

News for You...

Functional Pathways Employee Newsletter

Message from the President: *Commitment to Self-Improvement*

In 2012 during one of our weekly executive meetings, we were discussing the newly improved FPUUniversity.com and the improved educational opportunities for the therapists in the field. As you know by now,

Self-Improvement is one of our company values and we stand by our Commitment to constantly improve your learning opportunities. While discussing FPU, a suggestion was made to offer our employees the opportunity to attend live CEU's, together at a symposium event. We appointed a Symposium Committee to get to work on comprising a CEU symposium. The committee was tasked with organizing the event, searching for speakers, finding hotels and conference rooms, communicating with and signing up employees, along with many other details for the event. As I stated in my opening remarks at the symposium, I walked into some of those committee meetings to see how the progress was going and after hearing all that needed to be done, I decided I was very happy I was not on that committee!

I was personally very excited to give the employees the opportunity to attend an event like this. In the past, we have had retreats where the Clinical Managers

attended and although those events were great, we always felt something was missing. We always enjoy meeting the managers on these occasions and talking to them about their facilities, but we wanted the opportunity to talk to our



dedicated employees as well. In regards to this 2013 CEU symposium, I'm going to have to say that it was a huge success. I was impressed that we had nearly 250 Functional Pathways employees attend the Symposium. It was great to have the opportunity to meet so many employees,

many who have been with us for over 10 years. I enjoyed talking to everyone, finding out more about you and your facilities, and sharing ideas on how we can improve the services we deliver.

The entire executive team came back from the CEU symposium energized and ready to plan the next one! I wanted to personally thank everyone who attended for spending your weekend in Charlotte with all of us. Thanks for your dedication to Functional Pathways and our core value of Self-Improvement.

- Dan Knorr, President

In this Issue

Facility Spotlight

CPC Facility of the Quarter

Employee of the Months

CEU Symposium Recap

Golden Watermelon Awards

Deficiency-Free Facilities

G-codes

HIPAA Tips

Auscultation of the Lungs

Benefits & HR Updates

National SLP Month

Cookie Jar Fund Update

Wellness Committee Intro

RightTrack

Operations Update

Client Advisory Board

Facility Events

2nd Quarter 2013 Employee of the Months

April



Fran Turchiano, our PTA at Western Hills Retirement Village in Cincinnati, OH is an outstanding representation of FP Core Values. She is passionate about care-giving, going above and beyond to ensure the residents needs are met. She is a driven and self-motivated individual

with outstanding problem-solving and leadership skills. We are very honored to have you on our team, Fran!

- Nominated by Debbie Talbot, CM

June

Amy Durbin, our PTA at Adkins Care Center in East Liverpool, OH exemplifies the core Values of FP. She



takes responsibility and ownership of the PT department and is a proven team player by stepping in as CM as needed. She also goes out of her way to show passion and commitment to her patients in her daily activities. We are proud to have you as part of our FP family, Amy!

- Nominated by Keri Smith, CM

May

Amanda Sanor, our SLP at Auburn Skilled Nursing and Rehab in Damascus, OH, went above and beyond expectations by developing and presenting an in-service for Better Speech and Hearing Month for her facilities. She was only asked to present, but went the extra mile by making posters, presentation boards, buying all the necessary supplies, and putting together gift baskets as giveaways. Amanda's in-service was not only informative, but very fun! I would like to take a moment to recognize her for all that she does. Way to go!



- Nominated by Michele Sanor, CM

Deficiency-Free Facilities

We would like to congratulate our facilities who have completed their annual survey with no deficiencies for the 2nd Quarter 2013!

**Nevada State Veterans Home
Boulder City, NV**

**Oak Creek Terrace
Kettering, OH**

**Glenview Health Care Facility
Glasgow, KY**

Golden Watermelon Awards

- ★ Rachael Kaufman, Harbors Edge
- ★ Misty Stanifer, Hancock Manor
- ★ Carrie Jessup, Parkside Nursing and Rehab
- ★ Chris Theders & Jill Roth, Western Hills Retirement Village
- ★ John Longnecker, Garden Manor Extended Care Center
- ★ Tonya Hall & Kelly Wathen, The Richwood
- ★ Heather Rutledge, Halifax Regional



Happi Overton receiving Golden Watermelon award from Joan Brown, Regional Manager

Facility Spotlight: *Grace Healthcare*

Functional Pathways is pleased to announce our increased partnership with Grace Healthcare Management. Grace Healthcare is a privately owned healthcare organization that owns and manages skilled nursing, assisted living, and rehabilitation facilities across the United States.

Grace's philosophy of Graceful Living through CLASS Acts (Compassion Leadership Attitude Safety and Service) coincides and supports the Functional Pathways Core Values (Commitment, Relationships, Responsibility, Innovation, Self-Improvement, and Passion) and company philosophy of being ELITE – Elite people, providing Elite care, producing Elite results.

Since 2007, Functional Pathways has had the pleasure of providing therapy services in conjunction with Grace Healthcare Management at Hancock Manor Nursing Home in Sneedville, TN. In 2013, we acquired contracts with thirteen additional Grace Healthcare facilities throughout Tennessee.

- Adamsville Health and Rehabilitation Center – Adamsville
- West Hills Health and Rehab, Island Home Park Health and Rehab, Beverly Park Place Health and Rehab – Knoxville
- Celina Health and Rehabilitation Center – Celina
- Four Oaks Health Care Center – Jonesborough
- Grace Healthcare of Clarksville – Clarksville
- Hermitage Health Center – Elizabethton
- Henderson Health and Rehabilitation Center – Henderson
- Hillview Health Center – Elizabethton
- Laurelwood Healthcare and Maplewood Healthcare – Jackson
- Woodbury Nursing Center – Woodbury



Pictured is our West Hills Health and Rehab team

A special thanks to the FP staff who assisted in the most recent Grace start-ups. Your hard work, dedication, and attention to detail were greatly appreciated. Thank you to the Grace Healthcare management team for making the Functional Pathways transition a smooth and successful one. We are excited to continue to partner and grow with Grace Healthcare.

- Angel Bryant, Regional Manager

2013 Symposium Re-cap

Our 2013 CEU Symposium was held in Charlotte, NC, in May. We had approximately 250 employees attend this exciting event to earn 13 CEU's. The speakers were a dynamic and diverse group of experts from our industry and our attendees reported via surveys that they were very pleased with the overall experience. Along with the 2 days of classes, we also held an Employee Reception which included a Live Auction to benefit our charity, The Cookie Jar Fund. With proceeds from the Auction and one time donations from attendees, we raised over \$3200.00 for our charity!



Our Symposium Committee is busy planning our next event which will take place in 2014. We are reviewing options for content to be delivered at the event, options for hotels and selecting speakers as well. You will be receiving an Employee Survey in the next month which will ask for your input on content that you would like to see offered at the next symposium. We would love to hear your suggestions for the sessions. Thank you for your input and we look forward to seeing you next year!

Symposium Committee: Sheila Capostoti, Paula Hargis, Angel Knorr

Functional Limitation Reporting (AKA: G-codes)

Play Time Is Over! As you know the Middle Class Tax Relief and Jobs Creation Action of 2012 amended Section 1833(g) of the Social Security Act to require a claims-based data collection system for outpatient therapy services. This system will collect data on beneficiary function during the course of therapy services in order to better understand the beneficiary conditions, outcomes, and costs. The data collected will be used in developing an improved payment system.

CMS allowed providers to have a six month testing period which started January 1, 2013 and ran through June 30, 2013 in order to allow providers adequate time to implement procedures, develop and conduct training, and trial software for mandatory implementation of July 1, 2013.

We began providing information to the field regarding this new requirement and initiated training to our therapists and managers beginning in January of this year. Therapists were instructed to begin reporting the G-Codes and Severity Modifiers as soon as they were trained to enhance their comfort level. By the end of March, we had concluded our client outreach training with a focused audience being Business Office Managers/Finance Managers. During those outreach webinar sessions, we encouraged our clients to contact their software vendors to see when their software would be ready to accept the G-Codes and Severity Modifiers. When our clients were ready, our accounting department provided a test file to



ensure export/import of the codes and modifiers were transmitted accurately. Our Regional Managers have been conducting monthly audits since March to ensure therapists are knowledgeable and comfortable with the functional limitation selection and reporting process. The monthly focused chart audits will continue through September and then spot checked after that time.

Now that the testing period is over, all claims submitted July 1, 2013 must be in compliance with Functional Limitation Reporting and if they are not, those claims will be rejected and returned to the provider as provider liability. Therefore, therapists are required to record G-Codes and Severity Modifiers at the time of the initial evaluation, at the time they write a

progress report (10th visit), at the time they conduct a re-certification / re-evaluation, and at the time of discharge (either to end reporting of a particular functional limitation or when patient is discharged from therapy discipline). In the rare occasion when the codes and modifiers fail to make it on the UB-04, the provider submitting the claim may correct the UB-04 and resubmit to the MAC for processing.

We continue to provide Functional Limitation Reporting support to our managers, therapists, and clients. Should you have any questions, please feel free to reach out to me any time. Happy Reporting!!

- Gina Tomcsik, Director of Compliance

HIPAA TIPS

PASSWORDS & SCREENSAVERS:

- ALL FP computers, laptops, netbooks and iPads are required to be password protected.
- ALL FP computers, laptops, netbooks and iPad must have a screensaver which will activate after being idle for 5 minutes and requires a password to log back into the device.
- NEVER share passwords with anyone including your co-workers.
- Do NOT allow unauthorized persons to use work computers and/or devices (Non-FP employees, family, friends, children, etc).
- NEVER leave portable devices (netbooks/iPads) unattended in patient rooms or unsecure locations.
- ALWAYS lock computer screen when walking away by using CTRL-ALT-DELETE or computer lock.



If your computer, laptop, netbook or iPad does not have a password and a password protected screensaver, please contact IT support (Joel Morton) immediately at (865) 474-8401 or email support@fp rehab.com.

AUSCULTATION OF THE LUNGS

What is it and should we do it with our residents? Remember your last doctor's visit when he came at you with a stethoscope and proceeded to put that cold device against your chest? And then said... "take a deep breath and hold it?" And you did, until you were about to pass out? That my friends was your doc "auscultating" (listening) to your breath or lung sounds for signs of abnormality which can be used to assist in diagnosing medical problems. The clinical definition of auscultation is "the act of listening to sounds generated within the body for the purpose of diagnosis of disease."

While ST, OT and PT do not use this examination assessment frequently in daily practice and certainly do not diagnose disease, it can be beneficial in determining reportable problems to nursing staff such as decreased lung sounds for residents with potential for aspiration, exacerbation of COPD and other pulmonary types of disease that impede the therapeutic process. When we treat these residents it is important to recognize airway distress during therapeutic activities and exercise so that we can make the appropriate adjustments during the treatment sessions as well as to report significant distress to nursing staff. Therapists must recognize when it is essential to stop a treatment in such a situation.

So, what are normal breath sounds? Remember to establish a baseline during your initial evaluation of the resident, what is normal for one individual will not be considered "normal" for another. There are two normal breath sounds, bronchial and vesicular. Breath sounds heard over the *tracheobronchial tree* are called bronchial breathing. Breath sounds heard over lung tissue are called vesicular breathing.

Clinical judgment has not gone away and therapists must continue to make daily decisions that can have great impact with the residents being treated. For more information on aspects pulmonary rehabilitation, please refer to the Functional Pathways "Better Breathing Program" located on the FP intranet.

- Cherie Rowell, Director of Clinical Services

CPC Facility of 2nd Quarter 2013

The Rehab Team at the Jefferson County Nursing Home in Dandridge, TN make things happen! 2nd Quarter activities included:

- OT Month – Information boards were assembled to introduce the team and provide education on dementia, and a fun filled in-service was held to teach staff about visual disabilities, contractures and sensory disabilities while making ice cream sundaes.
- ST Month – Staff in-service held to provide information on communication, free water protocol and oral care. Prizes awarded to staff participating in informational quiz.
- Ice cream social held for Nursing Home and Resident Appreciation
- Rehab Staff attended NH activities to assist residents in participation (BINGO, cooking groups, arts & crafts), making it part of the daily treatment session.
- SLP/CM, Debbie Thacker, attended "The Smokies" Baseball game and Fireworks show to allow residents with strict swallow precautions to attend safely.
- PT department involved residents in dancing and graduation speech prior to discharge out of facility.
- COTA, Loretta Starnes, made a special apron for a resident discharging home.
- Rehab staff took residents outside weekly for corn hole and other games, incorporating these activities into therapy sessions.
- Loretta Starnes, COTA, was selected as the Community Colleges Representative for the Tri County and was chosen to be on the "New Graduate" Leadership Team by AOTA!!
- Rehab Staff provided in-services for new CNAs during their training and participated in the training on the Annual Skills Day at the NH.
- Rehab involved the residents in English tea parties, "Going Home" celebrations and birthday parties with PT, OT and ST are incorporated into treatment.
- Nancy Broughton, COTA brought in putters and golf balls for an indoor golf activity.
- Lori Toney, PTA/Clinical Program Champion in-serviced staff on Functional Pathways Programs, and completed further research on each program, that she in-serviced the staff on to include additional hand out information.

The Rehab Department is an integral part of the JCNH, providing information and therapy in fun and exciting ways!





Functional Pathways is happy to announce that the match for the 401k plan is 5% of contribution by the contributing employee. The match will take place by the end of July and qualified personnel will see that match in their account at that point.

New Partner! As of May 2013, FP transitioned the 401k platform to TransAmerica. We feel this partnership is beneficial to all employees and FP with a company that can better meet the needs of a growing company. With change there are some updates we need

to share. There have been some terminology changes since the transition and some definitions that need to be addressed. Historically an eligible employee could only enroll during an open enrollment period. However under TransAmerica, an eligible employee can enroll in the plan at any time after their entry date into the plan. What exactly does this mean? If a full-time or part-time person starts on January 15, and remains in that status for three months, said person becomes eligible at that point. This would give said person an eligibility date of April 15. The entry date is the first day of the quarter following eligibility. This will ensure our employees aren't stuck with only a 30 day enrollment window. This is a great new benefit for everyone eligible.

You can also access plan and account information online by visiting www.TA-Retirement.com. Our website provides up-to-date information, helpful tips, and interactive tools to help you discover, build, and manage your account, including a complete set of investment fact sheets.

Our automated telephone system also offers direct access to your plan account information. Call **(800) 401-8726** to access the system 24 hours a day, seven days a week. Remember, it's never too early to invest in your future.

Special Savings for Blue Cross Blue Shield members:

Special BluePerks discounts help you make healthy lifestyle choices with savings of up to 50% on a wide range of health-related products and services including gym memberships, LASIK eye surgery, massage therapy, hearing aids, prescriptions and much more.



of Tennessee

BluePerks are only offered to BlueCross BlueShield of Tennessee members which is anyone on FP healthcare plan. Start using them today! Log into BlueAccess, our members-only website, and look for the BluePerks link.

For more details, visit bcbst.com/learn/blueperks or call Customer Service at the number on your member ID card.

GET CONNECTED TODAY!

Are you connected to FP on all of our Social Media sites? You can now find us on Facebook, Twitter, LinkedIn, YouTube and Pinterest!

GET CONNECTED today to become a part of our online Communities. You will find updates on what's happening with your company and in your facilities through photos, news updates, contests and more! Please feel free to send in your facility and rehab team photos to:

socialmedia@fprehab.com.

As a reminder, we require a photo release form in order to post any photos which include a resident of a facility.

- Angel Knorr, Director of Social Media



Client Advisory Board Meetings

Functional Pathways thanks our Client Advisory Board Members for great meetings throughout the country. We were able to cover quite a few topics. Our Regionals presented facility specific examples of our teams living our values and why taking responsibility, nurturing relationships, being innovative, being committed, concentrating on self-improvement and feeling and showing passion for our cause are all so incredibly



Darrick Blankenship, CM and Resident at Senior Prom

important to our company culture. My personal favorite was our Clinical Manager at Blount taking responsibility for being several residents' date for their senior prom. He even remembered to use a gait belt while dancing with his dates in his suit. Thanks for leading by example, Darrick. That's just one example of our teams living the value. I wish I could share every presentation in this article. We will continue presenting examples in future board meetings and will involve our clients in the presentations as well.

Our Compliance Department presented the latest on Manual Medical Review, the new Functional Reporting regulations, CMS's 2014 Proposed Rules, what to expect with the October MDS changes, the latest on Hospital Readmissions and they provided a Regulatory and Litigation Review.

Sheila Capitosti, VP of Compliance, has done a tremendous job putting together Compliance and Regulatory updates and her team is more impressive with their presentations each board meeting.

We also presented on Functional Pathways' initiatives for the next year. We are increasing our expertise on marketing initiatives to help our clients who are seeing a drop off in census numbers. That includes our new proprietary RightTrack software, Physician Communication Tool, Continuing Education Programs for Discharge Planners, and providing and on-site evaluation by our very own David Higdon, Marketing Director. We are closing following and advising our clients on ACO participation. We also showed examples of how our Social Media kickoff hammered home how important living our values were by allowing all our departments to share their best examples and practices in one location. Please friend us on Facebook, and while there please take a look at the amazing care we provide to our residents. It doesn't stop at therapy. We are there to make the residents experience better than they would receive anywhere else. We also gave updates on our Clinical Programs, our Elite Living Program, and Mentor Program.

Again, thanks for your feedback and participation. If you are a client of Functional Pathways and have not been invited to a Client Advisory Board meeting and would like an invitation, please email me at mmiller@fprehab.com. We are currently booking the facilities for our next round of meetings. Our tentative schedule for our next round is as follows:

Ohio's meeting is tentatively scheduled for November 6th. Florida's is November 21st. Pennsylvania and Maryland's is December 4th. Tennessee, Kentucky, and Alabama will be December 17th. The Carolina's will be December 19th.

You will be receiving calls and invitations about 6 weeks from the date of your board meeting. As I said, if you live in a state not included in the list above and want to attend one of these meetings or you would like to attend another board meeting because of scheduling conflicts, please let me know and we'll arrange it. We have recently put together and outline for these meetings and I guarantee it will be worth the trip!

- Marcus Miller, VP of Operations



Functional Pathways' innovative new software, RightTrack™ ensures better patient communication by tracking and updating the progress of patients through an easy to read visual format which educates family members on the patient's advancement to the established goals.

The Sales Department is excited to welcome Ali Vischetti to the team as the new RightTrack™ Coordinator. Ali will be the main contact person for facilities regarding customer service issues and training. Please feel free to contact Ali at 865.474.8419 or by email

Avischetti@righttrackrehab.com.

We are receiving positive feedback since Phase 6 and 7 have gone live on the website. Our goal is to start 45 new facilities during the 3rd quarter.

Ask your RM for information regarding your exact start-up date.

The FitBit

- ★Tracks your steps, distance, stairs climbed, and even how well you sleep
- ★Syncs statistics wirelessly
- ★See your progress on graphs, charts, and tools to visualize activity
- ★Challenge Friends
- ★Make fitness FUN!



All FP employees are eligible to get a **FitBit** .

If you have a corporate phone, go to a Verizon wireless corporate store. Any accessory that you buy is 35% off.

If you do not have a corporate phone, you must have the 22% Functional Pathways discount on your account.

If you do not have a corporate phone and want the 35% discount, Joei Morton can order online with the 35% discount for you, but you would have to enter in your credit card information at the payment screen. You can contact Joei at jmorton@fp rehab.com.

Better Hearing and Speech Month - May 2013

In May, we at Functional Pathways along with the rest of the country celebrated Better Hearing and Speech Month. As a token of our appreciation for their tireless efforts Functional Pathways sent each SLP a FP water bottle.



Amanda Sanor, SLP presented a fun but educational in-service at Auburn Skilled Nursing and Rehabilitation for Better Speech and Hearing Month. A table full of information including 4 iPads showing MBS of normal swallow versus dysphagia. The staff got to taste pureed food and guess what they were for a chance to win a gift basket. Amanda did a fantastic job!

We can all agree that the role of the Speech-Language Pathologist is crucial to successful resident outcomes. Treatment of swallowing disorders plays a major role in proper nutrition and hydration, both of which aid in a persons' ability to function. The SLPs also enhance our residents' ability to communicate with the other disciplines that are helping them on the road to recovery and helps with increased safety awareness.

So please join the Functional Pathways family in the recognition of the incredible job that these professionals do each and every day in the lives of the people that have been entrusted to us. Thank you!

- David Higdon, Director of Marketing

COOKIE JAR FUND UPDATE



There are some exciting items on the Cookie Jar Fund committee's agenda. One of which is deciding on a set of core values for the committee to live by. We truly believe this will further help set a tone for the future of the Cookie Jar Fund and we will be announcing the chosen values very soon. Another thing to look forward to is our special events chair holders have been combining their creative brain power to come up with some fun fundraising ideas for CJF.

They have already thrown out some ideas that we are very excited about. Keep your eyes and ears open to hear about the new events soon to come. We are also planning to further spread the word about this wonderful fund and what it does for our employees who work hard for Functional Pathways every day. You will soon see posters in the facilities for easier access to information regarding the Cookie Jar Fund. With each of these upcoming action items we hope to improve the Cookie Jar Fund. The more we improve the fund, the more we can help improve the situations for our employees in need. We truly appreciate all of your contributions and are excited to watch the Cookie Jar Fund and the fund's impact grow.

The Cookie Jar Fund has given aid to 33 Recipients/Families in the amount of \$36,206.98!

To find out how you can donate today and to learn more about the CJF, please visit us at www.cookiejarfund.com.

- April Williams, CJF MediaChair

commit2fit

We, at Functional Pathways, take responsibility for ourselves and each other. We are passionate about self-improvement and commit to our health and wellness. The Commit2fit Wellness Program provides innovative support and resources to motivate employees, develop healthier lifestyles, and minimize preventable health risk factors while building relationships with one another.

Committee Members:

Committee Chair: Jill Fiala
Special Events Chair: Justin Summers
Special Events Co-chair: Jennifer Cronan
Resources Chair: Krista Draney
Employee HR Chair: Paula Hargis
Media Chair: Angel Knorr

We are excited about making our workplace healthier and we hope you will take on the challenge. We will be launching new ways to engage in healthier lifestyle habits. You will continue to receive the Fit Tip flyer, soon be asked to fill out an interest survey, and be on the lookout for future competitions, promotions, and informative educational items to get you jump started on living a healthier, happier lifestyle.



- Jill Fiala, Corporate Wellness Director

Operations Update

We've had a very exciting couple of months! Our quarterly Regional Manager's meeting was held in downtown Knoxville and we had great synergy. Our RMs came prepared to share best practices from their regions illustrating innovation and passion. Our Elite Living is continuing to expand with the RM's input and effort. Our Leadership Council proved once again a very valuable resource to keep myself and our Executive Team thinking of new ideas and processes that will allow us to provide our clients and residents an even better service. Compliance and Clinical Programs updates were given by our outstanding Compliance team headed by Sheila Capitosti.

We were thrilled to 9 facilities this quarter with our new partners, Grace Healthcare. I want to sincerely thank everyone involved in the weekend start-ups. It was over Father's Day weekend and with 9 facilities starting on the same Saturday morning, it was all hands on deck. I couldn't be more proud of our team and of the Grace Healthcare team for making it a seamless transition. Everyone involved sacrificed their Father's Day weekend to put our client and residents' needs first without complaint. It reinforced our values of commitment, responsibility, and passion. There are too many individuals to thank in this short article but you all know who you are and you have my gratitude.



I would like to welcome Parkhouse in Montgomery County, PA. They are our newest department transitioned in July. I look forward to meeting this client and getting to know our team. Our start up team did a fabulous job with the transition.

We are currently planning our next round of Customer Advisory Boards. Our clients will be getting personal invitations from me or our President, Dan Knorr. We will have a new outline and we will be offering nursing continuing education credits this time around, along with the NHA credits. We hope to see all of our clients represented so you can tell us what an ideal rehab company looks like to you. This will foster positive changes in tailoring our services to

meet our client's needs.

Another exciting, innovative project we started is partnering with Casamba, in addition to Rehab Optima, to provide electronic documentation to our therapists. Casamba allows us to treat using I-Pads for documentation and treatment. It doesn't need an internet connection so we can be more flexible as we treat using the I-Pads. I've learned in the last few weeks that there are many apps out there that our therapy teams can use to treat cognition and treat other deficits. So to sum up, we've been very busy and we couldn't keep moving forward without the great work our teams are doing in each facility. Thank you all for the important work you are doing for our residents! Enjoy your summer!

- Marcus Miller, VP of Operations

New Course Releases at www.fpuniversity.com!!

- Solutions For Sensory Processing Disorders
- Fibromyalgia and Myofascial Pain Syndromes: Evidence-Based Functional Interventions and Examination
- Geriatric Balance and Fall Prevention: Evidence-based Examinations and Interventions
- Manual Therapy for Instant Relief: Effective Techniques for Neck and Shoulder Dysfunction
- Orthopedic Mythbusting
- Rehabilitation for the Cardiac Impaired with an Adjunctive Look at the Vascular System
- Rehabilitation Considerations for Patients with Primary or Secondary Pulmonary Disorders
- Clinical Exercise Physiology
- Alexia-Agraphia Treatment: Exploiting Neuroplasticity
- Acquired Apraxia Treatment: Exploiting Neuroplasticity
- Aphasia Treatment: Exploiting Neuroplasticity



Welcome our New Accounting Personnel

Ray Rossini, our new Assistant Controller here at corporate, is dedicated to streamlining our accounting processes. Ray is good at making those around him more efficient with everyday tasks by his willingness to assist and brainstorm for new ways of producing the desired results. Ray is passionate about his position and we are proud to have his innovative ideas added to the Functional Pathways Team!

Julie Yeary, our new Accounts Payable Clerk and Reimbursement Coordinator, is extremely organized and efficient in handling all tasks that are requested of her. Julie is always willing to go above and beyond to do whatever is needed to add value and support within her position. She is willing to stay late and do whatever is needed. We are excited to add her hard work and commitment to our Functional Pathways Team.



Chris Geier, our assistant Billing Manager, has been instrumental in the progress of getting the Functional Pathways Preferred billing process up and running. Chris brings years of Medicare knowledge to the table and is eager to move forward in assisting with any growth for Functional Pathways Preferred. She has taken on this responsibility from day one and has exceeded all expectations. We are happy to have her passion added to our Functional Pathways Team!

- Joe Randolph, Controller

We want to hear from you!

In keeping with Functional Pathways ongoing commitment to providing a rewarding and productive work environment, we are pleased to announce we will be conducting an Employee Satisfaction Survey for all employees. Your participation in this survey is key to helping us recognize the things we do well and better understand what we could do to improve our work environment.

The survey will be conducted through Survey Monkey via the internet and be open from August 1-August 31. Each employee will receive an email to link them to the site to complete the survey. The survey is completely confidential and sent directly to you from surveymonkey.com.

As a thank you for completing the survey, if you would like to submit your name, you will be entered into a drawing for a \$100 Wal-Mart gift card that will be drawn on September 1. Please remember if you do not submit your name you cannot qualify for the drawing.

If you have not received your survey via your email by August 2nd, be sure to check your junk box on your computer. If you still do not have the invite from surveymonkey.com, please email Paula Hargis at phargis@fprehab.com so we can verify we have your most up to date email address on file and have the survey resent.



Facility Events



Skilled residents helped plant all the vegetables and flowers as well as watered, weeded, de-bugged and painted the flower pots, path stones and bird houses. We do have 2 watermelons growing quite nicely. (Don't worry we won't turn them, LOL) - Asbury Place Kingsport



Celebrating Nurses Week at Providence Pavilion in Covington, KY!



The team at the Sarah Moore Home celebrated the 4th of July by incorporating our core values throughout the whole rehab gym!



A resident and her grandson, along with Kristen, COTA planted in the new raised flower beds at Covington in E. Palestine, OH.



The team at Asbury Place of Maryville showed PASSION by honoring their Veteran Service Men on the 4th of July!



Celebrating Nursing Home Week at the TN VA Home in Humboldt!



The Therapy Department at Lakebridge in Johnson City won 1st place at their annual Nursing Home Week of the countries, by transforming their therapy department into Italy for the day!



Adkins Care Center celebrated National Nursing Home Week with a variety of activities including the outdoor picnic pictured above.

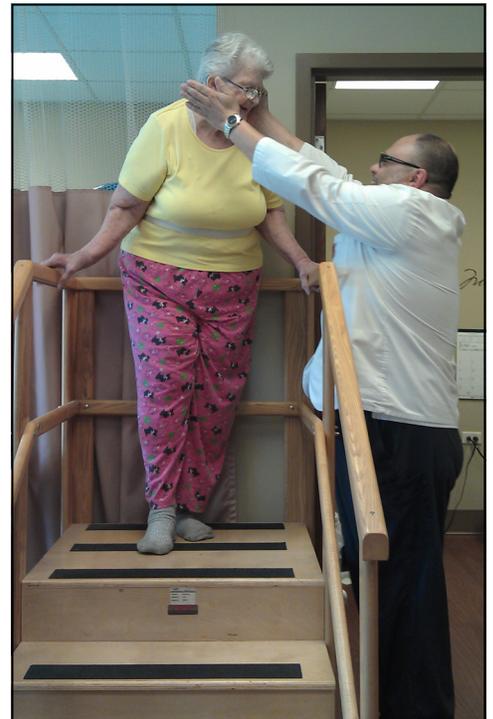


The FP team "Elite Fleet" participated in the KARM Dragon Boat Festival recently in Knoxville. Way to go Elite Fleet!

FP Success Story: Jefferson County Nursing Home

Check out this great poem written by a resident for Sam, our PT at JCNH in Dandridge, TN.

I have a therapist whose name is Sam and truly knows who I am
 A task master is he, So that strong I will be
 When I go home with my brand new knee
 We walk and march and he pokes at my back
 Because of the posture I lack
 If you want to get strong so healthy you'll be
 Task master Sam is who you need.



Sharlene White and Sam, PT
 Fantastic Job, Sam!! We are proud to have you as part of our FP family!

Functional Pathways Support Emails

Below is a list of all support emails for FP that you can use for questions/concerns. We have also added a link to a short survey once a ticket is closed. If you fill out the survey, you will be entered into a monthly drawing for a \$20.00 gift card! Your response email will come from support@fprehab.com.

- **ACD Support:** acdhelp@fprehab.com
- **Concur Support:** concur@fprehab.com
- **Computer Support:** computersupport@fprehab.com
- **ICD9 Code Support:** icd9@fprehab.com
- **Order Support:** orders@fprehab.com
- **Rehab Optima/
GiftRap Support:** rehaboptima@fprehab.com
- **Accounting Questions:** accounting@fprehab.com*
- **Invoice Questions:** invoices@fprehab.com*
- **Billing Questions:** billing@fprehab.com*
- **Paperwork/
New Hire Questions:** gotowork@fprehab.com*

Remember to send pictures/stories to socialmedia@fprehab.com* for Twitter, Facebook posts and the FP Newsletter.

**not eligible for \$20 gift card*



614 Mabry Hood Rd, Suite 301
Knoxville, TN 37932

Follow us on:

