supports and services.

Founded on the belief that organizations do not need to sacrifice their mission and culture to grow, the Inperium Affiliation model was established. When an organization affiliates with Inperium, it does not merge with Inperium. It remains the same legal entity that it was prior to the affiliation.

An organization retains:
- Its name - its mission - all of its assets - its management & its employees.

Inperium was established to support and oversee its affiliated companies to assure that quality services and continuity of care are consistently provided to all individuals in a way that makes efficient use of available public funding.

Inperium is both a 501(c)(3) and Type II supporting organization under Section 509(a)(3)
OUR BRAND HISTORY

Shown on the left is a photo display illustrative of the genesis for the logo of Inperium. Each image was an effort to symbolize the work being done by Inperium.

During the development stages of the logo – beginning in early 2016 – we drafted 11 different abstract versions of a symbol that would help us to convey how “Inperium” should be perceived through its logo.

At the 7th variation, counting left to right across the apex, you can begin to see the “hive” concept taking shape & evolving. Finally at the 10th version we begin to perfect the logo and established the final characteristics of the abstract “R” & the font size/type. We finally ended on the 14th attempt – which is what you know today as the Inperium logo.
THE INPERIUM LOGO

The logo for Inperium, Inc. suggests that our world is imaginative and comprised of many layers, full of the numerous prospects, associations and connections that need to be practical, poised and all working in synchronization if our utility is to be meaningful; translated in Latin the meaning of the word Inperium represents command, mastery & order.

The need for this utility is represented with the abstract rings creating a realm that calls to mind a hive, galaxy or collection all working in unison with the fulcrum of the logo represented by the abstract R functioning as the unifying support axis reflecting the stability, forte and coordination that Inperium, Inc. brings to its affiliated organizations.

The word Inperium is the foundation on which the realm is situated & acts as the asset that supports the logo. This foundation provides the organizations it supports to function at their highest levels of productivity and meet whatever systemic challenges are encountered.
THE INPERIUM TIMELINE
TIMELINE OF AFFILIATES FROM 2016 TO TODAY

- **2016**
  - Inperium Inc.
  - Supportive Concepts For Families Inc.
  - Community Prevention Partnership Inc.
  - Person Directed Clinical Services, LLC
  - Fortis Holdings, Inc.
  - Harmonycrest Personal Care Services, LLC
  - Fortis Housing Services, LLC
  - S Automotive & Fleet Services, LLC
  - Sustainable Energy & Lighting Solutions, LLC

- **2017**
  - Apis Management Services, Inc.
  - Edison Court, Inc.
  - Youth Services Agency, Inc.
  - The Children’s Home of Reading, Inc.
  - Inperium of New Jersey, Inc.
  - Affinity Forensic Services, LLC
  - New Horizon Treatment Services, Inc.
  - CHOR Youth & Family Services, Inc.
  - Inperium Management Services, Inc.

- **2018**
  - Anchors- From Carol, Inc.
  - HoneyThrive, Inc.
  - Alvarium Personal Care, LLC
  - Crossroads Programs, Inc.
  - Ocellus Tech, Inc.
  - Our Own Home, LLC
  - Brereton Manor, LLC
  - Hawthorne Personal Care, LLC
  - and more to come!

- **2019**
  - Alvarium Healthcare, Inc.
  - Inperium of New York, Inc.
  - Wake Enterprises, Inc.
  - South Jersey Behavioral Health Resources, Inc.
  - Alternative Consulting Enterprises, LLC
  - Guidance Center of Camden City Development Corp.
CURRENT AFFILIATE ORGANIZATIONS

Supportive Concepts for Families, Inc.
Community Prevention Partnership
South Jersey Behavioral Health Resources
SELS Sustainable Electric & Lighting Solutions LLC
New Horizon Treatment Services
Alvarium Personal Care
Edison Court Management Services
Alvarium Healthcare
Wake Enterprises
Harmonycrest Personal Care Services
Automotive & Fleet Services
The Children’s Home of Reading
Crossroads Programs
PDCS Person Driven Clinical Solutions
SafeGuards Foster Care
Alternative Consulting Enterprises, LLC
Outpatient Services
Cellus Tech Innovations & Services
Anchors from Carol
GEOGRAPHY OF AFFILIATE ORGANIZATIONS
MANAGEMENT SERVICES:
HIGHLIGHTED SHARED SERVICE OFFERINGS

 Auditing – Payroll – Time & Attendance  
 Employee Recruiting – Tax Services  
 Employee Training – HR Management and much more!

 Advice – Agreements – Appeals  
 Contracts – Leases  
 Corporate Documents – Legal Notices and much more!

 Electrical, Security & Fire Systems  
 Energy Efficiency Power Upgrades  
 Power Conditioning – Lighting  
 Electric Rebates/Incentives

 Automotive Repair & Fleet Services  
 Full Diagnostics – Oil Change  
 Air Filters – Brakes – Battery Service  
 OPEN TO THE PUBLIC

 Vendor Management & Procurement  
 Remote & On-site Help Desk Support  
 Managed Backups of IT Resources & Data  
 Network Design, Security – and much more!
A MESSAGE FROM OUR FOUNDER

To understand the beginnings of Inperium I need to share a little background about Inperium’s first affiliate Supportive Concepts for Families.

Around 2013, there were concerns about Supportive Concepts’ ability to meet its current and future challenges. We had a growing waiting list for our services that required capital investment, our IT and other systems needed updating & maintenance, and the employee benefits needed to be upgraded. At the same time, the reimbursements for our services were changing.

In 2014 it was clear that we needed to grow substantially in order to obtain the capital we needed & to reduce the costs of providing our services through greater economies of scale.

We entered into serious discussions with several different potential partners & although each of these potential partners were very interested in a merger or acquiring us, we declined.

Their methodologies offered different advantages and disadvantages. There was one fundamental problem common to what they all offered, they required that WE become THEM & essentially wanted us to merge into them. As a result, we would compromise our mission, sacrifice our name & culture, and, I also suspected that many of our employees would lose their jobs due to their cost-cutting measures to create savings.

This approach was contrary to our vision and would have been detrimental to the people in our services, the Communities in which we operate, our employees & our other stakeholders.

I thought there must be a better way.

A way to accomplish the economies of scale and other advantages that would allow us & similarly situated organizations to thrive in a changing environment without sacrificing what we & they – YOU – are all about.

Inperium was created to provide a way to accomplish this.
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