

Enhance THERAPIES

QUARTERLY NEWSLETTER



At Home



Rehab.
Advisors



2022 Q3 NEWSLETTER CONTENTS



NEW INTRANET

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TEAM MEMBER SPOTLIGHT

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SUMMERTIME RECIPE

We wanted to share one of our favorite summertime recipes.



RECRUITMENT PROGRAMS

We are pleased to share some of the initial programs we've already implemented.

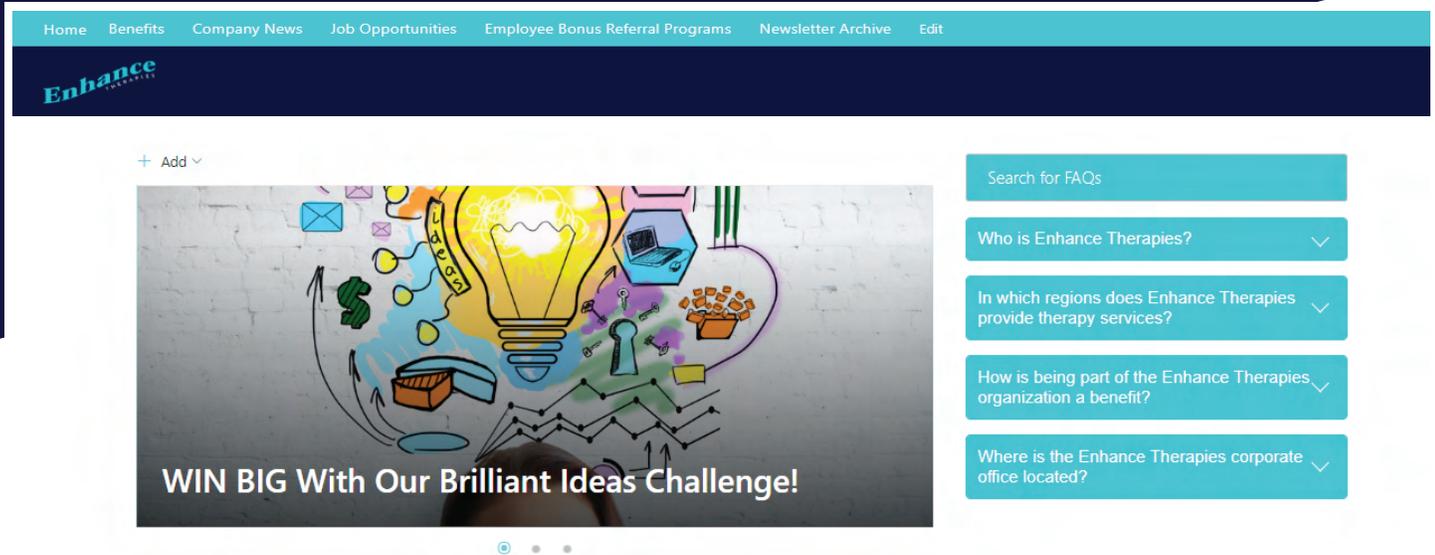


REFERRAL CONTEST

Enter the Summer Referral Contest to win up to \$15,000!



NEW INTRANET



Introducing our New Enhance Therapies Intranet

We are thrilled to announce the launch of our new Enhance Therapies Intranet! This site will be a hub for all things communication, social engagement, company culture, and knowledge management. If you haven't accessed the site yet or are having trouble logging in, please email marketing@enhancetherapies.com.

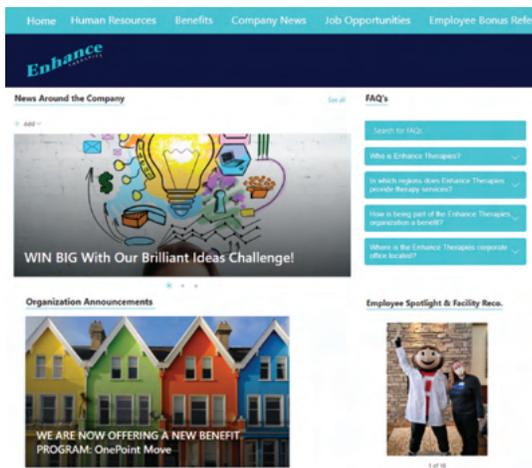
What is an Intranet?

An intranet is a private network contained within an enterprise that is used to securely share company information and computing resources among employees. Our intranet is focused on improving communication across our organization. The site is simple and fun to use. It was designed to provide you with the information you want and need to see. Over time, the site will house all internal communications, as well as updated HR, benefits, and job opportunity information. In addition, you will be able to see featured photos of your colleagues across the country, as well as catch up on company news and new program and contest launches.



What is in it for me?

The Enhance Therapies Intranet will allow you to stay on top of all our new benefits, programs, and contests that are available exclusively for you! In addition, you will be able to share photos of your team to have featured on the Intranet site for all to see! If you ever have any questions regarding IT support, benefits, job opportunities or programs, all the necessary contact information will be available for you to access at any time.



Some of the features you will become familiar with:

- Company News
- Team Member Spotlight and Recognition
- Organization Announcements
- Open Roles within Enhance
- Referral Bonus Information
- FAQs

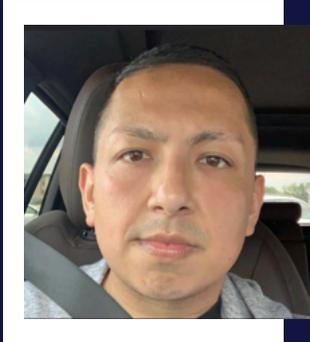
We are thrilled to start sharing company news, updates, and photos with you all. We hope you love it as much as we do. We are super excited to better connect our Enhance Therapies family!



If you haven't accessed the site yet or are having trouble logging in, please email marketing@enhancetherapies.com



TEAM MEMBER SPOTLIGHT



renewal
REHAB

Luis Maciel

Renewal Rehab

1. How long have you worked for Renewal Rehab?

I've been with Renewal Rehab for about nine years.

2. What do you like most about your job?

It's a little cliché but I love that I get to help people every day. That is why I went into Occupational Therapy, I wanted to help children and adults become as independent as possible, which I've been able to do throughout my career as a clinician in Early intervention and Subacute rehab. Now as a Director of Rehab, I feel that I can make an even bigger difference because my scope of identifying needs in patients has grown much wider. Every day, I am able to advocate for all patients, even those not on caseload, just through my daily interactions with patients, their families and communication with other multidisciplinary team members in my facility. I also get to work with one of the best rehab teams I know. Every day, they make the impossible possible and care about every patient just as much as I do, making the mission to help that much easier to carry out.

3. What is the best career lesson you learned so far?

It's so hard to pick just one, I feel that I am constantly learning new lessons as I continue my career. However, there are three quotes that I guide my career by which are: 1. "If you work hard and are really nice to people then amazing things can happen". 2. "The best way to find yourself is to lose yourself in the service of others" and 3. "I cannot do all the good that the world needs but the world needs all the good that I could do". I keep these quotes on a post it on my computer as a daily reminder of the difference I am trying to make.

4. What do you like to do when you aren't working?

When I'm not working, I play with my dogs (Margot and Rex) or spend time drawing in my sketch book.

5. What's a fun fact about you many people may not know?

I actually started working as a rehab technician at the same facility at which I am currently the DOR. It's been a full circle moment to be able to come back to where it all started for me, growing with Renewal and now the Enhance Therapies family.

Every day I get to work in the building that saw me go from rehab tech to OTA student to therapist and now to director. It's a daily reminder for me to stay humble, never stop dreaming, and know that anything is possible.

6. What is one thing you can't live without?

I cannot live without music. We love to play music in our therapy gym every day. At any given time, you will hear just about every genre from pop to Latin to country; it really is therapeutic for everyone and keeps everyone in a great mood.

7. What is your guilty pleasure?

My guilty pleasure is cleaning and organizing. You cannot take me to the organization section of any store because I will find a container for just about anything. I live by the "everything has a home" motto.



INNOVATIVE TECHNOLOGIES

Innovative Rehab Technologies used to improve patient outcomes

Enhance Therapies has partnered with Accelerated Care Plus to use evidence-based clinical programs, combined with innovative rehabilitation technologies, to provide superior outcomes for their patients.

Technology packages vary due to the needs of the rehab team and facility. Packages include the “basics” like electrical stimulation, ultrasound, and the Omnicycle®. Electrical stimulation has allowed the rehab teams at both The Rosewood and Country Club facilities to provide effective non-pharmacologic pain relief to their patients. The Patterned Electrical Neuromuscular Stimulation (PENS) protocol was used by the team at the Wilshire at Lakewood facility to improve upper extremity and hand function with a post stroke patient. The rehab team at the Cedar Manor facility used electrical stimulation to help a patient with a significant knee extension lag after knee surgery. These are just a few examples of the superior care the Enhance team is providing its patients every day.



Virtual Reality is another technology the Enhance team uses to benefit their geriatric patients.

The OmniVR® enables functional rehabilitation for aging adults and others with physical limitations. This system incorporates an advanced 3D camera and specialized computer to capture patient movements allowing them to interact in a virtual world. Virtual simulation distracts patients from actual therapy tasks lessening exercise discomfort, fear, pain and/or boredom. Exercises can be adjusted to patient-specific levels to ensure that patients are challenged but will experience a fair degree of success. The OmniVR® allows for frequent positive feedback to patients as well as providing objective scores that can create a sense of competition which drives improvement (intra patient and inter patient).



Research shows that Virtual reality results in increased volume of exercise and a substantially greater number of therapeutic repetitions whereas traditional therapy may be limited by tasks found to be boring or arduous.

- Rand, Neurorehabil Neural Repair, 2014

Research shows that cortical reorganization occurs in response to task-oriented movements and activities.

- Adamovich, NeuroRehabilitation, 2009

The Medford Multicare Center for Living team will be trialing Accelerated Care Plus's latest technology:



The OmniFlow™ Breathing Therapy Biofeedback System is a groundbreaking new method of delivering breathing therapy. Replace the use of monotonous, plastic spirometers with a fun and engaging interactive exercise environment. OmniFlow™ exercise parameters are easily customizable and provide valuable inhalation and exhalation data to the clinician. This helps therapists to more effectively assess the patient, guide the breathing treatment, and improve outcomes.



SUMMERTIME RECIPE

Summer is our favorite time of year! There is nothing more enjoyable than spending quality time with family and friends outdoors. We wanted to share one of our favorite summertime recipes that will definitely “enhance” your next BBQ. If you make this delicious recipe, please let us know!

Send us a photo to marketing@enhancetherapies.com before **August 30th** at 11:59 EST for a chance to win a \$35 Amazon gift card and to be featured in our next newsletter!



YIELDS: 6 - 8 servings
PREP TIME: 0 hours 5 mins
TOTAL TIME: 0 hours 10 mins

INGREDIENTS FOR THE SALAD

2 5-oz. containers baby spinach
1 lb. strawberries, halved or sliced
2 oranges, peeled and sliced
1 1/2 c. chopped pecans, toasted
4 oz. goat cheese, crumbled

FOR THE DRESSING

1/3 c. extra virgin olive oil
1/4 c. fresh lemon juice
3 tbsp. honey
1 tbsp. apple cider vinegar
1 tbsp. poppy seeds
2 tsp. dijon mustard
1/2 tsp. salt
1/4 tsp. ground black pepper

DIRECTIONS

- 1.** For the dressing: In a small jar, combine the olive oil, lemon juice, honey, vinegar, poppy seeds, mustard, salt, and pepper. Seal the jar; shake vigorously to combine. Set aside.
- 2.** For the salad: Just before serving, add the spinach to a large bowl or platter; top with half of the strawberries and orange slices. Drizzle with half of the dressing; gently toss to coat. Top the salad with the remaining berries, orange slices, pecans, and goat cheese. Drizzle with your desired amount of the remaining dressing, and serve the remainder on the side, if you like. To take this recipe to the next level, trade out the toasted pecans with 1 1/2 cups **candied pecans** for a sweet crunch.

RECRUITMENT PROGRAMS

As we all know, recruitment poses the biggest challenge in therapy sector, and more broadly, throughout the healthcare industry. Based upon the current employment market and the growing needs of the Enhance Therapies family of brands, our core recruitment plan has served as the foundation on which we will continue to build a top-notch therapy team. We are pleased to share some of the initial programs we've already implemented in just a few months.

- Summer Team Member Referral Bonus Program
- PRN to Full-time Team Member Conversion Program
- Engaging external recruitment partners

We would also like to thank those team members who have participated as honorary recruiters by sharing ideas, input, feedback, and referrals. This strong team engagement is what makes Enhance Therapies and its family of brands #1 in our industry!

For any questions regarding our recruiting programs or to refer a friend, please email emilym@enhancetherapies.com.



ENTER TO WIN UP TO \$15,000

Summer Referral Contest

THREE MONTHLY DRAWINGS

Each month there will be:

One Grand Prize Winner: \$5,000

Two Second Place Winners: \$1,500

Enhance Therapies values you as a Team Member and recognizes that you know that friends make the best coworkers. That's why we are investing in you with our Summer Referral Contest that features exciting prizes!

During the months of **June, July, and August**, for every full-time PT/OT/SLP that you refer that gets hired, you will earn one (1) entry into a drawing for \$5,000. The more entries you get, the better your odds of winning the \$5,000 - up to \$15,000.



Visit

EnhanceTherapiesERP.com
to start referring today!

Summer Referral Contest

Guidelines

Between June 1, 2022, and August 31, 2022, we will recognize your contributions to Enhance Therapies' recruitment efforts by providing an incentive that encourages you to refer your friends and colleagues who you feel fit with Enhance Therapies' core values.

Definitions, Rules, and Payments

Must be a full time position to qualify for the Summer Referral Contest. Temporary and/or contract positions do not qualify. Human Resources has the flexibility to adjust, edit, or change this program at any time.

1. Eligible current Enhance Therapies Team Member must refer candidate on EnhanceTherapiesERP.com prior to candidate completing an application. Program begins **June 1, 2022**, and ends **August 31, 2022**.
2. If two Enhance Therapies Team Members refer the same person, the entry will be awarded to the Team Member who first refers said individual on EnhanceTherapies.com.
3. Full-time Team Members currently employed by Enhance Therapies are eligible to receive a referral bonus for each successful hire who meets the criteria of the program. Human Resources staff members, senior management, managers, assistant managers, supervisors, and anyone else involved in the hiring process are ineligible to receive a bonus.
4. The referring Team Member will receive 50% of the referral amount after the new Team Member completes 60 days and 50% of the referral amount after new Team Member completes 120 days of employment.
5. Anyone who is currently employed by or associated with any facility under Enhance Therapies, is not eligible for referral. For example, you cannot refer a physical therapy student currently working for Enhance Therapies, doing a clinical rotation, or receiving a loan or scholarship through Enhance Therapies. Contract/temporary staff members will not count as a new referral.
6. Previous Team Members who have been gone for one year or longer and are in good standing will qualify as a candidate for referral.
7. You must be employed by Enhance Therapies at the time to receive all payments of the referral bonus. Winnings will be included on the payroll check in installments as specified in #3 above. Referral bonus payment is considered taxable income by the I.R.S.
8. Enhance Therapies reserves the right to amend or cancel this program without notice.



Put your friends to work at Enhance Therapies!
Scan this QR code for all the details.

Enhance
THERAPIES

EOE/M/F/D/V



NEWSLETTER FEEDBACK

We would love to know what you thought about our newsletter! Submit your feedback via the link below!

FEEDBACK



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