

Paycom is Here!

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April 25, 2023



By Derek Fenwick

Senior Director of Human Resources

May is upon us and that means Paycom is finally here! We are excited to have you experience the Paycom platform first-hand.

Individual introductions to Paycom have started arriving in email inboxes via login information. As soon as you receive your login information, we encourage you to login and explore the mobile app or the web-based version. Your experience with the Paycom mobile app or the web version will be almost identical, a significant change from our UKG experience.

Once you login, there will be lots to explore. Your information has been transferred from UKG and many levels of audit of been completed. But please check our work – we'd like you to confirm that your information is accurate by completing an Employee Verification Checklist by Friday, May 5th. You can find this checklist inside Paycom.

Since the Paycom implementation is a phased process, **not all of your employment-related information will be immediately available for your review**. PTO balances will be available later in May, as will YTD payroll data. In the very near future, all of your

information will be there. Thanks for your patience as we move through the various phases of implementation.

Over the coming weeks and months, we will be utilizing Paycom in different ways. Some of us, like Home Office and Outpatient, will start using Paycom for timekeeping on May 1st. With tax season having recently ended, some of us will login to complete new tax withholding forms. Many of us will login just to look at our paystubs. Some will use the expense reimbursement module to easily submit work-related expenses. Managers will experience a more seamless process for recording performance discussions. New team members will complete onboarding in Paycom. And, with Open Enrollment quickly approaching, online benefit changes will be a common Paycom task for many of us.

Regardless of how you use Paycom initially, our goal is to have an easy to use, advanced technology-based tool at your fingertips to easily manage your personal information, help you complete employment-related tasks a little bit faster, access company policies and benefit information, and generally support our employees at all levels.

It would feel great to say we are at the finish line, but this is really just the start of a long-term strategic process improvement opportunity. Now that we've introduced Paycom, we will continue to leverage the technology to enhance the employee experience, better support managers, manage and report data, and continue to increase efficiencies. Paycom has additional modules that will play an important role in the future of our employees and Infinity Rehab. Watch for additional information regarding the next phases of implementation.

Finally, please keep in mind that **ALL personal information changes after May 1 must be completed in Paycom**. After May 1, you should not go into UKG to update any information or complete any work-related tasks. You will find that your UKG login still works for a short period, but we will not actively manage UKG after May 1, so please make sure to only use Paycom after May 1 for all your personal and work-related needs.

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Register for Symposium and Win a Gift Card!

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April 21, 2023



Haven't registered for Symposium yet? Register by May 5 for a chance to win a \$50 gift card* of your choice! We will draw one lucky random winner. If you've already registered, you are automatically entered into our drawing. The virtual Symposium event is May 20, 2023.

Here are a few great reasons to register for this exciting event:

- Shortened **half-day format**, plus on-demand sessions
- Can't attend live? Register and have **access to sessions for 30 days**
- New virtual integrations, like **chat rooms and lounges**
- Flexibility to **only attend what you want**, including the employee appreciation event
- Learn from **nationally-recognized speakers** – our classes are specifically tailored for rehab therapists, assistants, and directors
- Not a clinician? No problem – we've got **great content** for you
- It's **free** for full-time and part-time employees!

Even if you can't attend on May 20, be sure to secure your spot so you have on-demand access to all the courses and the employee appreciation event for 30 days.

| **REGISTER NOW**

**Note: gift card must be a verified vendor with e-gift card capabilities.*

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Get Inspired and Build a Culture of Caring

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April 25, 2023



Infinity Rehab values the unique contributions of every employee. Workplace recognition motivates our teams and makes employees feel valued for their work.

Earlier this year, we refreshed and reignited our Culture of Caring initiative! It's a dedicated program used to recognize team members for the work they do.

Our teams in the field are finding fun and engaging way to appreciate their colleagues and celebrate their teams. Recently, the team at West Hills Health and Rehabilitation in Portland, Oregon held a team-building activity decorating Easter eggs. It was a lot of fun and a perfect example of how to bring the program to life.





Still unsure on what exactly is our Culture of Caring? Read the Insider article that talks all about the program and how to get involved.

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Recruitment 4.27.23

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April 21, 2023



RETURN TO INFINITY

We like to say “it is greener here.” It’s not only in our name and logo, but it’s part of everything our company provides and stands for. Our talent acquisition team is reaching out to former clinicians who might not know all the benefits and perks of working for Infinity Rehab. These benefits include:

- Generous PTO package
- 401(k) retirement plan
- Benefits begin on the first of the month after your hire date—no waiting!
- Enhanced our benefits, including unique mental health and wellness perks, like massage
- Quarterly check-ins with their supervisor and annual compensation reviews
- 90-Day Immersion Program, a perk few healthcare companies offer
- Extensive professional development opportunities, like Leadership Academy

Share our blog article on social media or share with a former clinician now. Remember, **you are eligible for our referral bonus for each qualified applicant you send our way.**

|| [SHARE THE RETURN TO INFINITY ARTICLE](https://infinityrehab.com/infinity-insider/recruitment-4-27-23/)

REFERRAL BONUS PROGRAM

Don't forget you can **refer someone** to our team and earn a bonus! Fill out the form here. Be sure to have complete information on the therapist you are referring.

LEADERSHIP OPPORTUNITIES

Ready to take your career to the next level? Infinity Rehab has opportunities for therapists and therapist assistants to become directors of rehab. We have openings in several markets, so what are you waiting for?

| Explore all the latest DOR and leadership opportunities **here**.

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Safe Lifting Techniques

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April 21, 2023



Would it surprise you to learn that many long-term care clinicians “rarely” or “never” used mechanical lifts for patient handling? Learn the principles of avoiding injury when assisting and lifting patients.

This article discusses the importance of protecting yourself from injuries that often occur during patient lifting. Learn principles to avoid injury by practicing these safety measures when performing patient handling.

| DOWNLOAD NOW >>> Protect Yourself from Patient Handling Injuries

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Shining Stars 4.27.23

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April 21, 2023



Our first Shining Star this issue is **Nancy Gardner, PTA**. Nancy works at Mission Healthcare at Bellevue in Bellevue, Washington.

Here is what his nominator had to say.

Nancy is particularly skilled at meeting patients where they are and facilitating development in physical skills through growth of interpersonal relationships. Her patients trust they are in the best care when she is working with them, and she is able to show patients their true potential. I am regularly hearing praise from patients if Nancy's name come up!

Nancy regularly goes the extra mile by making strong connections with her patients and aiming to incorporate regular activities with them. Whether this is having a chat about hobbies during rest breaks or checking in when she knows a patient is having a bad day.

Nancy truly exhibits creating a culture of trust and respect. Her relationships with her patients, co-workers, and other IDT members show she is passionate about finding what is best for our patients and getting everyone on the same page while also acknowledging everyone's role.

Our second Shining Star this issue is **Joanna Swallow, PTA**. Joanna works at the Idaho State Veterans Home in Pocatello, Idaho.

Here is what her nominator had to say.

Jo offers excellent patient education, a high level of clinical skills during all of her interactions with our patients, and effective communication between therapy and nursing to best care for our patients.

Jo has stepped up to periodically attend UR meetings as the therapy delegate which has had her develop even more confidence in communication within our team and the larger interdisciplinary facility team. She is also passionate about linking participation in therapy to improving the quality of our patients' lives.

Jo demonstrates passion for improving the quality of people's lives through taking the time to listen to patients' concerns, answer their questions, and make sure they understand their treatment plans. She continues demonstrate creative treatment ideas that innovate, and through her ability to build rapport with patients, she exemplifies Infinity's culture of trust and respect.

| **NOMINATE A SHINING STAR NOW**

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Take Action! Ask Congress to Approve a Permanent Payment Update to Medicare PFS

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April 21, 2023



Last December, our efforts and those of the wider provider community, resulted in Congress acting to provide a 2.25% increase to the CY2023 PFS, and a 1.5% increase to the CY 2024 PFS, through the *Consolidated Appropriations Act of 2022*. While two years of relief is appreciated, this could signal that the new Congress may be less pressed to provide additional relief for CY 2024. ADVION is part of the Fee Schedule Coalition, which consists of over 100 stakeholder organizations representing over one million providers across the country. In January, this coalition submitted a sign-on letter to Congress with 103 organizations signing, urging Congress to adopt comprehensive, transformative Medicare payment reform over the next several years, and to begin holding hearings immediately to explore potential payment solutions.

The bill, entitled the *Strengthening Medicare for Patients and Providers Act (H.R. 2474)*, would add a permanent payment update to the Medicare PFS that is tied to inflation, as measured by the Medicare Economic Index (MEI). This important legislation would help providers – especially those in rural and/or medically underserved areas – continue to furnish services for patients at a time that the cost of providing care has increased significantly due to inflation.

The time for advocacy on this issue is now, as Congress is in the beginnings of their discussions around long-term PFS reform and what it might look like going forward.

Click the link below to access a pre-written letter (which you can edit) to send to your Congress person.

|| **TAKE ACTION NOW!**

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