

News for You...

Functional Pathways Employee Newsletter

Message from the President: *Achieving Balance*

This week, I spent time with many of our new managers during our monthly CM Training. New managers spend 2 ½ days at corporate and the first 4 hours are spent with me. One of the questions I ask the group at each training session is “In

your past positions, have you ever been happy with ALL of the decisions that a company has made?” This question always gets an uncomfortable chuckle from the entire group and is followed with a combined answer of “NO.” This leads into a discussion

of balance, regarding the concept that in our personal lives we have to achieve balance, likewise companies also have to achieve balance. When we take a look at the responsibilities and duties within the company, these include our employees, benefits and salaries, patient care, facility partners, reimbursement, compliance, operations, sales, recruiting, billing..... the list goes on and on. None of these things are more important than the other, and all have to work in harmony together. The old saying “Seeing the forest through the trees” comes to mind. If we just focus on one tree, the balance is thrown off.

Due to the ever changing healthcare environment related to reimbursement, compliance and care delivery, causes all aspects of the company to be reviewed



and evaluated on an ongoing basis with the goal of keeping all things in balance. Recently, I listened to a speech given by Dan Thurman, where he stated “True balance is never achieved.” He referenced that we are constantly moving

and adjusting because life is also moving and adjusting every day. So achieving balance is only a myth. It is something we can strive for, but at the end of the day can never reach. This reminded me of the endless hours of weight shifting and balance exercises I did with patients in my earlier years,

never achieving perfection.

I get a lot of questions about the future of healthcare and the effects it will have on our industry and the company. I wish I had good solid answers for those questions, but no one does, and no one can accurately predict the future. The people who profess to know are mainly guessing, and will more than likely be proven wrong. What I can tell you is, the company will adjust to this ever changing environment by constantly balancing itself, reaching for that goal of true balance, but doing so with a commitment to the employees who make us the Elite provider we are.

- Dan Knorr, President

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Employee of the Months

April

Jason Burkhart, OT, delivers remarkable service at Tri- County Extended Care Center in Fairfield, OH. He is to be commended for his initiative, creativity, impeccable clinical abilities and outstanding customer service skills. Jason exemplifies what it is to be an Elite therapist, leading by example with a positive attitude. His passion for his profession and dedication to making a difference in the lives of his patients is unwavering. We are very proud to have him on our team and appreciate his commitment to FP.



May

Joshua Schuler, PTA at Glendale Place Care Center in Cincinnati, OH, is an outstanding employee & valued member of the Functional Pathways team. He is passionate about his job, patients and FP, going above and beyond to enrich the lives of others. He demonstrates excellent problem-solving and relationship-building skills, delivering solutions that produce exceptional results. He incorporates FP Values on a daily basis, proving to be an outstanding representation of FP. We are very proud to have him on our team and applaud his dedication to our company.



June

Cara Salotta, OT, exudes the highest level of professionalism at Communities at Indian Haven in Indiana, PA. She provides excellent care and attentiveness to her patients building upon her prevailing skill set. She demonstrates a superior degree of positivity that is infectious to everyone around her, patients and staff members alike. Her leadership & customer service abilities are exquisite, representing FP in a very positive light. We are very proud to have her on our team and value these incredible qualities!



July

Amy Ruther, Rehab Tech at Hillebrand Nursing and Rehab in Cincinnati, OH, has been with FP for 8yrs. She helps each team member tremendously, allowing them to focus on patient care. She has also willingly stepped in to fill in for the Rehab Manager when he is out. James, her CM says, Amy is one of my strongest employees and I can always count on her. We would truly be lost without her. We are very proud to have her as part of our FP family!



August

Our SLP, Denise Rodgers, at Bourbon Heights in Paris, KY, takes initiative in the department by helping others anytime they need assistance. She is always flexible with her schedule, as patient care comes first for her. She has also stepped in to cover the Manager role at another location while the CM is out. She is very knowledgeable and is a proven leader in our department. FP appreciates having such a dedicated employee!



September

Jennifer Rogers, our COTA at Henderson Health and Rehab in Henderson, TN, is an outstanding representative of Functional Pathways. She provides excellent customer service, and is always a team player. Her supervising OT says she is an awesome patient advocate, going above and beyond to make sure they get what they need. Jennifer provides at great example of living our FP values.



Facility Spotlight: *WILMAC*

WILMAC Corporation is based in York, PA. It is a leading regional provider of senior services across many different levels of care in the state of Pennsylvania. Founded in 1957, WILMAC Corporation's objectives are to provide comprehensive adult lifestyle needs through a quality continuum of care. Patients can choose from independent living, personal care or skilled nursing depending all their functional Independence.



We are excited about our new rehab partnership with WILMAC at their Skilled Nursing Facilities which include; Hanover Hall in Hanover, Colonial Manor in York, Lancashire Hall in Lancaster, and Attleboro Nursing and Rehab, in Langhorne, PA. In addition to providing extensive therapy programs to the skilled facilities,

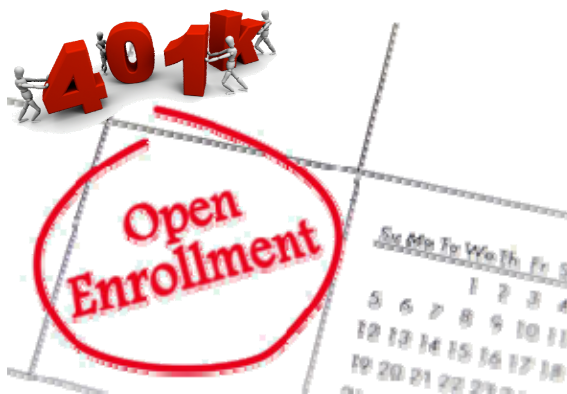
each skilled facility is licensed to provide outpatient services as well. We have also opened outpatient clinics in Wilmac's Personal Care Homes which are; Brunswick at Longstown, in Longstown, PA, Brunswick at Attleboro, located in Langhorne, PA. We are looking forward to also opening an outpatient clinic at Lancashire Terrace, Independent Living Community, located in Lancaster, PA.

Hanover Hall and Colonial Manor are traditional skilled nursing facilities while Brunswick at Longstown is a stand-alone Personal Care Home. Lancashire Terrace is also unique because is located on the same property as Lancashire Hall skilled facility but, is considered a stand-alone Independent Living Community. The campus in Langhorne is a full CCRC which includes Attleboro Village, Apartment living for independent residents, Attleboro Nursing and Rehab as well as Brunswick at Attleboro, which is a Personal Care Home.

As you can see, there are many different types of levels of care and options that WILMAC corporation provides. Functional Pathways is excited to partner with WILMAC to provide elite therapy services to already high standards established by WILMAC.



- Phu Le, Regional VP of Operations



Open enrollment for newly eligible employees will open **October 1, 2014**. Transamerica will be providing a recorded webinar for Functional Pathways. A link will be provided later in September so watch for updates!

Please contact Transamerica directly with any questions or if you need any assistance.

www.TA-Retirement.com • (800) 401-8726

We are looking forward to seeing over 250 of you at our upcoming CEU Symposium in Nashville at the Gaylord Opryland Hotel on September 20 & 21!! If you haven't registered, it's not too late! Please visit www.fpsymposium.com to download a registration form. A few last minute details:

- To download the symposium brochure which outlines our schedule of events, visit www.fpsymposium.com.
- You must come to the registration tables at the event to pick up your "Be Elite" t-shirt, name badge and drink tickets.
- Breakfast will be provided both days as well as lunch on Saturday.
- Wear your best Mardi Gras costume to our CJF reception on Saturday night and winner receives a \$50 Target Card!
- If you would like to participate in our Poster Session, please bring your poster to registration.
- We will have a CPC meeting at breakfast on Saturday morning.
- You must attend all of the CEU sessions to receive your 10 credits.



CPC of 2nd Quarter 2014

John Conkin, OTR at Lakebridge Healthcare Center in Johnson City, TN has been named the Functional Pathways Clinical Program Champion of the 2nd quarter! John is a highly valued member of the FP team and the facility. He regularly attends the falls, restraints, and restorative meetings to ensure that therapy has appropriate input into the care of the residents at Lakebridge. He has stepped up to mentor several level II students and through this process has been able to coach and mentor the entire therapy team as they "think outside the box", to ensure residents meet their goals and attain the highest level of independence possible. He promotes FP initiatives and champions growth of the therapy staff through his CPC leadership. He often shows his "innovation" in creating adaptations and modifications for the residents wheelchairs, and training facility staff on various areas of care, including splint application, positioning, and transfers, among many others. We are proud to call him our CPC of the 2nd quarter!!



- Cherie Rowell, FP Quality Liaison

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.



Employee Recognition Committee

As we know, Functional Pathways has, as one of its core values, COMMITMENT. That commitment not only applies to our jobs and the patients we treat, or staff we interact with on a daily basis, but also reaches to the Functional Pathways work family. As such, members from local facilities have been nominated to act as the voice of your concerns, ideas, and ways that Functional Pathways can make their employees feel appreciated. Functional Pathways is COMMITTED to their employees and boosting morale. Here's what we at the Employee Recognition Committee have been up to!

On a monthly basis, members of our committee hailing from facilities such as TN Veterans Home Knoxville, Beverly Park, Asbury Maryville and West Hills Health and Rehab gather together and discuss changes that we as employees would like to see implemented. Some of the topics discussed range from discounts on scrubs, sports tickets, and other venues, to sharing your best treatment ideas for the betterment of our clinical skill, and streamlining communication between our facilities and therapy staff by being a part of orientation. We've even tossed around the idea for an app where one can get up-to-the-minute updates of what's new at Functional Pathways!



Bear in mind that we are treating therapists, just as most of you reading this are. We share the same concerns and experience the same conflicts as you. That's why we at the Employee Recognition Committee want to hear YOUR voice! Be committed. Get involved. Share your ideas of ways that you feel we can improve as a team! Email your ideas, questions or concerns to erc@fprehab.com.

Committee members pictured above L to R: Tiffany Wilkerson, COTA; Whitney Disney, COTA; Tonya Langley, COTA; Ryan Ayers, PTA; and James Conner, PTA (Vice Chair). Not Pictured: Ashley Kirby, COTA

- James Conner, PTA, Vice Chair ERC

Golden Watermelon Awards

- ★ Andrew Berg, Tri-County Extended Care Center
- ★ Jessica Rogers, Ashley Kirk, & Nicole Scott, Claremont Nursing and Rehab
- ★ Michelle Bolgiano, Halifax Regional SNU
- ★ Monica Allen, Oak Creek Terrace
- ★ Jackie Harris & Sarah Gipson, Arizona State VA Home - Phoenix
- ★ Leann Rengering, Providence Pavilion
- ★ Cindy Woods, Mease Manor
- ★ Jennifer Smith, CCC Cheatham County
- ★ Selena Callaghan, CCC of Springfield
- ★ Mandy Render & Kristie Roberts, Ivy Hall Nursing Home

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*

Recipe for Success Contest

FP's Employee Recognition Committee would like to encourage all of you to think outside the box and submit your unique and innovative therapy treatment techniques or your creative therapeutic ideas for a quarterly contest, "Recipes for Success."

When you and your team have an idea you would like to share with all facilities, please send information including name of facility, name of recipe, step by step directions, list of ingredients or supplies and pictures to erc@fp rehab.com. Not only will all recipes be shared via social media, each quarter the committee will select a winning recipe and that facility will receive a \$100 gift card to use toward supplies for your department. The winner and the recipe will be announced on social media and in the quarterly newsletter. The recipes will also be put on FP's Pinterest Page for others to use to better the lives of their patients.

Get your thinking cap on and help support Functional Pathways and the commitment to better our patient's lives! Only FP employees are eligible to participate.

- Tonya Langley, COTA West Hills and Ashley Camp, COTA Blount TCC

Below we have a "**Recipe for Success**" shared by Ashley Camp, COTA at Blount TCC. This recipe can be used as an example for you to use at your facility.

Salt Art Decor (or candle): Items needed: salt, sidewalk chalk, Styrofoam bowls, clear plastic cups, and Elmer's glue.

- 1) Pour desired amount of salt into Styrofoam bowl and stir with your color of choice of sidewalk chalk.
- 2) Continue stirring until you have reached your desired color. The more you stir, the deeper the color will become.
- 3) Pour desired amount of colored salt into clear cup, then choose another color of sidewalk chalk, and repeat steps 1 through 3. (You can choose as many colors as you would like, but most people use just 2 or 3 colors for this activity.)
- 4) Continue repeating until you are approximately one-third inch from the top of the clear plastic cup. If desired, at this point, you can choose to push a tea light candle into the center, leaving the top of the candle even with the top of the clear plastic cup. (This can be used as table decor or used as a tea light candle holder)
- 5) Fill the remainder of the space in the clear plastic cup with Elmer's glue. It should form a relatively thick layer. Pop any air bubbles with the top of the glue bottle. Allow 24 hours for your decoration to dry.



Tip: If you want to get creative, you can pour the colored salt in at a slant, or make your layers smaller or larger. Also you can take a toothpick or something with a thin point and slide it in on the outer sides to bevel them to your liking.



We are excited to announce the hiring of David Negri as the new National Director of Corporate Accounts. David is based in Tampa, FL, and will focus his attention on national chain accounts across the U.S.

Maintenance Mapping Tool

On January 24, 2013, the U. S. District Court for the District of Vermont approved a settlement agreement in the case of *Jimmo v. Sebelius*, in which the plaintiffs alleged that Medicare contractors were inappropriately applying an "Improvement Standard" in making claims determinations for Medicare coverage involving skilled care. Subsequently, revisions were made to several portions of the Medicare Benefit Policy Manual, Chapter 8 & 15, as a result of the settlement agreement. Key among them was an emphasis that an "improvement standard" may not be applied as a basis for denial of maintenance claims for which skilled care is required in the skilled nursing facility, home health and outpatient settings. The primary addition to the Manual provides that:



- Coverage for skilled care does not turn on the presence or absence of an individual patient's potential for improvement.
- Coverage is based on the patient's need for skilled care to improve or maintain the patient's current condition or to prevent/slow further deterioration.

So now it is up to us as skilled therapy professionals to ensure that we are appropriately and *actively* identifying those residents with skilled therapy needs and providing treatment accordingly. Not only must we ensure that the need for *medical necessity is met through skilled*

service but that we are also providing documentation that supports that skill to ensure payment.

In order to assist our FP team of elite therapists in providing excellent care for residents who require this type of therapy intervention, we have created a "*Maintenance Mapping Tool*". The tool is the definitive guide to providing and appropriately documenting skilled maintenance therapy plans of care. It contains CMS language regarding coverage for maintenance therapy as well as examples of when it is appropriate for the skilled therapist to intervene to ensure quality of life and maintain the resident's highest level of function. Copies of the tool are available on the FP intranet and bound copies by request from the corporate office.

- Cherie Rowell, FP Quality Liaison

Meet your Corporate Staff: Carnetta Coleman



Carnetta Coleman has worked as the Controller/Accounting Manager at Functional Pathways since March 2014. She directs the organization's overall financial policies and functions including accounting, budget, credit, insurance, tax and treasury. Carnetta received her Bachelor of Business Administration in Accounting from Middle Tennessee State University.

She has worked in the accounting field for 25 years in roles such as Director of Finance and Financial Controller for privately held companies.

Deficiency-Free Facility

We would like to congratulate our facility who has completed their annual survey with no deficiencies for the 2nd & 3rd Quarter 2014!

Hillebrand Nursing and Rehabilitation Center

Cincinnati, Ohio

Hancock Manor

Sneedville, TN

Adamsville Healthcare and Rehabilitation

Adamsville, TN



Functional Pathways would like to welcome our newest facilities that joined FP in the 2nd and 3rd Quarter!

Llanfair Retirement Community - Cincinnati, OH

Pepper Hill Nursing Center - Aiken, SC

Colonial Manor Nursing & Rehab - York, PA

Lancashire Hall - Lancaster, PA

Attleboro Nursing and Rehab - Langhorne, PA

Brunswick at Attleboro - Langhorne, PA

Cape May Retirement Village - Wilmington, OH

Grace of Douglas - Douglas, MI

Riveridge Manor - Niles, MI

Riverview Manor - Three Rivers, MI

Hanover Hall - Hanover, PA

Brunswick at Longstown - York, PA



AUTOMATED THERAPY SCREENING

I'm happy to announce that we are currently in the development phase of our latest INNOVATIVE product that will help identify residents who have declines in function. ScreenRight will automate our screening process. Instead of waiting on communication of the quarterly screening schedule, ScreenRight will automatically let our therapists know which residents are coming up for their quarterly MDS. Our therapists will be able to log into ScreenRight and directly enter the resident's status during Grand Rounds. Once the

screen is completed, ScreenRight will tell us if there was a change in status since the last screen and recommend an evaluation and treatment for those specific declines. This will be very helpful in making the screening process more objective and ensuring no resident falls through the cracks because of scheduling miscommunications or missing a slight decline. Our therapists will also have the ability to add a screen to the schedule if they get a referral from nursing or the family. ScreenRight is currently in the first phase of development. We are planning on a demo in a

couple of communities in August. On the back end, ScreenRight will also generate reporting so we can benchmark information like how many screens typically turn into evaluations by diagnosis or even by therapist. It will help us pinpoint training and develop best practices. Innovation is very important to us and is one of our core values. Living our value of innovation continually pushes us to come up with better systems and products that will make a difference in all the lives we touch.

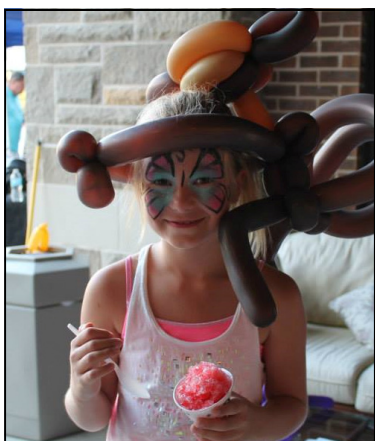
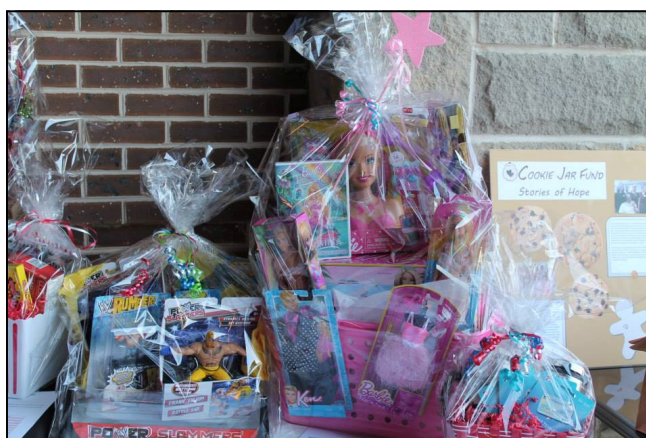
- Marcus Miller, VP of Ops

The Cookie Jar Fund

The Cookie Jar Fund is growing leaps and bounds! Our committee is getting stronger and gaining experience and with that, we are able to strengthen the fund. On July 11th, we held a Summer Family Picnic to benefit the Cookie Jar Fund. This was our 2nd annual event where we invited FP family and friends out to enjoy food, drinks, fun and to benefit this incredible fund. The event was a huge success and we couldn't be more thankful to those who made it possible. We would like to take a moment to thank our sponsors and those who donated time, auction items, party supplies and money. Our official sponsors consisted of the following: Functional Pathways, TIS, Graphic Creations, All Occasion Party Rentals, Universal Group, Dead End BBQ and Rodefer Moss & Co, PLLC. A special shout out to all of our corporate employees and all of those on the employee recognition committee for their help and donations. All proceeds went directly to the Cookie Jar Fund and the total of proceeds amounted to \$5,370.00! Way to go everyone!



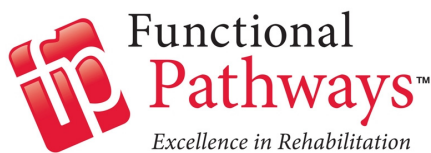
- April Williams, CJF MediaChair



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

New Course Releases at www.fpuniversity.com!!

- Geriatric Health and Quality of Life
- Understanding Dementia in the Geriatric Population
- Cardiopulmonary Considerations for the Geriatric Patient
- Overuse Injuries in the Young Athlete
- A Health Care Provider's Guide to Preventing Injury in Baseball
- A Health Care Professional's Guide To Preventing Injury In Soccer
- Spinal Cord Injury Related Neuro-Rehab: Assessment and Advanced Clinical Applications
- Spinal Cord Injury Related Neuro-Rehab: Evidence Based Theory and Medical Complications
- Chronic Obstructive Pulmonary Disease: An Overview of Signs, Symptoms, Assessment & Management
- Effective Evaluation and Treatment for Common Orthopedic Diagnoses of the Upper Extremities
- Total Ankle Replacement: Advancements and the Road Ahead
- Performance Enhancers Throughout the Lifetime: Friend or Foe?
- Sensory Brain Development: Critical Information and Science Based Approaches You Need to Know
- Bands, Flexibility and Balance - A Health Care Professionals Guide for Interventions



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