



Fall/Winter 2008

President's Address:

Fall is my favorite Vermont season. I love the crisp fall air, sunny colorful days, and crunchy Macintosh apples. It is a time to settle down from a fun, but hectic summer full of activities. It is a time for change.

Change has descended upon IHMS in full force. Charles Alexander is in the process of being promoted to the management team. After the first of the year, he will be the Clinical Director and Director of Marketing. Charles has been an integral part of our growth and we are excited to have him become a part of the future growth at IHMS. After working for us for 3 years, Kim Fuller has left IHMS to eliminate all the traveling and work closer to home. Mike Lynch, administrative assistant and my son, is working part time while he gets his athletic training degree from the University of Vermont. Chris Herskowitz, who specializes in Craniosacral Therapy, has increased her hours now that her children are in school. We hired Christina Howe, OTR, of Bedford NH, as a contractor to cover sites in Southern Vermont and for our expansion into NH. We hired Travis Warmouth our first Athletic Trainer, and Ashley Chagnon our first PT with a Doctorate. Bridget our Administrative Assistant has left for Salt Lake City, Utah, and is being replaced by Meaghan Conly who comes to as a past graduate from Norwich University. She will be working in this position as she gets her Masters Degree. You can check out our new website to read more about our new employees.

We just completed our 5th year in business. It is hard to believe that only 5 years ago Erica and I ventured out on our own and worked out of my basement in Colchester. Thanks to all of you who have supported our vision. It is interesting that when I started IHMS I developed a 5 year plan thinking that was a long way off, but it flew by so quickly. So I will be taking a sabbatical in December to complete a 10 year plan. I will keep you updated!

As I listen to the news, IHMS is not the only one with daily change. We are certainly in a time of instability and change. We have two choices to make; we can be frightened and apprehensive about the unknowns of tomorrow, or we can take faith that we are on the journey of a lifetime, the one chance, one moment to embrace now, learn the lessons and take a deep breath while we enjoy the ride.

-Louise Lynch, President

Featured Com



Rhino Foods started utilizing IHMS services in the fall of 2006. They have actively participated in the Preventive Body Maintenance Program (PBM), ergonomics in production and the office, as well as injury prevention trainings with their sanitation crew. Rhino Foods management has shown exceptional initiative in reducing their numbers of injuries and providing their employees with a variety of health and wellness related opportunities and for that they get an IHMS salute!

"We have seen a drastic reduction in workers comp claims over the last year. Making use of PBM has helped to reduce our recordable injuries, which has had a positive impact on reducing our workers comp claim costs. PBM is also used for recordable injuries to keep an eye on how the employee is improving and keep the claim moving forward to a quicker closure, hence reducing our w/c costs."

"Employees are seeing Charles at the first sign of an ache or pain, which might be the precursor to a recordable injury that would have affected our safety record. We also have used the PBM program to review ergonomics in the office and in Production. Suggestions are taken from Charles and changes made, as deemed appropriate, so that an ergonomic injury can be avoided, hence improving our safety record."

**-Kim Underhill
Human Resources – Rhino Foods**

staff Updates

Amy Benson completed the *Ergonomic Evaluation Certification Program* by Matheson and a *Craniosacral Therapy Training*

Travis Warmouth, Ashley Chagnon, and Martha Burroughs completed the *Post Offer, Pre-Employment and Job Analysis certification course*

Chris Herskowitz completed the following courses
CranioSacral Therapy Practicum Level I and II
Somato Emotional Therapy Practicum Level I and II

New Staff: Ashley Chagnon, DPT, Travis Warmouth, ATC and Meaghan Conly

Goodbye to Kim Fuller, PT who has been with us since 2005 and Bridget Mientka who has been with us since 2007, we wish you good luck, you both will be missed.

NEW IHMS WEBSITE

WWW.IHMSPT.com

We have rebuilt our website to allow our customers a comprehensive resource to obtain health related information, as well as specific job related information and video that can be accessed through any terminal that has internet capabilities. Customer access to the website will be free for our current customers. This resource will allow each company to better manage injured workers cases and provide access to selected medical providers to better understand work demands and write restrictions. This is a service that is not matched by any other company in the community. We are going to provide our customers with a Username and Password once our new site goes live near the end of September. We are planning on posting the following on each companies password protected section:

- *Job Analysis information for each job title that has been evaluated.*
- *Video or pictures for each job title that can be used by non-company professionals (physician, therapist, vocational rehabilitation councilor) to be able to better understand the job requirements. *Access to non-company professionals would have to be granted by the specific company.*
- *Company specific stretching and exercise programs.*
- *Various exercise videos, mini lectures and other health information.*

We will be contacting customers in the upcoming months to find out if you are interested in posting Job Analysis video and to schedule a time to work on this project. Please call us at 655-7575 with any questions.

Nutrition Corner

PRE-DIABETES/Reduce your risk

Twenty-four million Americans have diabetes. Even more alarming is that most of the 57 million people who have pre-diabetes don't even know they have a problem. These people have blood sugar levels that are higher than normal but not high enough to be diabetic. The answer for everyone, those who have or want to avoid both diabetes and pre-diabetes is to keep blood sugar levels in or near the normal range.

Guidelines to reduce blood sugar levels include the following.

- *Losing any excess weight and keeping off unwanted pounds is the best defense against diabetes.
- *Take a brisk walk daily, and limit the time you spend sitting at work, at home, or in between.
- *Avoid trans fats, which are in some French fries, pies, cake frostings, and other foods that are made with partially hydrogenated oils.
- *Replace saturated fats (butter, cream, etc.) with polyunsaturated and monounsaturated fats (oils, nuts, etc.).
- *Replace red meats, especially processed meats, with seafood, poultry, beans, and soy foods.
- *Replace refined grains and sweets with whole grains.

*Drink water instead of soft drinks or even fruit juices.

*If you drink coffee (decaf or regular) or alcohol in moderation, don't stop.

The only way to find out if you have diabetes or pre-diabetes is to get your blood sugar tested (at least every three years starting at age 45).

Annual Food Drive

3RD ANNUAL IHMS FOOD DRIVE

Please join us for our 3rd annual food drive to benefit the Chittenden Emergency Food Shelf.

We ask that you donate non-perishable items including canned foods, boxed foods, baby food, etc.

We hope that your company would like to be involved helping the Chittenden Emergency Food Shelter during the difficult fall months prior to the holidays.

We realize that this is a hard time for all of us, but even if each person brought in one can we could make a huge difference

The food drive starts on October 10, 2008. We will collect your donations between October 26 and October 31.

If you would like to be a part of making a difference, or would like more information, please call Martha at 802-655-7575 or e-mail her at martha@ihmspt.com

In Conclusion

If you enjoyed this newsletter why not share it with someone you know? To be added to our newsletter mailing list or to receive an electronic version please call Martha at 802-655-7575 or e-mail her at Martha@ihmspt.com. The next newsletter will be out in the spring; until then have a wonderful fall and winter!

Best Regards,

Louise Lynch, President
Erica Galipeau, Vice President
Charles Alexander, OTR/L
Amy Benson, MPT
Chris Herskowitz, PT
Ashley Chagnon, DPT
Travis Warmouth, ATC
Martha Burroughs
Penny Bolton
Mike Lynch
Meaghan Conly

