

News for You...

Functional Pathways Employee Newsletter

Message from the President: *A Continuously Changing Landscape*

It's hard for me to believe that in a few years, I will have been involved in the rehab industry for 30 years. It surely doesn't feel like almost three decades, but my gray hairs are giving me away. Throughout the years, I have seen so many changes in healthcare that

sometimes it doesn't look, or even feel, like the same industry. I remember a time before we had DRG's in the hospitals, billing for units in long term care facilities, the transition to costbased reporting and reimbursement was based on salary

equivalency. All of these practices were prior to the PPS system and multiple overhauls have taken place under all of the new reimbursement procedures through the years. Each of these changes has been implemented to try to reduce the cost of services, which in turn means we all have to provide the same services (sometimes more) with less money and resources. Sadly, this trend will most likely continue into the future, with more regulation, more oversight, higher expectations and less reimbursement.

For years, these changes have taken their toll on Long Term Care facilities, rehab providers and, unfortunately, therapists as well. We are seeing rehab providers being forced to sell or merge with other providers in trying to use economies of scale to improve eroding margins. We have seen therapists' hours cut, massive therapy layoffs and a host of other changes. Functional Pathways is not immune to

the changing environment, but we have tried very hard to limit the changes to our work force and still remain a strong, stable company. For example, our health insurance cost has gone up substantially every year for many years, and for the past 2 years the company

has covered the total cost of the increase and did not pass the increased premiums along to our employees. We have continued to contribute to the 401k and provide CEU courses and licensure reimbursement, when many other

companies have eliminated these benefits. We have tried to minimize the impact of the changes on all of our employees and appreciate your support in adjusting to these changes.

As a company, we are committed to moving forward and facing the challenges the future will bring us. We are looking at all areas of the company where we can reduce overhead and labor costs without affecting our employees in our facilities. You have likely seen that we are closely monitoring all purchases on office/business supplies, travel & meal costs, etc. We are looking closely at pricing of all contracts for new business and current business as well.

I want to share with you a letter that I received this week from one of our Rehab Departments.

"I am so thankful to be back working for Functional Pathways. The old saying, "you don't know what you've

got till it's gone," rings true for me. Last week I left Functional Pathways to take another OT job with another company. The second day working on my new job, I realized that I had made a big mistake leaving my job with FP. I realized how much I missed working for FP, and I missed my colleagues. It became apparent to me how far superior FP was in their rehab programs, organizational systems and supports. I realized that FP's core values really made a difference in providing the best rehab for the individuals we serve.

I called my Regional Manager and spoke with her personally, explaining that I had made a mistake leaving and asked if I could have my job back. She was very understanding, and called me back that afternoon stating that yes, I could come back and continue working at FP. I was happy beyond belief, because I had a new sense of gratitude about working for FP. I am more committed than ever to my OT job and to FP, and am strongly dedicated to FP's values and commitment to excellence in service. It's sooooo good to be back!"

We are welcoming this employee back, as everyone deserves to work for the company that is the right fit for them and for us.

There are a lot of changes taking place in our industry and we are prepared to weather the storm. We appreciate all of you who are standing beside us and supporting the internal changes that we must make to remain a leader in our industry. Thank you for your commitment to FP.

- Dan Knorr, President



3rd Quarter 2013 Employee of the Months

July

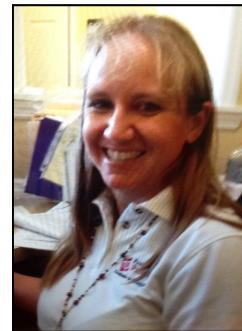
The Administrative Assistant at Maplewood HC in Jackson, TN, Katrina Fuller, has been a great addition to our FP family! She is willing to go the extra mile to get the job done. During our recent struggles with end of the month, she worked relentlessly to do her part with completing as much of it as she could. She communicated with Kim Stuffle regarding billing past midnight. That says a lot for a new staff member of FP. She is eager to help everyone she can with whatever their needs may be and is also the go-to person in the department. Great Job, Katrina!!



-Written and Nominated by Wendy Reeves, RM

August

Mindy Park is our PT/Rehab Manager at Penney Retirement Community in Penney Farms, FL. Karen, the DON at the facility, raved about the commitment, positive attitude, and "LIVING THE FP VALUES" that Mindy exhibits and the incredible leadership she provides her staff. She stated that she leads by positive example and "in all my years of nursing, she is by far the best Rehab Director I have ever worked with." We are very proud to have Mindy as part of our FP family!



-Written and Nominated by Steve Bauer, Senior VP

September

Laura Hewitt, Tech at Astoria Rehab in Canton, OH, takes initiative by coming in every morning and asking each of us therapists which patient we need first. She assists with balance activities, keeps the therapy gym straight and sanitized, and is always there to help make our jobs more efficient and productive. Laura is helpful and compassionate to her co-workers and patients. She enjoys her job and is so responsible that when she takes a day off I feel "off my game" because Laura knows how to help this team be as innovative as possible!! GO LAURA!



- Written and nominated by Diane Donaldson, PTA

Deficiency-Free Facilities

We would like to congratulate our facilities who have completed their annual survey with no deficiencies for the 3rd Quarter 2013!

Sarah Moore Home
Delaware, OH

Homewood at Plum Creek
Hanover, PA

Glenview Health Care Facility
Glasgow, KY



Our 2013 CEU Symposium was a great success and we are pleased to announce that we will be hosting this event again in 2014! We have decided on the dates of September 20-21, 2014 as many license renewal deadlines are at the end of the year. The location will be announced at a later date. We have selected topics for our seminars based on feedback from all of you at last year's Symposium and our recent employee surveys.

Some of the course topics include:

- Pain Management
- Stroke
- Neurological
- Parkinson's
- Vestibular Therapy
- Wound Care
- Documentation

We hope to see you there!

Facility Spotlight: *Bethea Baptist Retirement Community*

Bethea Baptist Retirement Community has expanded greatly over the past year. The renovation and opening of the Rehabilitation Unit as well as the addition and opening of the Bethea Assisted Living Facility has kept this team on its toes. You would think that would be enough, however, this team also took the leap into Wellness with the guidance of Jill Fiala. Jill has been working with Kat Dedonis, Rehab Clinical Manager, regarding topics to improve overall wellness with the Independent Living residents. From Managing Hypertension to Salsa Dancing, the Wellness focus has been a hit!

The Rehabilitation Department is so excited to be a part of the growth of Bethea Baptist. As Regional Manager, I am so thankful to have such a wonderful team of therapists. This Rehab Team is passionate about the care of the residents but they also know how to have fun and make the residents feel at home!! Innovation was and is key at Bethea Baptist. The leadership at Bethea had a vision. It is now coming to fruition. I am grateful for the vision of the leadership of Bethea as well as the relationship we have. We have a great team working together to overcome the challenges of healthcare. This is so much easier as we have the ability to speak openly and honestly because we do share strong relationships!!



- Wendy Reeves, Regional Manager

Customer Advisory Board

I would like to personally thank our Ohio Customer Advisory Board attendees and look forward to our FL, SC, TN/AL/KY, and PA Advisory Board meetings later this fall and winter. Our team is excited to show you how we are continuing to live our Values. I always enjoy presenting our new quarterly initiatives. This quarter's initiatives include Clinical Mapping and Grand Rounds. Our compliance team will show you how to interpret your Program for Evaluating Payment Patterns Electronic Report (PEPPER). It can be as confusing as the name suggests. Leave it to CMS to come with such a simple name for a simple concept! The compliance team will also present the MDS changes for FY 2014, ACO updates, Medicare Advantage Plans and state specific topics like Dual Eligibility in Ohio. Your RVP of Operations will present on the complete role of your Regional Manager. They do a lot of their work behind the scenes. If we can make their role more transparent, it will expand your understanding of their role and lead to discussions on how their role can better serve your facility or community. And finally we have asked one of our electronic documentation partners, Casamba, to present the benefits of electronic documentation. The Board Meetings are my favorite meetings because of the benefit of hearing directly from you how our service should continually evolve. Most of our company initiatives come directly from conversations at the Board Meetings. So, thank you! And if you are not in the states where the meetings are currently set up, please let me know and we'll get you a schedule of the current meetings. You are more than welcome to attend the meeting most convenient for you.



- Marcus Miller, VP of Operations

CPC Facility of 3rd Quarter 2013

The Elite Therapy Team at Covington Skilled Nursing and Rehabilitation, located in East Palestine, Ohio and lead by Tracy Jones, CM, are doing great things EVERYDAY!

Recent Activities have included:

OT Month – The team came together to host an ice cream social for patients, visitors, and staff. Each attendee drew from a variety of diagnosis that can be treated by Occupational Therapy. Each attendee had to make sundaes while their function was modified to mimic the functional limitations of the selected diagnosis.

ST Month – The SLP designed an in-service to describe swallowing diagnoses and utilizing iPad and iPad mini devices. She was able to provide visualization of the swallowing difficulty and show how SLP can help to overcome these issues.

Therapy hosted a picnic in collaboration with the facility and invited current residents, former residents and their family members to attend and enjoy the day with the staff. A variety of events were planned.



Nursing Home Week was hosted by therapy and activities to include a number of events each day of the week to celebrate the great job done by all members of the nursing home each day.

Corn on the Cob Social - They gave the gift of corn on the cob which was provided to therapy by a local resident/farmer who went home for his home safety assessment and shared 10 dozen ears of corn with therapy. Staff and residents joined therapy for a taste of Summer.

Rehab Week was celebrated by hosting a breakfast of homemade blueberry casserole for the nursing staff which was baked and served by the therapy staff.

Fun at the Fair - The therapy staff and facility staff helped a number of residents attend the County Fair for the day.

The team has begun hosting educational in-services to the Independent Apartments next door. The therapy team is known for having fun and providing excellent treatments. The gym is filled with laughter and the smell of homemade food almost every day. The staff is extremely welcoming, thoughtful and give more than expected consistently. The residents who have returned home often come to visit and bring gifts of cookies back to the team as a way to say thank you. It truly feels like HOME when you come to the Covington therapy department. **The Covington Therapy Team is definitely ELITE!**

Be Elite!

- Amy Emmerling, Regional Manager



Benefits Update—Open Enrollment 2014

It is already that time of year again. Open enrollment will be available online at www.benefits.plansource.com **November 20th through December 15th**. All full time employees are required to log in and accept or decline all benefits. Webinars, booklets and updates will be available soon.

We are very happy to announce that for 2014, FP will still be offering health benefits through Blue Cross Blue Shield. Our partnership with BCBS gives our employees the largest network of providers throughout the US.



In the employee interest survey, a lot of employees asked if we could add additional tiers to our plans to better meet the family situation of all employees. So beginning Jan. 1, 2014 employees will have 4 tiers to choose from for health benefits. The plans will be:

- Employee only
- Employee plus child(ren)
- Employee plus spouse
- Employee family

FP will also be adding a Wellness “Healthy Lifestyle” program to assist our employees in reaching their wellness goals. Jan. 1, 2014, we will be adding Chantix (stop smoking assistance prescription) to the pharmacy tiers so covered individuals can get a discount for Chantix prescriptions.

One of the new benefits we will be offering is LifeLock so you can protect you and your family’s personal information. You will be able to enroll in LifeLock with all other health benefits.

Another hot topic in the survey was financial information. With so many changes in the economy this is on a lot of employee’s minds. Beginning in November and throughout 2014, FP will be involved in various ways to get information to you. Our 401k company Merrill Lynch, will be providing our employees with webinars, education, websites, and your own personal financial planner. Be watching for more information about these upcoming events.

- Paula Hargis, HR Director

Golden Watermelon Awards

- ★ Cathleen Newton, *Christian Care Center of Springfield*
- ★ Ashley Lura, *Tennessee State Veterans Home - Murfreesboro*
- ★ Sara Little, *Asbury Place at Johnson City*
- ★ Stephanie Holder, *Presbyterian Home of Easley*
- ★ Mary Flair, *Presbyterian Home of Easley*
- ★ Alicia Dalton, *Presbyterian Home of Easley*
- ★ Darlene Wengerd, *Presbyterian Home of Easley*
- ★ Sarah Moon, *Presbyterian Home of Easley*
- ★ Lana Ferguson, *Oakhill Manor Care Center*
- ★ Tara Newsome, *Oakhill Manor Care Center*

If you would like to nominate someone for a Golden Watermelon Award, please fill out a nominee form and email or fax to
Paula Hargis, HR Director
phargis@fprehab.com

Fax: 888-531-2697

**Forms can be found on the intranet*

PEPPER REPORTS

Skilled Nursing Facility providers should have all received a report called the Program for Evaluating Payment

Patterns Electronic Report (PEPPER).

This report provides Medicare claims data in specific targeted areas comparing the SNF to other SNFs throughout the US. The Report was mailed to SNFs

via regular mail on August 30th in an envelope with red print on the outside.

The Pepper program was initiated in 2003, but has focused on other types of providers over the years. It is now adding SNFs. PEPPER gives provider-specific Medicare data statistics for services vulnerable to improper payments, according to the federal government, and allows providers to see how their facility compares to all other SNFs across the state, nation or MAC jurisdiction. For SNFs, the targeted areas were determined by recent OIG reports in 2010 and 2012 and conversations with CMS staff, and include:

- Therapy RUGs with High ADLs
- Nontherapy RUGs with High ADLs
- Change of Therapy Assessment
- Ultrahigh Therapy RUGs
- Therapy RUGs
- 90+ Day Episodes of Care

This report will summarize Medicare claims data to help

SNF providers identify areas at risk for abuse or improper payments and the PEPPER data is shared with both the MACs and the Medicare Recovery Auditors (RAs); but not the Zone Program Integrity Contractors (ZPICs). HQI did acknowledge, however, that CMS contractors also have much more sophisticated databases and systems for looking at SNF Medicare claims data.

The SNF PEPPER is a report that summarizes a SNF's Medicare claims data in areas that may be at risk for abuse or improper payment. PEPPER compares a SNF's claims data statistics with aggregate statistics for other SNFs in the state, MAC/FI jurisdiction and the nation. SNFs with high billing patterns (at or above the national 80th percentile) are identified as "outliers" and are encouraged to ensure that they are complying with Medicare payment policy, that services provided to beneficiaries are medically necessary and that the medical record documentation supports the services that are billed.

PEPPER cannot identify the presence of improper payments; only a review of the medical record can determine whether services are medically necessary and appropriately billed. Functional Pathways will work with clients who submit their reports to them to assist in a review of areas where they are identified as an "outlier" on the report.

Clients may contact Sheila Capitosti directly at scapitosti@fprehab.com when they receive their reports.

For more information on SNF PEPPER, go to <http://www.pepperresources.org>

- Sheila Capitosti, VP of Clinical and Compliance Services

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.



HOLD THAT LINE!!

Clinically, we continue to strive for excellence in providing therapy services for our residents in long term care. In an ever changing health care environment and with increasing demands on our time, times have never been tougher. The resilience and dedication of FP employees, both therapists and non-therapists is impressive!! During these challenging times we have, as a team, embraced and lived the FP core values of building *Relationships*, shouldering *Responsibility*, working towards *Self-Improvement*, practicing *Innovation*, demonstrating our *Commitment*, and do it all with unbelievable *PASSION*! The entire care team benefits when we embrace and live the core values, but the ultimate winners are our residents.

When our facility teams think outside the box and practice innovative treatment techniques think and creatively plan therapeutic treatment sessions that enhance the *daily* quality and lives of our residents, we become the ultimate winners. We hold the line against poor care, redundant health care policy and substandard therapy services!! We advocate “doing what’s right” and find a way to promote a win/win situation for the residents we treat and our customers, who rely on the entire FP team to lead the way. Don’t give up or give in! We are all valuable in this effort towards elite therapy care, whatever position we play.

Keep your fingers on the button --- the intranet has clinical programs and recordings to enhance your knowledge and skill set, reference materials to “remind” you of what you can do, and tools to help you get there! Below is a list of the programs currently available for your reference and use. There is always something new going up---so check back frequently and let me know if you have any suggestions or questions.

- | | |
|---|---|
| • Pathways to Urinary Continence | • Wound Care Training Manual |
| • Pathways to Fall Prevention and Balance | • Pathways to Joint Replacement Recovery |
| • Discharge Planning Tool | • Clinical Assessment Toolbox |
| • Pathways to Cardiac Recovery | • Cognitive Linguistic Management |
| • Pulmonary Rehabilitation | • Hip Precautions Checklist |
| • Pathways to Pulmonary Care | • Pathways to Clinically Complex Care |
| • Pathways to Safe Swallow | • Pathways to Pain Management |
| • Pathways to Restorative Care | • Clinical Mapping Tools |
| • Diabetic Foot Clinic | • Pathways to Dementia Management & Cognitive |

- Cherie Rowell, Director of Clinical Services



The Sales Team is excited to announce, Brian Mericle as its new Corporate Accounts Sales Director. Brian is based in Dallas, TX and will service all states west of the Mississippi.

Please join us in welcoming Brian!

In our last Issue the CPC Facility of 2nd Quarter was Jefferson County Nursing Home in Dandridge, TN, not Jefferson City, TN.



We apologize for the typo Team JCNH!!

National Physical Therapy Month - October 2013

Happy PT Month! National Physical Therapy Month is celebrated each October. The goal of the month long celebration is to raise awareness of the important role that PTs and PTAs play in helping people decrease pain, improve mobility and engage in healthy lifestyles.



Initially, National Physical Therapy Week was celebrated each June starting in 1981. In 1992, the week was moved to October so as not to conflict with the American Physical Therapy Association (APTA) national conference in June. It was then declared that the entire month of October would be designated National Physical Therapy Month and is a recognized observance on the National Health Observances Calendar.

During National Physical Therapy Month, Physical Therapists are encouraged to engage their communities in activities to promote healthy lifestyles and to raise awareness of the importance of physical therapy.

National Physical Therapy Month is a wonderful opportunity for Physical Therapists to educate the public about the role PT's play in helping to manage pain, improve mobility and restore function.

We at Functional Pathways would to extend a heartfelt thank you to all of our Physical Therapists and Physical Therapy Assistants that do such an outstanding job providing patient care and enhancing the well-deserved reputation that you have built for FP.

- David Higdon, Director of Marketing

FP Hosted Two Veterans at UT vs Western KY!

FP was proud to host two veterans from Ben Atchley State Veterans Home in Knoxville on Sept 7th to watch the UT Vols vs Western KY game. Roy Gilbert and Ted Webb, both in their 80's, claim to be the biggest Vol fans in Tennessee. "I come here to win! All my life. I was born a Vol," said Webb.



Watching the game in person is the experience of a lifetime for both the vets. "It's very special. I couldn't sleep at all last night!" said Webb. Coming to Tennessee games was a family affair for Webb and his wife, who just recently passed away. They had season tickets for 30 years.

Although Gilbert has loved the Vols for decades, this was the first time he's ever been to a game. "I watch it on television every year! It's hard to take in," said Gilbert. "I saw them run through the 'T.' That was awesome!"

This is the second year two veterans from Ben Atchley have gotten to attend a TN game thanks to FP.

"Rocky Top. Rocky Top Tennessee," said Webb. "I say thank you and I love you all. Thank you."

- Angel Knorr, VP of Recruiting



The Cookie Jar Fund would like to thank everyone who helped make the Pep

Rally a huge success. Without our wonderful participants, this event wouldn't have been possible. We are hoping to make this an annual event. The Pep Rally raised a total of \$3,150.00 for the Cookie Jar Fund. Way to go, everyone! We had the honor of presenting a Cookie Jar Recipient, Margaret Nathan, dietary employee from Ben Atchley State Veterans Home, with a donation during the pep rally. We are very glad to be able to help such a giving person during a time of need. We also got to hear appreciation from

another Cookie Jar Fund recipient, Kyle Boring, after aide was provided for his family. Thank you, Margaret and Kyle, for helping to make this occasion even more special with your testimonies.

At this point in time, the Cookie Jar Fund has helped 41 families and has donated almost \$42,000.00 to Functional Pathways employees and their families in need. Each of you that donate to this wonderful fund, no matter what the amount is, make hope a reality for these recipients. We are so proud that this fund has been able to provide for those experiencing tragedy or hardship. Thank you again!



Margaret Nathan & Angel Knorr, VP of Recruiting



Kyle Boring, PTA,
Jefferson County Nursing Home

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

Healthy Pot Luck Challenge

FP held a Healthy Lunch Facebook Challenge this past quarter and the winners received a \$50 gift card and a healthy fruit basket! The team at Christian Care Center of Johnson City, TN won by having a healthy,

"Tailgating" themed potluck. The staff wore their favorite sports teams' apparel, and set up a canopy tent in the therapy gym, complete with tailgating games such as cornhole and ring-toss. They put a "healthy spin" on a tailgating/finger food to share. The patients enjoyed seeing our team spirit, and got to share some of the healthy cupcakes with nursing staff.

Congrats, Team CCC JC!!

**Watch out for upcoming
Facebook contests!!**



Success Stories

Thank you note from a resident at Bethea Baptist Retirement Community in Darlington, SC.

All of you in rehab: Thanks so much for your help. It really did help. You did not pressure me, you gave me time to rest. All of you always had a smile on your face and glad to be there helping other people. It's great to have a group of people like all of you making other people's lives easier.

Great Job, Team Bethea!

"I just wanted to email you and brag on Erica McDonald at Hermitage Healthcare in Elizabethton, TN. She is doing an extraordinary job. We have been able to pick up some residents that have been here for a long time and they are getting the therapy they need. She has a great can do attitude and works with all departments fluidly. She manages the therapy staff time very well to ensure they are productive."



*Marnie Knight, RN, MSN, Regional Director of Clinical Services
Grace Healthcare*

Thank you note from a resident at Covenant Towers in Myrtle Beach, SC

To Dan Knorr:

I was at Covenant Towers in Myrtle Beach SC as a rehab patient from July 9 to July 20, 2013. While there I received PT and OT from a wonderful group of very dedicated, conscientious and patient professional therapist. I am an 85 year old female that needed PT and OT to get me strong once again, after serious surgery, to go home and care for myself. When I was discharged on July 30th, 2013, Cheryl, Jake, Abe, Kyle and James had made this possible for me.

I just want to make sure you are aware of the dedicated people you have representing your company.

Sincerely,

Marian Fields

Thank you note from a resident at TN VA Home in Murfreesboro, TN

Dear Friends in the Therapy Dept.,

To say it was very confusing to wake up in a strange bed a week after going to sleep at home would be quite an understatement. Confusing, angry and frustrated at not being able to express myself as well as problems walking made me feel quite useless. Although I did not realize it at the time I fell under the care of the therapy Department at TSVA.

The therapy staff immediately put together and implemented a program to get me back on my feet. This program was out into place by the very professional and caring therapy team. The results and effectiveness were that a month later I was on my way home. The written word can convey a record of what is reported, but often cannot bring out the heartfelt emotion that they try to convey. Just to say, "Thank You!" does not indicate the appreciation my heart holds for the people that guided me to recovery.

Thank and God bless to all in the therapy group.

Richard Fry



The Commit2fit Employee Wellness Program is happy to announce that we will have a quarterly **“Commit2fit Role Model”** Role models are amongst us in all shapes and sizes. They motivate, interact well with others, and often do not take credit for all they do.

The Commit2fit Employee Wellness Program wants to recognize these people. We admire those who live a healthy lifestyle, but also want to recognize those who are making the commitment to take steps in the right direction. Quarterly, we will pick a “Commit2fit Role Model”. Nomination forms may be found on the Intranet. It’s time to jump on the bandwagon and take responsibility for our lives. Take control and commit to leading and living a healthier lifestyle. Functional Pathways believes in you!

We are proud to announce that Ashley Robinson is our first Commit2fit Role Model. Ashley has spread her enthusiasm throughout the Sarah Moore Home through education, Fit Tips, and motivating others to join. Her smile is contagious! Congratulations Ashley, you are an inspiration to all of us. Ashley will receive a "Be Elite" T-shirt as well as a Fit Bit to help her in future endeavors. We are blessed to have her on the FP Team! Commit2fit!!!

-Jill Fiala, Wellness Director

Never in my life have I been into running...or any other fitness activity for that matter. I have always been overweight, and thought that was just the way it was going to be. After my first child I counted calories and did my normal two week string of working out before falling off the wagon again. Then comes baby number two...at eight months pregnant my wonderful inspirational 50 year old mom ran her first marathon. Why do I want to go to some dumb run and watch all these skinny people run 26.2 miles? The people, all shapes and sizes, the atmosphere, AMAZING & INSPIRING, then here comes my mom, no major training, just pushing herself along...finishing 5 hours later...with a bum knee, and missing toenails, but with a smile still on her face crossing that finish line. Something clicked. Pregnant and drab as I was, I committed to changing my lifestyle and bettering my health. I looked up to my mom and was amazed by her accomplishment. I wanted my kids to look up to me and think all the wonderful things I thought of my mom and be inspired and healthy as well.

A week after my C-section with baby number two, I was out running with my momma. “I don’t want to do any dumb races...I will come in last for sure.” Susan G. Komen was my **FIRST** 5k, one of the largest 5ks in the world (I couldn’t come in last). That was it and I was hooked, and the weight loss was great. I made a new goal. I will do a ½ marathon in the Fall 2013. After more 5ks, and a 10k, I decided to go early and do my ½ marathon in August. I WANTED TO DIE, hardest 13.1 miles ever, but my mom was right beside me, pushing every step of the way finishing hand in hand. I ended up finishing top 3 in my age groups in later 5ks and decided, I’m doing the big one. I HAVE to do the Columbus Marathon. After MANY negative comments and a couple of “you can’t do that’s”, I was set. I’ve NEVER been one to back down from a

challenge, especially when I was being doubted!! On October 20th, I put all trust in my lungs, legs, and head and finished that marathon...60lbs down and with no end in sight. I have received multiple messages from friends on Facebook complimenting me on my accomplishments, and letting me know I have inspired them to start their own weight loss journey. Also some have even started running and competing in 5ks, 10ks, and half marathons. To know I have inspired others the way I have been inspired will always keep me going any staying committed. My two year old daughter has even completed her first 1 mile kids competition and loves running with her mom. We have even inspired Amy, CM, to do her first 5k!!!



- Ashley Robinson , Sarah Moore Home

Functional Pathways 1



Halloween @ Asbury Place Johnson City, TN



FP Day @ CCC Johnson City, TN



Decades Day @ Presbyterian Communities of Clinton in SC



FP Day @ Jefferson County Nursing Home in Dandridge, TN



Therapy and Restorative Smurf Village from the team at Gallatin Healthcare in Warsaw, KY



Halloween @ Glendale Place Care Center in Cincinnati, OH



Hat Day @ Western Hills Retirement Village in Cincinnati, OH

1st Annual Spirit Week!



Sports Day @ The Richwood, LaGrange, KY



Decades Day @ Halifax SNU in South Boston, VA



Decades Day @ Ivy Hall Nursing Home in Elizabethton, TN



Halloween @ Parkhouse Providence Pointe in Royersford, PA



Hat Day @ Asbury Place in Kingsport, TN



Sports Day @ The Patriot in Somerset, PA

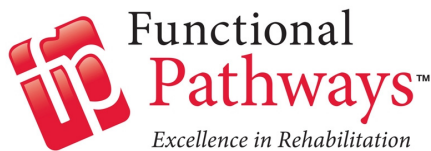
Functional Pathways Support Emails

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

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