

Community Physical Therapy

The CPT Recruiter

*Our mission:
CPT will be the leader
in rehabilitation ser-
vices by focusing on
learning, teaching,
research, outcome
studies and patient
focused care involving
employees at all levels.
We will foster a pro-
fessional, ethical and
legal environment for
the practice of physi-
cal, occupational,
speech and respiratory
therapies, while pro-
moting these profes-
sions as an essential
component of health
care.*

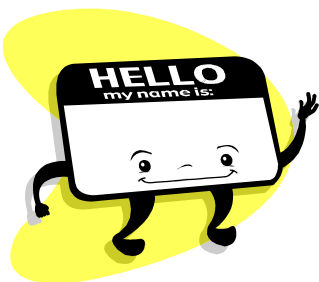
Why is CPT Different from Other Rehab Practices?



There are many things that make Community Physical Therapy a unique place to work, such as inservice opportunities, the ability to treat patients in different practice settings and a dedicated management team composed entirely of therapists. But perhaps the most important thing is the opportunity that is given to employees; regardless of the hours they work, to express their opinions about the company on a yearly basis. So how is this accomplished? Each year,

CPT contracts with an outside Human Resources firm to perform an employee opinion survey. This survey, which is composed of both multiple choice and open-ended questions, is mailed to every employee's home. The survey covers such areas as benefit satisfaction, employee relations, co-worker performance, supervisory feedback and working conditions. After the survey is completed, it is mailed back to the consulting firm for tabulation and to ensure anonymity of the respondents. A written summary is given to the management team and the results distributed to employees. In the past, feedback from the survey has been used to increase vacation time; increase the percentage that the

company pays towards insurance premiums; revamp the orientation program; revise policies and procedures and modify the employee manual. All of the changes were a direct result of what our employees said they wanted; without their input, these changes could have been overlooked. We believe that this opportunity to be heard is one that few other companies offer. Have you ever had such an opportunity? Would you like one? Come and experience the CPT difference!



How Do CPT's Benefits Stack Up?

What do you consider before accepting a job? Location? Flexibility with your schedule? Opportunities for advancement? And then, of course, the final consideration – salary.

What makes up your salary? Is there more to consider than just the hourly rate? Your answer should be yes – the cost of benefits. Have you ever stopped to consider what your current

benefits add to your salary? Do you take advantage of all of them? We encourage you to take a look at your current benefits and compare them with what we can offer.

Vacation	15 days per year for the first 3 years; 20 days per year for years 3-7; 25 days per year for more than 7 years
Holidays	6 paid holidays per year
Health & Dental Insurance	CPT covers approximately 70% of the cost of both individual and family insurance premiums
401K	\$3.5cents up to \$500 per year
Referral bonus	\$500 for FT; \$250 for PT; \$100 for PRN
Continuing Education Reimbursement	\$250 per licensure cycle; CPT journal club (no cost to employees)
Inservice Opportunities	Numerous opportunities for CEU accredited inservice opportunities exist at no cost to CPT employees



What Do Our Employees Think?

An interview with Mike Bond, OTR Therapy Supervisor at Alden Lakeland

How long were you at your previous job?

Almost 7 years.

What was your title?

Full time staff therapist at multiple buildings for the first 2 years. Program Coordinator at several different sites for years.

What did you do?

I worked in a variety of long term care settings, about half of my time was dedicated to patient care. I also was responsible for much of the administrative operations of the facility including scheduling, hiring and training of new employees. I organized marketing activities for our clients and provided daily management of my building, and I played a major part in some of the data processing including payroll and invoicing. My company also utilized me to open new buildings when a new contract was signed and to train new managers for our facilities, sometimes out of state.

Why did you choose CPT?

I was hesitant to leave my former company because I did have a very high degree of job satisfaction throughout my entire employment with them. The one drawback to my most recent assignment at my last job was that I was traveling pretty

far West of my home in Evanston to get to work. I was spending close to 2 hours a day in my car and if I wanted to visit my girlfriend and daughter in Chicago after work it was closer to 3 hours. My time has also become much more valuable to me in recent years because I like to compete in Triathlon races and have moved up to Ironman distance events which require a real commitment to training. Last year was my best season and I qualified for an amateur ranking for the first time. I have some big goals for myself this season and wished that all the time I was spending in my car could be put to better use. I really had no intention of changing jobs when I returned a call to a CPT recruiter, but she did mention wanting to fill a position that was very close to my home. The location she had in mind could not have been more ideal. It was right off the Chicago lakefront, which is one of my favorite places for training and just over a mile from my girlfriend, which has enabled me to attend martial arts classes for her 10 year-old daughter in the evening twice a week. Also, the hourly pay versus the salaried position at my old job was attractive and seemed to allow for more flexibility in my workday.

What do you do now?

I am currently the supervisor of

therapy services at Alden Lakeland.

Many of the administrative duties that I used to be responsible for are taken care of by the corporate office at CPT. This has allowed me to focus more of my time on patient care which is why I became an Occupational Therapist in the first place.

Why is CPT a good place to work?

I have been in my current position for just over 4 months now and am extremely happy with my decision. I have received a great deal of support and positive feedback as I have settled into my new job. I initially thought I would be giving up something in terms of benefits by switching from a large, publicly traded company to a smaller, statewide organization but that has not been the case. The benefits package is similar and even includes some perks that I did not have before such as short-term disability at no cost. I am impressed with CPT's efforts to encourage communication and their willingness to listen to the needs of their employees. On a yearly basis, CPT has hired an outside consulting firm to distribute surveys to us employees to be completed anonymously and returned. Therapists have the freedom to voice concerns and provide feedback on a variety of topics. The department supervisors also meet on a regular basis and CPT keeps us informed of changes

in the field, brainstorms new ideas and develops focus groups to trail new ways of implementing treatment techniques. CPR and Continuing Education courses are held regularly and there is a positive work culture throughout the organization.

What is the best part of your job?

I have really enjoyed the atmosphere and teamwork philosophy that is

present at Alden Lakeland. I have a very talented and dedicated therapy staff that combines compassion along with highly skilled care in order to achieve optimal outcomes for our patients. Our therapy caseload consists of a good mixture of both high level and low level patients creating a clinically challenging environment that is not overwhelming. The Alden staff has been very sup-

portive and helpful and the therapy team from CPT is fully integrated in the day to day operations of our clients here at Alden. This is a fun environment to work in and everyone from the building administrator on down has a great sense of humor. I feel that all of my efforts have been appreciated and I'm proud to be a part of this team.

Who is CPT?

Community Physical Therapy & Associates is a therapist owned practice, founded in 1986 by Bob Tripicchio, PT, MS. CPT was devoted exclusively to the delivery of home care services until 1996 when we expanded to include an on-site, Medicare certified out patient clinic and a skilled nursing facility division. CPT has remained a practice which creates value for patients, payers and employees by creating new approaches to healthcare delivery which are based upon current knowledge and past experience. Currently, we employ a staff of over 350 therapists and 20 office support person-

We would love to talk to you! To find out what we can do for you, please contact us at:

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