

Points of Difference

Culture

The ProStep culture is the strongest and most appealing asset we can offer potential employees. We strive to provide an environment where our therapists can advance their knowledge, skills and careers while working with us. Our culture is focused on work/life balance, leadership development and recognition, teamwork and customer service.

We recognize the importance of investing in our staff because they truly are our most valuable asset. We promote open communication because we want our teammates to be an integral part of the continuous improvement of ProStep's culture.

Orientation

We believe in a well rounded orientation process to help new members transition into their new position with ease and to best prepare them to be successful.

Site Specific Orientation takes place on day one and will cover facility specific information and programs.

We also provide an extensive **Clinically Based Orientation**. During this process, a mentor, the FRC (Facility Rehab Coordinator), and Clinical Trainer will be involved in all clinical training, including thorough review of documentation and patient treatment strategies.

As part of our **On-Boarding Program**, a member of the Corporate Human Resources Team will be assigned to every new team member and assist in answering any questions that may arise. The HR representative will call to check in during the first week, and prior to completion of the first 30 days and 90 days during the introductory period.

(over)

Primary Building

As a company, ProStep believes in striving for primary building placement. By eliminating travel to multiple facilities, we facilitate:

- * team environment
- * constant leadership
- * professional growth
- * consistent patient care

Diverse Caseload

Treating a diverse caseload provides our employees with a comprehensive, clinical experience. Through interventions from a wide spectrum of diagnoses, new clinical skills are promoted and lead to safe, functional and independent skills for patients. Settings where we currently provide therapy include:

- * Short-term
- * Skilled Nursing Facilities
- * Outpatient
- * Assisted Living

Frontline Leadership

We feel that having a strong leadership presence for our team members is imperative to providing the highest quality of patient care and employee growth and development.

Facility Rehab Coordinators are onsite facility managers who provide day-to-day leadership within the therapy departments. FRC's are entrusted with the daily responsibilities of staff mentorship, program development, and managing operations.

Our Regional Directors of Rehab work with multiple facilities, however; the number each RDR is responsible for is typically less than ten. This allows them the opportunity to have a strong leadership presence and closer relationships with the therapists in each facility.

In addition to facility and regional managers, each area is assigned a Clinical Trainer. The Clinical Trainer's primary focus is to provide ongoing program development, quality assurance and support for our staff during site visits.