



AUBREY NOLTEMAYER

Consummate Collaborator

By Symone C. Skrzycki

It's not every day that the realms of art and workers' compensation converge. But for Aubrey Noltemeyer, a senior partner at full-service business and litigation law firm Kightlinger & Gray, LLP, the two are intertwined when she collaborates with the Indiana Chamber on its annual Workers' Compensation Conference.

Among her roles is working with her team at Kightlinger & Gray in Indianapolis to drive content development and line up speakers. She also educates attendees by sharing her knowledge via engaging presentations.

"I try to make them as interactive, fun and entertaining as possible," she remarks. "One thing I love about the Chamber is they give me the space to be creative and light – even with a serious topic. In my law world, I don't often have the opportunity to use that creative, artistic side of my personality.

"I've done a bingo game. I've linked songs to my presentations. I like for the audience to feel like, 'I know where we're going. I see

what she's doing,' so they don't feel trapped within the presentation. It makes it fun."

Kightlinger & Gray, which has offices in Indiana and Kentucky, has served as the title sponsor of the Indiana Workers' Compensation Conference since 2020.

"We jumped at the opportunity to be the title sponsor because it would give us the opportunity to meet directly with the business professionals that are handling complicated workers' compensation issues as well as give us a chance to talk about things in a very high-level way with the people that are actually implementing them," Noltemeyer shares. "And it gives us a direct conduit to current and future clients in a unique way."

Timely, tangible material

Each year, Noltemeyer aims to design a "personalized conference" for attendees.

"We love the opportunity to get to create the content and choose timely topics," she emphasizes. "In COVID times, for instance, we were talking specifically about 'hot' COVID issues. And when the Indiana Legislature updates the Indiana Workers' Compensation Act (for instance) and there's new legislation coming out, we have the opportunity to directly address that. Properly handling state forms is

another important one. Failure to understand how those forms need to be filed, where they need to be filed and when they need to be filed directly impacts the amount of damages owed.”

Jennifer George, Indiana Chamber vice president of business education and events, adds, “One of the things I appreciate is that Aubrey and Kightlinger & Gray include a session on the impact of mental and emotional health on workers’ compensation led by a mental health professional. It’s an interesting, relevant and valuable topic to cover.”

Passion for problem solving

In 2001, Noltemeyer earned a degree in government and economics from Centre College, a private liberal arts college in Kentucky. Shortly after graduating from Valparaiso University School of Law three years later, she joined Kightlinger & Gray.

“One thing I’m particularly proud of is that I’ve been with the firm for 21 years,” Noltemeyer relays. “We have a very collaborative practice group for workers’ compensation where we work together as a team – whether we’re handling workloads or problem solving with cases and clients. I’ve never felt that I’m an island. I like that we work together; that’s what’s kept me at the firm.”

Working with clients, she employs critical thinking skills – and compassion.

“I enjoy the non-adversarial process that workers’ compensation brings,” Noltemeyer stresses. “We work collaboratively together. There are a lot of moving pieces: There’s the injured worker. There’s the doctor’s office we’re working with and the opposing counsel. There’s the Worker’s Compensation



Getting her hands dirty for a cause: Aubrey Noltemeyer and a fellow volunteer paint The Children’s Museum’s popular Haunted House attraction.

Board, the claims adjuster and possibly the carrier up top or the broker. I like that we bring it all together and work together to get a good result.”

Affinity for the arts, nature

As a balance to her professional duties, Noltemeyer revels in volunteering – which allows her to embrace her inner artist and sightseer.

She’s a member of The Children’s Museum Guild, a group of women celebrating almost 100 years in support of the Children’s Museum

of Indianapolis. “They put on the annual haunted house at The Children’s Museum (the longest continual-running haunted house experience in the United States) each year and donate a tremendous amount of money to the museum through the haunted house,” Noltemeyer shares. “I’m honored to be a part of it.”

In addition, she proudly serves on the Holliday Park Foundation Board of Directors.

“Holliday Park is an incredible outdoor space with a beautiful indoor nature center that’s a museum,” Noltemeyer marvels. “It’s so important to me that this park (located six miles north of downtown Indianapolis and spanning 94 acres) remains accessible and open. We’ve added an ice rink in the past year, and it’s been great to help that park grow to what it’s going to be. They’re getting ready to open a huge new playground in the fall of this year.”

Along with her husband and two daughters, Noltemeyer’s on a mission to visit as many national parks as possible.

“We’ve taken the girls out west multiple times,” she says. “We’ve been all over the Midwest. We love to go visit the national parks and go hiking and see as much of American history and outdoor beauty that we possibly can.”

It’s that same enthusiasm and eagerness applied to her volunteer efforts for the Indiana Chamber that makes Noltemeyer special. George observes, “Aubrey gets great reviews from the conference attendees and has such a genuine desire to help our members and employers statewide. She’s just great to work with.” ■



Vivaciousness, a passion for learning and a deep understanding of the law are a powerful combination for Noltemeyer.