

# News for You...

Functional Pathways Employee Newsletter

## Message from the President: *How do you eat an Elephant?*

My son, who is in the 4<sup>th</sup> grade, came home with a book to read last week. He looked dazed and overwhelmed saying, "How am I going to read this whole book? Look how long it is and how small the print is! I will never be able to read all of this." He sat in the kitchen totally defeated with his head down. I felt bad for the little guy. He is normally an incredibly upbeat kid and very few things bring him down. I sat down to talk with him to see if I could make him feel better. I said, "Parker, how do you eat an elephant?" He said "An elephant?!" I said, "Yes. An elephant is really big. So how do you eat one?" He thought about it for a minute and replied, "I would start with cutting off all the bad parts." Well, you can't necessary argue with that thinking. "Ok then, after you cut off all the bad parts, how would you eat one?" He said, "I guess I would eat some every day." I said, "Great, that's right! You eat a little bit at a time. One bite, one day at a time. Don't think about the whole elephant, but think about it one bite at a time. Now, what do you think of that book you need to read?" He stood up and said, "Thanks Dad. I got this. I'm going to read one page a day!" and walked out of the room. Another failed parenting moment, but that's a whole other story.

The long term care industry and rehab are a lot like the elephant. A recent study that Kim Cobaugh, Administrator at The Communities at Indian Haven, participated in at

the Indiana University of Pennsylvania, cites cynicism as the Number 1 predictor of Nursing-Home Administrator turnover. Over the past few years I have had multiple friends and colleagues leave the industry stating, "This is



all just too much." It is easy to understand their sentiment in the face of decreased reimbursement to skilled nursing facilities, increased scrutiny of therapy services by third party auditors and the challenges of Part B therapy caps and thresholds. Additionally, the backlog of the appeal process at the ALJ level has resulted in decreased cash flows to all nursing facilities. The government partisan stalemates over the past several years seem to offer no real palatable solutions.

I challenge you all to go back to basics when you feel the rise of cynicism within yourself. Remember the reason you entered the profession and I am sure that the common answer will be to take care of the older adults we serve. We

must be their voice and rally together to ensure they continue to receive the care and services they deserve. Together, we can face the challenging environment we have been handed, and take it one day at a time, one issue at a time. At FP, our commitment to you is to stay abreast of the current industry challenges and those forthcoming as well. We will continue to find ways to keep you informed of the challenges, let you know what we are doing to be proactive, and also listen to innovative ideas and solutions from all employees. The issues are many, but with each other's support, we can and will make a difference in the lives of those we care for.

*-Dan Knorr, President*



**Be sure to check out  
Functional Pathways' blog for  
the latest updates on the  
Clinical, Compliance and  
Regulatory changes in our  
industry, FP Culture and  
News and Events.**

[blog.functionalpathways.com](http://blog.functionalpathways.com)

## 4th Quarter 2013 & 1st Quarter 2014 Employee of the Months

### October

Sarah Moon is our Rehab Tech at the Presbyterian Home in Easley, SC. Sarah has grown so much in her position since she started. She always has a positive attitude, goes out her way for her residents by writing notes, taking them special treats and even flowers. She also leaves all the therapists a word of encouragement on the schedules after she prints them. She builds great relationships with the residents, facility staff and the therapy team. I just can't say enough about Sarah. I am so glad she came to work with us and is not only an asset, but has made our

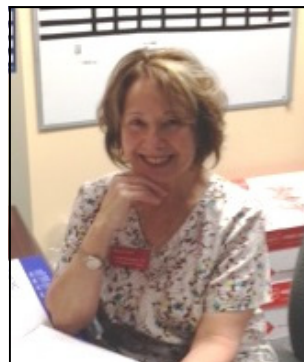


department better.

*Nominated and written by Mary Flair, CM*

### November

Over the past 18 years, Linda Wineland, our OT, has given Homewood at Martinsburg outstanding support by meeting the needs of the campus residents with excellence. Linda performs with commitment to do the best treatment intervention and assisting with staff, families and residents in care. Through Linda's dedication as a leader and representative of Functional Pathways, residents and families receive a positive experience in the rehab journey, with long-lasting relationships as a result of Linda's passion.



*Nominated and written by Brad Stern, CM*

### December

Matthew Smith is our PTA at Ivy Hall Nursing Home in Elizabethton, TN. He is a pleasure to work with and his patients love him. He finds creative ways to complete treatments and has a kind and gentle approach. He always does anything asked of him without complaint because of his exemplary work ethic. He exhibits the FP values through his professionalism, care, and relationships with colleagues and residents. He is committed to FP and is passionate about his job. We are proud to



have Matthew as part of our FP family!

*Nominated and written by Scarlett Anderson, CM*

### January

The Rehab Manager at Roan Highlands, Sandra Aldridge, is an amazing leader in her department. She has put together a solid team of experienced, passionate, and compassionate therapists. She has led two amazing initiatives to gather supplies for soldiers overseas including letters from residents and hosting a resident art show. She has also gone above and beyond developing and marketing a lymphedema program. She has had great success in both inpatient and outpatient and is now working with Cherie Rowell at corporate on our lymphedema program. Congratulations, Sandra!



*Nominated and written by Josie White, RM*

### February

Denise Burley is our PTA at Glendale Place Care Center in Cincinnati, OH. Denise is great with the residents and always keeps the gym upbeat! She took on a new role as the main provider of wound care for the residents. She is always positive and willing to teach others anytime. Denise is an outstanding representative of Functional Pathways and we are proud to have her as part of our family!



*Nominated by Kayla Atkinson, CM*

### March

Danah Javalera at Claremont Nursing & Rehab in Carlisle, PA, has been a great addition to the team. As the main PT, she does a great job of meeting the needs of the facility, works well with the therapy and facility staff and all while managing a very busy and dynamic caseload. I am so grateful to have her as a member of our rehab team!



*Nominated and written by Jennifer McQuillian, CM*



## 4th Quarter Facility Spotlight: *Claremont Nursing and Rehab Center*

The therapy team at Claremont Nursing and Rehab Center works hard to incorporate all the FP values into their daily tasks. They have a mixture of seasoned therapists, as well as a few recent graduates, and teamwork is a big emphasis in this dynamic, dedicated department that serves residents of various diagnosis and backgrounds. Claremont is a 5-star rated, 290-bed facility located in Carlisle, PA and the team is always hustling (one of the reasons we are able to log so many miles for our Healthy Lifestyles Walking Challenge)! Claremont therapists are known for working hard to make customer service a number one priority, as well as delivering excellent therapy to their residents. The therapy team strives to improve themselves and the care they provide, all while having fun. We truly believe laughter is the best medicine so you always hear a lot of that in therapy! They love the residents they serve and often do little things to make their lives better. Some of their favorite things to do are to hold bake sales to raise money for the Claremont Auxiliary, be a part of special facility events, doing seasonal activities, growing vegetables outside the rehab in the summer, and bringing in food and drinks from home to share with the residents. In addition, the therapy team is looking forward to Fall when Claremont will be opening a 39-bed new short term rehab unit. It will be a great opportunity for our FP team to continue to meet the needs of the facility in new and innovative ways!



**- Dave Smith, Regional Manager**

*Pictured in back row: Jessica Rogers, COTA, Jen McQuillan, SLP/CM, Nicole Scott, PTA; Middle row: Kyle Lindsey, Rehab Tech, Heather Lenker, COTA, Amy Weaver, COTA, Michelle Weidner, Administrative Assistant, Dayna Culver, SLP, Danah Javalera, PT; Front Row: Ashley Kirk, PTA*

## 1st Quarter Facility Spotlight: *Jefferson County Nursing Home*

I would like to take this opportunity congratulate Jefferson County Nursing Home for being the 1<sup>st</sup> Quarter Facility of the year for Functional Pathways. The passion and commitment was on full display recently in Dandridge, TN. Jefferson County had a special guest this past quarter in the United States House of Representative for the state of Tennessee's 2<sup>nd</sup> Congressional District, Congressman Duncan. Clinical Manager, Debbie Thacker, and her rehab team took full advantage of this wonderful opportunity to showcase the services that our Nursing facilities provide each day. They demonstrated the way we are constantly changing, and improving the lives of those around us. Colors of Red, White, and Blue streamed from the campus's decorations, and the residents sang patriotic songs to the Congressman during his visit. The rehab department and their residents worked hard all week on providing such a welcoming experience for Congressman Duncan. Roger Mynatt, our Administrator at Jefferson County, had the opportunity to discuss some of the current and upcoming challenges that we face in our industry. Being a voice for our profession is vital to our success in caring for our residents. I am honored to work so closely with this wonderful team at Jefferson County Nursing Home.



*Jefferson County Therapy Team pictured with Congressman Duncan and Brian Hatmaker, RM*

**- Brian Hatmaker, Regional Manager**

## ***Clinical Program Champion of 4th Quarter 2013***

Kristen Tanori, PTA at Arizona State Vets in Tucson, AZ, has been named the CPC of the Quarter for her ongoing dedication and outstanding contribution to the FP team. Her co-workers say Kristen is by far the “most compassionate person” they have ever worked with. “Anytime anyone needs anything she is the go to person in our department. She brings joy to our department constantly with her wonderful sense of humor and positive attitude.” She consistently shares her knowledge with the team, enhancing therapy participation and use of all FP clinical programs to improve patient care. She is always willing to go the extra mile in everything she does and assist the team in various areas of education to promote quality of life for the residents of the Arizona State Vets Home. Kristen has been a valued member of the FP team for over a year. When asked to assume the role of Clinical Program Champion, she did not hesitate at all and quickly jumped in to fill that role!



Thank you Kristen for doing a great job and being dedicated to both your team and the residents you treat!!

***Cherie Rowell, Director of Clinical Services***

## ***Clinical Program Champion of 1<sup>st</sup> Quarter 2014***

A couple of months ago, Kingsbrook expressed interest in specializing in stroke rehab. Melissa Adkins, PT and ***Clinical Program Champion***, offered to collect and analyze information on new treatment techniques and the latest innovations in stroke rehab. She completed research and reached out to other clinicians



who have specialized in stroke rehabilitation to prepare a presentation for Kingsbrook’s administrative team and the local hospital, *Kings Daughters’* Vice President. Melissa also assembled information packets for stroke patients and their family members to receive upon admission to increase confidence in the ability of the Kingsbrook therapy team to treat their loved one, and to decrease confusion and miscommunication regarding the process. Melissa also worked with Sarah Clemmons, SLP, Jody Littlejohn, OTR and the Kingsbrook activities department to come up with more appropriate activities for stroke patients in order to promote carryover with therapy progress and improve continuity of care. Melissa also gave nursing and CNA staff re-education in-services focused on correct positioning, transfers, and feeding techniques, along with reminders that cognitive-linguistic impairments can often cause miscommunication between care giving staff and the stroke patient. Melissa is a valuable

member of Functional Pathways and the Kingsbrook therapy team. Her enthusiasm for her patients and commitment for elite program development is a shining example of a true Clinical Program Champion!

***Annie Bishop, COTA/CM and Cherie Rowell, Director of Clinical Services***

The Sales Department would like to announce the addition of Jennie Warrick to the team as the new RightTrack™ Coordinator.

Please direct all RightTrack™ questions to Jennie at [JWarrick@righttrackrehab.com](mailto:JWarrick@righttrackrehab.com) or by calling her direct extension at 865.392.2822



# WIN A TRIP

## FOR TWO TO CANCUN



**Functional Pathways™**  
Excellence in Rehabilitation

### FACILITY REFERRAL CONTEST

Send us referrals for  
a chance to win a  
5-Night stay at an  
All-Inclusive Resort.  
*Includes Round Trip Airfare!*

#### **DON'T FORGET**

If one of your referrals  
turns into a contract,  
you will also receive a  
\$750 Referral Bonus!

## CONTEST RULES

**Contest Timeframe:** March 1, 2013 to May 31, 2014

**How to Win:** The person who submits the most **Qualified Referrals** within the given timeframe will win an All-Inclusive trip for two to the Gran Caribe Real Resort and Spa in Cancun, Mexico. (Expiration: June 1, 2015 -- No holiday stay).

**What is a Qualified Referral:** A Qualified Referral is a facility that has the ability to utilize FP's services and is willing to schedule a Face-to-Face Meeting with a member of our Sales Team within the timeframe of the contest. It is highly recommended that you pre-qualify all leads prior to submitting.

**Pre-Qualifying Referrals:** Prior to submitting a "Facility Referral Form" you must reach out to the Referral Source and verify they have the ability to utilize our services, they are the decision maker in the process of changing providers, and they are willing to meet with our staff.

**How to Submit Qualified Referrals:** All Qualified Referrals must be submitted using a "Facility Referral Form" found on FP's internal intranet. The form may be faxed or emailed to FP's Corporate Office -- Attention Laura Reuss: 888.531.2697 | [lruss@fp rehab.com](mailto:lruss@fp rehab.com)



## Where do I find my Paystub?!

**F**unctional Pathways is committed to minimizing our environment footprint by conserving the natural resources on which we depend. Keeping this in mind, all employee payroll information is **electronic** and check stubs, W2's, benefit information, etc. are available to you online. To access your personal information you need to log into Paychex. This is also the way you are sure your information is correct including your rate of pay, PTO balance, address, benefit deductions, taxes, and more.

Go to <https://eservices.paychex.com/secure>. Your Company ID is **0429E119**. Do not copy and paste the ID in. Type the ID in both blocks on your screen.



For those who have never logged in, your username is the first initial of your first name and your entire last name using lowercase letters. (example: "Joseph Bean" would be **jbean**). Your initial password is the first initial of your first name combined with the first initial of your last name (make sure these are capitalized and last name includes any punctuation) and the last four digits of your Social Security number (example: using Joseph Bean with a Social Security #XXX-XX-6677, the password would be **JB6677**).

Upon clicking the Secure Login button for the first time, be sure to change your password. Once you change your password, please write it down in a secure location. Functional Pathways will not have your password once you change it. You can select any item on the employee tab by clicking on the left menu links. You can contact the HR Department with questions.

**DENTAL AND VISION CARDS:** This is a faster, easier and greener approach to ID cards that's in sync with the needs of our employees, is now available.

To best meet the needs of today's dynamic workforce, while also helping to conserve the environment, Guardian has moved to an online approach for PPO dental and vision ID cards.

Employees covered under these plans can simply visit the "Forms and Materials" section of <https://www.GuardianAnytime.com> to quickly and easily print out an image of your card to bring with you to your first visit with a provider. You will need your group ID to register for the site. The ID number is 00472823.

Even easier, as covered employees you can just provide your Group ID number (for dental visits) or Unique ID or Social Security Number (for vision visits) upon your visit. No card is needed!



## 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 though photos, news updates, contests and more! Please feel free to send in your facility and rehab team photos to: [socialmedia@fprehab.com](mailto:socialmedia@fprehab.com).



# APRIL Better Hearing & Speech Month



Our Occupational Therapy teams were so creative during the month of April in stepping up to our CJF Cookbook Challenge! Speech Therapy Month is here, and as such, we are issuing a challenge to all of our SLPs for the month of May! **"Identify the Signs"** is a current initiative by ASHA to identify the early signs of Speech and Hearing disorders. Knowing the warning signs of these disorders, can lead to early treatment resulting in faster recoveries and shortened treatment times.

We are challenging our SLPs to educate facilities and family members on the early signs of communication disorders in creative ways. This can be achieved by hanging colorful flyers & posters, decorating the therapy door, making bulletin boards, hosting in-services, distributing fact sheets, open houses....etc. Please take photos of your "Identify the Signs" activities and send those to us by May 28 to compete for a \$150 WalMart gift card! Submit all photos to: [socialmedia@fprehab.com](mailto:socialmedia@fprehab.com)

## Deficiency-Free Facilities

**We** would like to congratulate our facilities who have completed their annual survey with no deficiencies for the 4th Quarter 2013 and 1st Quarter 2014

**Ben Atchley Tennessee State Veterans Home**

*Knoxville, TN*

**Hillebrand Nursing and Rehabilitation Center**

*Cincinnati, OH*

**St. Leonard Senior Living**

*Centerville, OH*

**Nevada State Veterans Home**

*Boulder City, NV*

**Homewood at Martinsburg**

*Martinsburg, PA*

## "The 65 Roses Story..."

This luminary mosaic was made by Jan Harris, a Physical Therapist at Christian Care Center of Bedford Co, TN. The mosaic was made for Regional Manager Travis Donaldson and his wife in honor of their daughter Brooke who has Cystic Fibrosis.

The 65 Roses Story.... "65 Roses" is what some children with Cystic Fibrosis call their disease because the words are much easier for them to pronounce. Mary G. Weiss became a volunteer for the Cystic Fibrosis Foundation in 1965 after learning that her three little boys had CF. Mary's son, Richard, listened closely to his mother as she made calls seeking financial support for CF research. Later, Richard told his Mom, "I know what you are working for." Mary was dumbstruck because Richard did not know what she was doing, nor did he know that he had CF. With some trepidation, Mary asked, "What am I working for, Richard?" He answered, "You are working for 65 Roses." He could not see the tears running down Mary's cheeks as she stammered, "Yes Richard, I'm working for 65 Roses."



Since 1965, the term "65 Roses" has been used by children of all ages to describe their disease. But, making it easier to say does not make CF any easier to live with. The "65 Roses" story has captured the hearts and emotions of all who have heard it. The rose, appropriately the ancient symbol of love, has become a registered trademark of the Cystic Fibrosis Foundation."



Pictures include Jan giving the mosaic to Travis, and one with Brooke and her little brother Cash.

## The Cookie Jar Fund

2013 has been such an eventful year for the Cookie Jar Fund. We have kicked off a lot of firsts, chosen values, accepted new committee members and found new ways to involve employees at our facilities in our fundraising. Let's start off with a review of 2013. Our committee members are as follows; Angel Knorr as Founder/Committee Chair, Marcus Miller - Contributions Chair, Taylor Moltz - Contributions Co-Chair, Kelli Douglas - Special Events Chair, Sheila Capitosti - Distribution Chair, Jennifer Anderson - the Distribution Co-Chair, April Williams - Media Chair and Sharon Winton—Executive Assistant. We are very proud of the participation and commitment our committee members have shown this year. With each step they are helping the Cookie Jar Fund reach goals and set new standards for the future.

One of the ways the Cookie Jar Fund has reached out to its members this year was with our most recent event. We typically provide aid to FP employees and our partner facilities, but this year we had employees nominate worthy residents throughout our facilities to receive a \$100 gift card as well as a few specifically requested items for each resident. Below is a list of our recipients. Congratulations!

Mr. Merideth and Mrs. Buford - Island Home  
Mr. McKinstry - Jefferson Manor  
Mr. Johnson - Christian Care Center Johnson City  
Mrs. McCoy - Christian Care Center Bedford

Mr. & Mrs. Martinovic - Blount  
Mr. Britton - Henderson  
Mrs. Crute - Adkins Care Center  
Mrs. Crisp - Celina



Our values are very important as we set the direction in which the Cookie Jar Fund go in 2014. Our values are Integrity, Empathy, Family, Compassion, and Growth. These will set the tone as we move forward and continue to improve, not only The Cookie Jar Fund, but our involvement as committee members as well. Again, thank you to all of our contributors. Without you we wouldn't be able to make a difference. We are proud to announce that for the year of 2013, the Cookie Jar Fund has contributed \$50,146.98 to 57 families. Way to go!

- April Williams, CJF MediaChair

[www.cookiejarfund.com](http://www.cookiejarfund.com)



## Home Assessment and Patient Safety

A home assessment or evaluation is often a final and crucial step in discharging patients home safely and with adequate caregiver support. Occupational or Physical Therapy can perform this vital assessment and make skilled recommendations for environmental modifications, adaptive devices, and emergency plans. It should come as no surprise that re-hospitalizations are beginning to impact both the referring hospital and the long term care facility financially when patients are readmitted to the hospital within 30 days of a discharge from the facility to home. Often, the readmission is due to a fall or lack of follow through with safety training taught in the gym but not translated into the home living environment via caregiver training and “real time” observation of the patient at the discharge location, whether that is assisted living or a private home.



steps, to enter the home or apartment, navigation around obstacles such as furniture, rugs and pets, as well as observing transfers to and from the toilet, shower and bed. It would also include checking for adequate lighting, falls prevention strategies and food/meal preparation. There is much more to consider before qualifying the patient as “safe” to be discharged to an independent environment. Certainly medication management and caregiver support, community transportation and household responsibilities would need to be considered as well.

Barriers to a safe discharge can often be addressed with revision of therapeutic goals if the home assessment is completed early enough to incorporate needs into the current therapy plan of care. It is vital that, as clinicians, we do not skip this important part of the discharge and care planning process.

Optimally, a home assessment should include a home safety check list and supply recommendations that would maximize patient independence and safety. It would include a review of the physical plant, i.e.

***Cherie Rowell, Director of Clinical Services***



Functional Pathways would like to welcome five new Regional Managers to the operations team. Dave Smith joined FP in February. He has a background in regional therapy management as well as business management.

Dave lives in Wyoming, PA, and serves as the RM over several facilities in Pennsylvania and Maryland.

In addition, four FP Clinical Managers were promoted to Regional Managers in April. Matt Schorner, CM of The Village at Summerville in Summerville, SC, will oversee facilities owned by Presbyterian Communities of South Carolina. Linda Lairamore, longtime CM of Ben Atchley Tennessee State Veterans' Home in Knoxville, TN, will serve as RM over several Grace Healthcare and other facilities in Tennessee. Kathryn Wyatt, CM of

Christian Care Center of Cheatham County in Ashland City, TN, will oversee facilities in Tennessee and Kentucky, including several owned by Christian Care. Darrick Blankenship, CM of Blount Memorial TCU in Maryville, TN, will serve as RM over several Christian Care facilities in Tennessee and other facilities in Tennessee, Alabama and Georgia.

***Please join us in congratulating Dave, Matt, Linda, Kathryn and Darrick.***



## Functional Pathways would like to welcome our newest facilities for Quarter 4 2013 and Quarter 1 2014

**Ohio Valley Health Care** - *Parkersburg, WV*

**Brewster Parke** - *Brewster, OH*

**Bel Air Care Center** - *Alliance, OH*

**Wellsprings** - *Sevierville, TN*

**Mohun Care Center** - *Columbus, OH*

**Mount Washington Care Center** - *Cincinnati, OH*

**Watercrest Care Center** - *North Miami, FL*

**Creekside Health and Rehab** - *Madison, TN*

**Mountain Manor of Paintsville** - *Paintsville, KY*

**Briarcliff Health Center of Greenville** - *Greenville, TX*

### *Elite Living at The Williamsport Home*

“Passion drives the bus, that’s why I do what I do,” says Kaleb Roudabush, Elite Living Coordinator at The Williamsport Home in Williamsport, PA. The independent living residents of The Williamsport Home participate in many programs provided by Elite Living and coordinated by Kaleb. Good news walk and talks, chair aerobics, balance and posture, flexibility, stretching, strength training and endurance classes are among the many offered daily in each building. Residents receive the “No Excuses Dollar” for attending classes and events. Annually, an auction takes place for residents to spend their hard earned dollars to purchase gifts for their family and friends. Elite Living programs focus on all 6 dimensions of wellness including: Physical, Social, Emotional, Intellectual, Vocational, and Spiritual. Kaleb continuously brings innovative ideas to the table and his passion is what motivates participation from all. He challenges their minds daily with trivia, and his smile is contagious. “You’re only one workout from a great mood,” and “If you don’t make time for Wellness, you will find time for illness”, are just a few of his sayings that keep residents on their toes and motivated. I asked Kaleb what he feels are his responsibilities at The Williamsport Home. Kaleb stated, “I am committed to helping those around me overcome the obstacles that deter us from achieving a better quality of life.” He is grateful for the opportunity to work for Functional Pathways offering wellness and therapy at The Williamsport Home. “I love work here, for everyday is truly a new day, and my goal is to change one life at a time,” Kaleb stated.



Kaleb is an asset to The Williamsport Home and Functional Pathways. He has a relationship with the residents, therapy staff, and facility employees. He has high participation in the programs and continues to keep referrals coming to therapy. Therapist can also confide in Kaleb ensuring continued care after therapy. Kaleb says, “you don’t have to be great to start, but you have to start to be great!”

- *Jill Fiala, Director of Elite Living*





## Role Model of the Quarter- 1<sup>st</sup> Quarter 2014

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.

We are proud to announce that Christine Fleck, PTA at Lakebridge Health Care Center in Johnson City, TN is our 1<sup>st</sup> "Commit2fit Role Model of the Quarter" for 2014.



L to R: Sarah Cook, Admin Asst.; Kaley Haynie, OT; Chris Fleck, PTA; and Tamara Buchanan, ST

Chris is one of the most active and inspiring people in their department. She is always there for advice on exercise and a healthier lifestyle. Her co-workers confide in her and trust that she will give them good guidance. She is even helpful with post workout problems they may encounter.

Chris participates in many relays and marathons which has inspired other to do the same. Their department, led by Chris, participated in both the Bluegrass Half-Marathon Relay and the Boo-to-Brew relay for the Haunted Half-Marathon. During the Bluegrass Half-Marathon Relay she was a huge support. Instead of running just her portion of the race, she encouraged the other department participants by running every leg of the race. Wow, impressive! She is dedicated, committed, and a team player motivating others. She brings nutritional meals to work and encourages others to do the same.

Congratulations Chris, and Thank You for being a great role model to us. You represent the FP Family well. Chris will receive a "Be Elite" T-shirt and a Fit Bit to help her in future healthy endeavors. We are blessed to have her on our FP Team! Commit2fit!!

*Jill Fiala, Director of Elite Living*

## Golden Watermelon Awards

- |  |  |
|--|--|
| ★ Debra Thacker, Leslie Ferguson, Sheila Brock, Lori Toney, Phyllis Perdue, Denise Parton, Julie Walters, Nancy Broughton, Ashley Jenkins, Sharon Brewer, Aleisa Spain, and Sarah Chapman at Jefferson County Nursing Home | ★ Melissa Adkins at Kingsbrook Lifecare Center                 |
| ★ Joan Werkau at Grace Healthcare of Clarksville   | ★ Sheila Jacobs and Shannon Martin at Pine Meadows Health Care |
| ★ Nicole Brown at Nevada State Vets Home   | ★ Vickie Burkhard and Sarah Killman at Celina Health and Rehab |
| ★ Robyn Watson at Western Hills Retirement Village   | ★ Josh Exline and Amy Lofton at Henderson Health and Rehab     |
| ★ Michelle Stitt at Claremont Nursing and Rehab  | ★ Renee King at Cheraw Healthcare                              |
| ★ Stef VanEmon at The Williamsport Home  | ★ Rebecca Tufts and Dana Palombo at Woodbury Nursing Center    |
| ★ Ashley Whitmill at The Hill at Whitmarsh   |  |
| ★ Erica McDonald at Hermitage Health Center  |  |
| ★ Carrie Park at Jefferson Manor Health Center   |  |
| ★ Casie Davis at Bel Air Care Center   |  |
| ★ Saundra Aldridge at Roan Highlands Nursing Center  |  |
| ★ Chris Collins at Ft Sanders Sevier Nursing Home  |  |

**If you would like to nominate someone for a Golden Watermelon Award, please fill out a nominee form send to Paula Hargis, HR Director**

[phargis@fprehab.com](mailto:phargis@fprehab.com) or fax: 888-531-2697

*\*Forms can be found on the intranet*

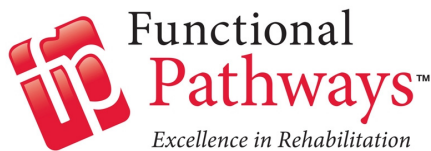
# Functional Pathways Support Emails

**B**elow 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](mailto:support@fprehab.com).

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

Remember to send pictures/stories to [socialmedia@fprehab.com](mailto:socialmedia@fprehab.com)\* for Twitter, Facebook posts and the FP Newsletter.

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