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MBS Matters

Winter 2010

- Senior Vice President**
Shanni Ponce
- Director of Operations**
Iris Williams
- Director of Clinical Services**
Juli Simmang
- Director of Finance**
Wendy Schroeder
- Office Manager**
Pamela Johnson
- Accounts Payable Specialist**
Cheryl Hickey
- HR Support**
Shannon Ford
- Regional Managers**
 - Central**
Ethel Gacasan
 - North**
Micki Roget
 - Southwest & Coastal Bend**
Caryn Hofmann

Happy New Year—2010!



Shanni Ponce, Senior Vice President

Happy New Year!

I am most excited to welcome 2010 in my new role in MBS. I look forward to seeing our company through another memorable and successful year.

It is such an honor for me to be given the chance to lead an impeccable group of clinicians, managers and technicians.

I started in the trenches, as a DOR with MBS back in 2003 and witnessed how the

company has evolved. Each year our company has continued to move forward while maintaining a careful balance to the values this company holds dearly.

This year, expect another growth spurt in MBS, in more ways than just expanding to new places. This will be a challenging year, however, we have many great things geared to make the work day fun while doing what we do best.

Having filled the many roles in MBS, I know how dedicated and proud each one of you are about your work. It is that pride and dedication that makes MBS stand apart because each one of you pushes the bar higher for quality SNF rehab.

I urge you and at the same time, “Thank You” for your continued passion and dedication in providing the best care to our residents. You are part of an amazing team. Keep up the good work!

-Shanni

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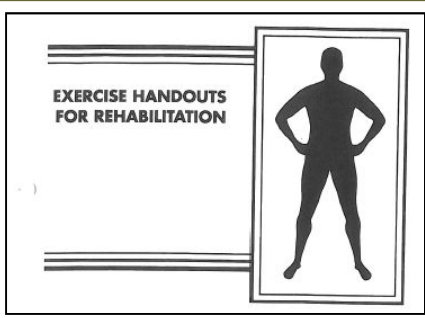
Congratulations



Congratulations to Donna Boulette, CCC-SLP for earning the "Award for Continuing Education" (ACE) by the American Speech-Language-Hearing Association to a select group of individuals who have made a concerted, personal effort to continue professional learning beyond the required criteria. Donna is a speech therapist and an audiologist who is vital stim certified and has been servicing as the full time speech therapist in San Angelo for Meadow Creek and Regency House for almost two years.



Heather Braden—TRISUN Care Center—San Angelo



The much awaited portal for exercise handouts is now available at your fingertips. Please take the time to look in the "V" drive for the EXERCISE HANDOUTS FOLDER.

All you need to do is print your desired exercise program(s) and write in instructions for your patient.

Welcome to the Resource Center



Cheryl Hickey & Shannon Ford

Find us on the web at:
www.mbsrehab.com

Became a fan of MBS Rehab on Facebook



MBS Rehab welcomes two new team members to the Resource Center in Georgetown, Texas.

Cheryl Hickey— Accounts Payable Specialist

Cheryl recently relocated from New York to Texas. She's responsible for the Resource Center's account payable items, purchasing of supplies & equipment for all facilities, and can help you with reimbursement requests.

Shannon Ford— HR Support

Shannon recently relocated from the Dallas/Fort Worth metro-plex to the Austin area. She's responsible for MBS Rehab HR tasks such as processing employee personal files, conducting New Hire Orientation and answering benefit related questions.

Both Cheryl and Shannon look forward to working with you soon!

Thank You!

I want to thank everyone here at Trinity Care Center. Everyone was so nice and made me feel so welcome. I really improved since I came here. I came in a wheel chair and now I am going home using a walker.

I want to thank all of the Rehab Staff who got me back on my feet. They showed me if I worked hard enough I could get off the wheelchair and on to my walker.

I especially want to thank Todd, Christy and Alafia. I know my rehab would not have been as successful without them.

Again, thank you all at Trinity Care Center. I will always remember you—who took care of me. I am glad to be going home but if there ever is another time that I would need rehab again, I would want to come back here.

God Bless You All,
Lucille K—Hutto

Everyone Makes Mistakes

Our Senior VP, has a funny story about a mistake she made when she was overseeing recruiting. A call came in about a candidate's interest in a PT position in Temple. Shanni referred the candidate to Ethel, the Regional Manager for that area, for a phone screen. After a successful chat, the candidate setup an in person interview with Roni, DOR, at the facility. Very soon after the interview began, Roni called Shanni to say, "Remember the PT you sent me? She wasn't "physical therapist" at all—she thought "PT" meant "part-time."

Do you have a funny story that we can all learn from?
Send your story to your DOR to be included in our next newsletter.

Therapy News

The Foundation for Physical Therapy will begin accepting letters of intent to apply for the new \$300,000 Claggett Family Research Grant on January 19, 2010. The grant was recently established to fund researchers investigating exercise interventions for older adults living with multiple chronic conditions.

Great Job

Mr. P. wanted you to know that his neighbor, Alice Banning, was admitted to the Western Hills facility. He visits her on a regular basis because she is like a mother to him. He is very impressed with the facility itself because it is so clean and smells so good. He also commented on how well and how happy the other residents looked. The staff both nursing and rehab are extremely nice.

He said that she is taking Physical Therapy and she does it without much complaining, and he notes, "she complains about everything!". He wanted to get the word out how happy she was and although someone had told her she would be able to return home, she told him she was not going to be going anywhere because she liked it so much there.

Great Job Team!



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HR & Recruitment Updates

I wanted to take this opportunity to introduce myself. I joined the Harden family in November of last year and am so excited to be part of such an amazing team. I have five years of industry experience as well as eight years of recruiting experience. I am reaching out to the local teams and will be visiting throughout the coming months.



Jennie Broadhead
Recruiter
Girling Health Care
& MBS Rehab

MBS Rehab is pleased to announce that we have completed an internal review of our current benefit offerings. Annually we receive a Rehabilitation and Compensation Survey Report to ensure we are offering competitive benefits to our wonderful employees. We recognize that it is vital to our success to have engaged and satisfied team members.

I am proud to report that we are offering the following benefits at or above the current market rate:

1. Salary for all disciplines
2. PTO offered compared to the National Average (National Average of 17.4 days offered)
3. Insurance cost to employees (we focused specifically on Employee + family)- National Average cost is estimated at \$10,000 per annual premium per employee
4. 401k matching exceeds current national average of 2% matching offered by employers for 2009

In order for us to stay competitive it is imperative to examine relevant market data. I focused on data pertaining to the long term care facilities in Texas and nationwide.

Please note this data has been compiled on a regional level for the state of Texas or on a National Average where indicated.

Source: 2009-2010 Rehabilitation Compensation report from the Hospital and Healthcare Compensation Service

Sincerely,
Jennie Brodhead

jbroadhead@hardenhealthcare.com
512.458.3090 x 5019



December News

The staff and patients in the Rehab Department at Temple Living Center, Western Hills had a very busy December. We are fortunate enough here to have a very supportive administrative team headed by Maureen Walthur.

Early in the month, Maureen and Laura (the DON) were gracious enough to grant our request for extra space for an office and speech treatment area. This has allowed us to increase our gym floor space by moving almost all of the office equipment and desks.

One of our ongoing projects with the patients for the month was a community service project. Many small toys were purchased along with wrapping paper and the patients were engaged in group and individual treatments wrapping these gifts. The patients addressed standing tolerance, fine motor coordination activity, problem-solving, attention to task, social interaction, and activity tolerance training among other skilled interventions during this project. The patients also were able to reach out to the community, grasp a sense of pride and purpose in what they were doing in therapy. Some of them even came to the gym outside of their therapy treatment times to wrap extra gifts or visit with other patients who were doing so.

By December 17, the Rehab patients at TLC-WH had completed wrapping over 150 toys!!! Arrangements had been made with the Child Development Coordinator at Scott & White Hospital and Children's Miracle Network to donate all of the toys to the children in the hospital. The whole therapy team got together, loaded all of the toys up, and delivered them to Jennifer at Scott & White to be dispersed to the kiddos and then had an enjoyable meal together and celebrated the season of giving!!!



Thank you again to Maureen and Laura and the rest of the staff at TLC-WH for all of their support of our department and our wonderful new space.

Susan Putscher—Director of Rehab—Temple





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