



# **RFH Health and Wellness Overview**

**Approved by: Richard Camp, D.O., and Joshua Babb, MPH**

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## **RFH Health and Wellness Introduction**

RFH Health and Wellness is a healthcare organization committed to providing the highest quality health and wellness services possible. In order to achieve this goal, RFH Health and Wellness utilizes a holistic approach to medicine that tailors each patient a unique health and wellness regimen specific to their needs and goals so that they may live their healthiest lives possible. Our mission is to address the root causes of what is making our patients suffer rather than merely mitigate their symptoms through the use of pharmaceuticals. Therefore, in contrast to the conventional approach being employed by corporate medicine, RFH Health and Wellness takes a functional approach that is health centric to help our patients discover true health.

## **Functional Versus Conventional Approach... A Brief Discussion**

When thinking about what approach to medicine is best for you, RFH Health and Wellness encourages you to consider the true difference between the conventional and functional approaches to medicine. Conventional medicine is a doctor centered system that is disease oriented. It yields a symptoms-based diagnosis resulting in a uniform treatment plan for all patients. This plan is designed to deal with only one disease and looks to merely mitigate symptoms rather than cure an individual. Lastly, conventional medicine necessitates that an individual has a disease before treatment plan can begin.

Conversely, functional medicine is a patient centered system that is health oriented. It yields a diagnosis based on individual biochemical factors resulting in a customized holistic treatment plan for each individual patient. This plan is designed to promote overall health and wellbeing while treating root causes of a patient's problems. Further, functional medicine has a focus on sickness prevention through ongoing holistic treatment. Please See Appendix A for a comparison of the conventional medicine and functional medicine approaches.

When examining these two approaches, it is important to note that functional medicine does not discount the importance of symptom mitigation but rather its goal is to address the root causes of a symptom which in turn alleviates the symptom in the future. Nor does functional medicine discount the importance of pharmaceuticals in a treatment plan. Rather a functional approach utilizes pharmaceuticals, when necessary, and addresses lifestyle choices and individual biochemistry to help achieve true health. Addressing past and current lifestyle choices and their effect on the bodies epigenetics and resulting biochemistry is extremely important as the primary cause of all health outcomes are an individual's lifestyle. Therefore, a conventional approach fails to address the primary cause of all health outcomes because of its disease focus and symptom mitigation strategy.

## **RFH Health and Wellness Center and Services Overview**

The RFH Health and Wellness Center will house a complete gym with 24/7 access; a wellness area that includes whole-body cryogenic therapy, hyperbaric oxygenation therapy, red-light therapy and more; and a direct primary care center. Some of the services offered through our direct primary care center include complete functional assessments, functional medicine lab analysis, bioidentical hormone replacement therapy, vitamin and mineral supplementation, vitamin and mineral infusion/injection, and so much more. A functional approach like the one being utilized by RFH Health and Wellness requires our care givers to spend much more time interacting with our patients as well as reviewing their cases to put together a comprehensive health and wellness regimen. To that end, the doctor to patient ratio at RFH Health and Wellness will be much lower than that of a typical primary care office. Corporate medicine at times will have a doctor patient ratio as high as 1 : 5,000; however, RFH Health and Wellness

will have an ultra-low 1 : 400 doctor to patient ratio to ensure all of patients get the best care possible. For a look at the conceptual design of the RFH Health and Wellness Center, please see Appendix B, and for a complete list of all the services and pricing model for RFH Health and Wellness, please see Appendix C.

### **Insurance Information**

In order to provide all of the services necessary within a holistic and functional approach, RFH Health and Wellness operates under a direct care model in which all patients are billed directly. While RFH Health and Wellness and all providers within do not participate with any insurance companies, we will provide patients with a detailed superbill that they may submit to their private insurance company for reimbursement. Many of the services offered within RFH Health and Wellness may be covered by a patients Healthcare Savings Account (HSA) and we encourage all patients to consider the benefits of having an HSA.

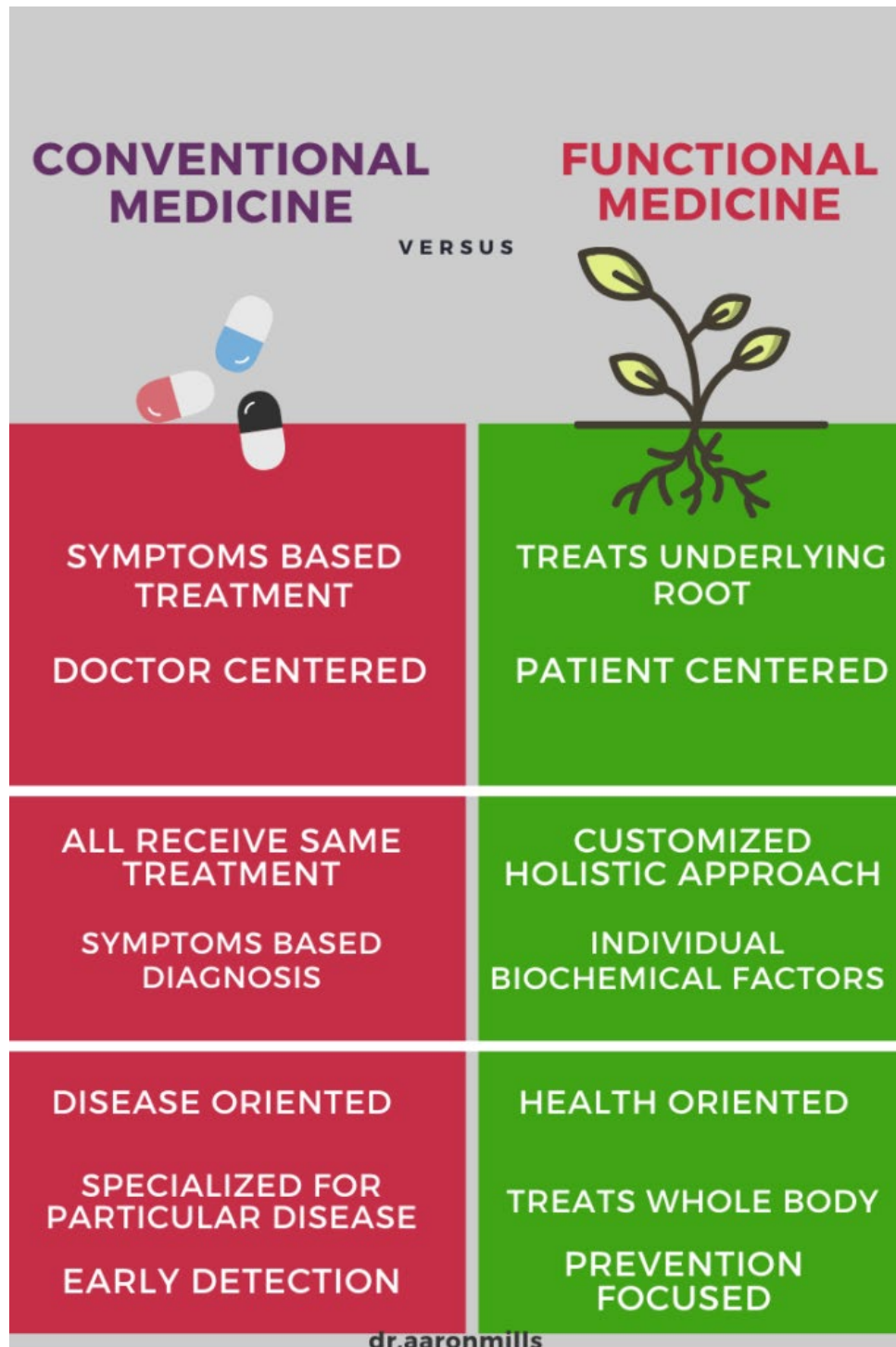
Medicare or Medicaid recipients will **NOT** be allowed to submit a bill for reimbursement and will have to sign an annual agreement attesting to such. All of the physicians, counselors, trainers, etc. at RFH Health and Wellness have opted-out of Medicare and Medicaid. This is because many of the services offered by RFH Health and Wellness that are necessary for achieving real health are not recognized by Medicare/Medicaid as being beneficial and are thus not generally billable anyways. Note that all patients, Medicare and Medicaid patients included, can use their insurance cards for all external services ordered by our office including but not limited to imaging studies, hospital stays, referrals to specialists and labs, medications, etc. Please check with your insurance carrier to determine how these external services are covered.

Finally, RFH Health and Wellness is neither a health insurance plan nor a health maintenance organization, HMO. We recommend you maintain a health insurance plan, if you already have one, in order to meet your needs for services not rendered by RFH Health and Wellness membership such as hospital coverage, medications, specialist visits etc.

### **In Closing**

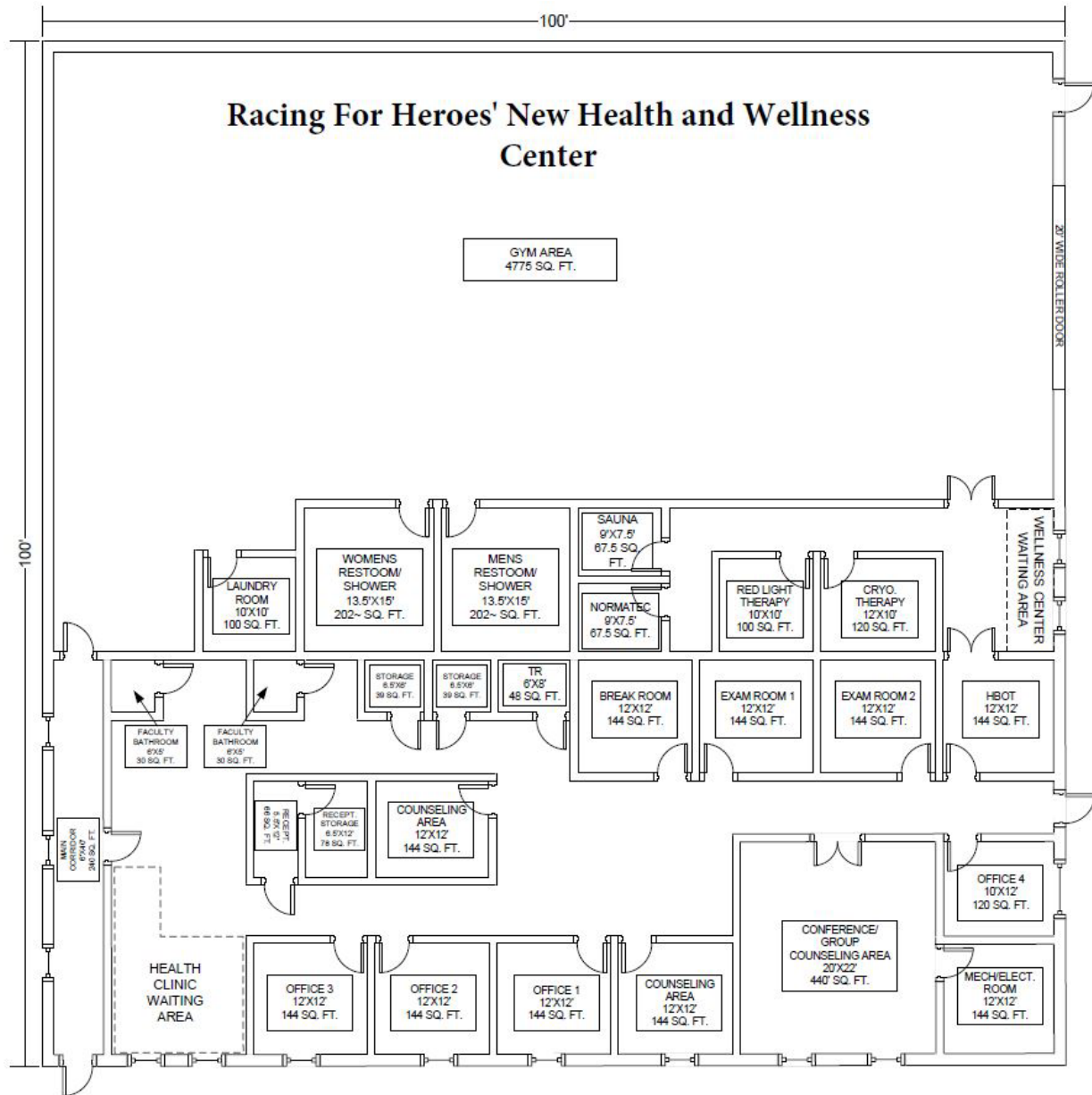
We are so grateful to have the opportunity to help our community achieve true health and look forward to serving each and every one of our clients. RFH Health and Wellness looks to redefine how individuals think about primary care and health in general and we are excited to be able to make these amazing health services available to everyone rather than just the lucky few elites in America. In Appendix E you can get to know some of the RFH Health and Wellness team by reading the biographies of key personnel. Finally, we are hopeful that this brief document provides insight into our organization and hopefully we can serve you on your journey to achieving your healthiest life. If you require any further information, please do not hesitate to reach out to Joshua Babb at [babbj@racingforheroes.org](mailto:babbj@racingforheroes.org) or (910) 603-0044. Further, you may email our Chief Medical Officer Dr. Richard W. Camp at [rwcamp@racingforheroes.org](mailto:rwcamp@racingforheroes.org).

**Appendix A: Conventional Vs Functional Approach<sup>1</sup>**



<sup>1</sup> *Functional Medicine* - Glow Natural Health Center. (n.d.). Retrieved April 4, 2022, from <https://glownaturalhealth.com/functional-medicine/>

Appendix B: Conceptual Design of RFH Health and Wellness Center



### Appendix C: RFH Health and Wellness Services and Pricing Model

RFH Health and Wellness Membership	Monthly Cost (12 Month Commitment)	10 % off for Significant Other (12 Month Commitment)	Family Membership (12 Month Commitment)
Gold Membership	\$125.00 or \$1,375.00 Annually (1 month free)	\$112.50 or \$1,237.50 Annually (1 month free)	\$300.00 or \$3,300.00 Annually (1 month free)
Platinum Membership	\$215.00 or \$2,365.00 Annually (1 month free)	\$193.50 or \$2,128.50 Annually (1 month free)	\$516.00 or \$5,676.00 Annually (1 month free)

Services	Non-Members	Gold Members	Platinum Members
Doctor's Visit 60/30/15 minutes	\$450.00/225.00/120.00	No Charge	No Charge
Visits Included	None, Pay as you go	3 and 1 CPE; Families have 12 and 4 CPEs	9 and 1 CFA; Families have 16 and 4 CFAs
Costs of Additional Visits	N/A, Pay as you go	50% off	90% off
Telehealth Call 30/15 minutes	\$99.00/59.00	50% off (may be covered with any remaining included visits if desired)	90% off (may be covered with any remaining included visits if desired)
CHARM EHR <sup>1</sup>	Not Available	Included	Included
Phone/Email/Text Access	Staff	Staff or Doctor	Doctor <sup>2</sup>
<b>Preventative Care and Health Promotion</b>			
Complete Physical Exam (CPE) <sup>3</sup>	\$450.00	Additional CPE are 80% off	Additional CPE are 95% off
Comprehensive Functional Assessment (CFA) <sup>4</sup>	\$1,599.00	75% off	Additional CFA are 95% off
Body Composition Analysis (BIA)	\$199.00	60% off	Included
Exercise Prescription	\$149.00	Included	Included
Gym Access	\$15.00/day; \$40.00/week; or \$55.00/month	Included	Included
Educational Lectures and Healthful Seminars	Variable, \$45.00+	Included	Included
HeartMath	\$99.00	50% off	Included

<b>Functional and Integrative Solutions</b>			
Functional Medicine Labs (FML)	At Cost + \$50.00	At Cost + \$25.00	At Cost
Bioidentical Hormone Replacement Therapy (BHRT)	At Cost + \$350.00/visit; min 4 visits and FMLs/yr	At Cost + 50% off per visit; min 4 visits and FMLs/yr	At Cost; min 4 visits and FMLs/yr
Vitamin and Mineral Supplementation	At Cost + \$200.00/FML; min 2 FMLs/yr	50% off per FML; min 2 FMLs/yr	At Cost; min 2 FMLs/yr
Vitamin and Mineral Infusion	At Cost + 50%	At Cost + 25%	At Cost
Vitamin and Mineral Injection	At Cost + 30%	At Cost + 15%	At Cost
Hyperbaric Oxygenation Therapy (HBOT)	\$200.00/one hr session \$110.00/half hour session	30% off per session	60% off per session
Whole-Body Cryogenic Therapy	\$15.00/3-6 min session	25% off per session	50% off per session
Red-Light Therapy	\$15.00/20 min session	25% off per session	50% off per session

1. CHARM Electronic Health Record (EHR) is a state-of-the-art EHR that gives the user secure access to their medical records. CHARM EHR has a password-protected and secure patient portal where you can review your labs, health history, and medication list or simply use it to communicate with the RFH Health and Wellness staff. If need be, you may print or share your health information while travelling in Texas, Colorado, etc. with a doctor seeing you for an emergency. Better yet, if that were to happen you can get me on the phone to discuss your care with that physician so nothing falls through the cracks.
2. This means Platinum members can access me 24/7 all year long, unless I am under general anesthesia. Now, that's a great feature. Everyone else will be contacted by staff with advice and answer to any issues, of course under my supervision.
3. A complete physical exam (CPE) is what a true physical should be and takes Dr. Camp 30 minutes to 1 hour to complete.
4. A comprehensive functional assessment (CFA), is a 2-hour physical exam and you may email Dr. Camp for detail



## Appendix D: Health and Wellness Services Description

### Lifestyle, Nutrition, and Exercise Counseling<sup>2,3</sup>

Lifestyle nutrition, and exercise counseling is an important component for any approach to health and wellness. Scientific research has shown that health and wellness outcomes are influenced far more by lifestyle choices rather than genetic makeup. In fact, a conservative estimate by the World Health Organization (WHO) maintains that 60% of all health and wellness is attributed to lifestyle factors and only 40% is the result of genetic makeup and healthcare combined. Further, as our understanding of epigenetics increases (the factors that cause genes to be on or off), the importance of healthy lifestyle choices becomes more apparent. Therefore, any health program that ignores lifestyle, nutrition, and exercise counseling fails to address the most prominent factor in current and future health outcomes.

### Vitamin and Mineral Supplementation

Vitamins and minerals play critically important roles in all the body's systems and processes. Everything from the immune, endocrine, cardiac, and respiratory systems to energy production, metabolism, and mood control requires vitamins and minerals. Therefore, having an imbalance of these vitamins and minerals can cause havoc in the body and produce a variety of undesirable symptoms, which in cases can be life-threatening.

### Bioidentical Hormone Replacement Therapy<sup>4</sup>

Hormones play a critical role in the body's messenger system. Hormones are produced by endocrine glands before being released into the bloodstream where they are carried throughout the body. Hormones help control many different functions including but not limited to growth, reproduction, metabolism, and sexual function. Therefore, appropriate hormone levels are critical to living a healthy and fulfilling life. Bioidentical hormones are man-made chemicals derived from plants that are designed to be identical to the hormones produced by one's body. Of all the different types of hormones on the market, bioidentical hormones are the closest to the real thing, and BHRT can be incredibly helpful for individuals that fail to produce adequate hormone amounts on their own or otherwise suffer from hormone imbalances.

Another advantage of BHRT is the ability to address the unique needs of each patient through the use of compounded bioidentical hormones. Compounded bioidentical hormones consist of a blend of hormones in specific types and quantities that a doctor tailors to a patient's specific needs and is then created by a pharmacist. This method recognizes the uniqueness of each patient's circumstances.

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<sup>2</sup> *What Is Lifestyle Therapy — and Why Is It the New Blockbuster Medicine?* (n.d.). Retrieved April 5, 2022, from <https://www.inhealthonline.com/health-coach-blog/what-is-lifestyle-therapy-and-why-is-it-the-new-blockbuster-medicine>

<sup>3</sup> *Genetics or Lifestyle - Where Is The Cause of Disease? | American Council on Science and Health.* (n.d.). Retrieved April 5, 2022, from <https://www.acsh.org/news/2018/07/02/genetics-or-lifestyle-where-cause-disease-13139>

<sup>4</sup> Brennan, D. (2021, May 15). *BHRT: What is it and How Does it Work?* <https://www.webmd.com/menopause/what-is-bioidentical-hormone-replacement-therapy>

## Hyperbaric Oxygenation Therapy<sup>5,6</sup>

Hyperbaric Oxygenation Therapy (HBOT) allows a user to breathe pure oxygen in a pressurized environment. This non-invasive medical treatment allows increased oxygen to be delivered to all areas of the body. In fact, a single hour of HBOT results in the uptake of roughly 2.4 pounds of oxygen into the tissue. This is 10 to 15 times greater than the amount received under normal conditions. This acute increase in pressure and oxygenation has many well documented benefits and has shown promise in the treatment of many medical conditions. Some of these conditions include traumatic brain injury (TBI), post-traumatic stress disorder (PTSD), migraines, wound care, cancers, and much more. For a comprehensive list please click on the [link](#) or visit [www.nationalhyperbaric.com](http://www.nationalhyperbaric.com).

HBOT fits into any functional approach as it is more than just a way to treat a condition but promotes overall health and wellness in already healthy individuals as well. The benefits of HBOT for already healthy individuals include the promotion of new blood vessel growth, decreased swelling and inflammation, deactivation and removal of toxins, increased ability to fight off infection, improved cognitive function, possible skin rejuvenation, and improved athletic performance and recovery. This increase in general health and wellness is why elite athletes and US Special Operations use HBOT to help them perform at their best, and RFH wants to ensure that this service is available to all veterans so they can be their best.

## Whole-Body Cryogenic Therapy<sup>7,8</sup>

Whole-Body Cryogenic Therapy (CT) is simply the process of exposing the whole body to extremely cold air for 3-6 minutes. The air temperature within the cryogenic therapy chamber is between -120°F to -145°F. This causes the surface temperature of the skin (not your core) to rapidly decrease. This rapid decrease in skin temperature causes vascular constriction in peripheral arteries shunting blood back to your core. After the session is finished, the body begins to warm back up and vasodilation occurs allowing oxygen rich blood to flow to muscles, joints, and other areas that otherwise wouldn't receive good circulation. This hermetic response also triggers the release of many chemicals including cold-shock proteins that are important to recovery. Further, the treatment triggers the release of endorphins and norepinephrine, which are hormones that play a positive role in mood, energy, and metabolism. On top of the raw health and wellness benefits described above, there is mounting evidence surrounding the use of whole-body CT in the treatment of several different medical conditions. Some of these medical conditions include migraines, nerve irritation, anxiety, depression, and arthritis.

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<sup>5</sup> National Hyperbaric. "What Is Hyperbaric Oxygen Therapy?" *National Hyperbaric*, 2020, <https://nationalhyperbaric.com/hyperbaric-oxygen-therapy/>.

<sup>6</sup> Doenya-Barak K, Catalogna M, Kutz I, Levi G, Hadanny A, et al. (2022) Hyperbaric oxygen therapy improves symptoms, brain's microstructure and functionality in veterans with treatment resistant post-traumatic stress disorder: A prospective, randomized, controlled trial. *PLOS ONE* 17(2): e0264161. <https://doi.org/10.1371/journal.pone.0264161>

<sup>7</sup> Rymaszewska, J., Ramsey, D., & Chładzińska-Kiejna, S. (2008). Whole-body cryotherapy as adjunct treatment of depressive and anxiety disorders. *Archivum Immunologiae et Therapiae Experimentalis*, 56(1), 63–68. <https://doi.org/10.1007/s00005-008-0006-5>

<sup>8</sup> Bleakley, C. M., Bieuzen, F., Davison, G. W., & Costello, J. T. (2014). Whole-body cryotherapy: empirical evidence and theoretical perspectives. *Open Access Journal of Sports Medicine*, 5, 25–36. <https://doi.org/10.2147/OAJSM.S41655>

## Red-Light Therapy<sup>9</sup>

Red-Light Therapy is a therapeutic technique that uses low-level wavelengths of light (red) to help promote growth and recovery. The basis of this technique is its effect on the mitochondria. Mitochondria, often referred to as the powerhouse of the cell, are responsible for cellular energy production. The low-level wavelengths penetrate roughly 5mm into the skin and produce a biochemical reaction that causes an increase in the production of adenosine triphosphate (ATP), which is the body's energy currency. With more energy, cells can function more efficiently and repair damage more easily.

When first discovered, it was thought to be a method for only treating minor skin conditions and addressing wrinkles. However, the evidence of red-light therapy's validity as a supplemental treatment in other morbidities is continuing to grow. Some of these morbidities include wound care, carpal tunnel syndrome, rheumatoid arthritis, sun damage, and general pain and inflammation. Further, there is preliminary evidence red-light therapy may help with depression, seasonal affective disorder, and postpartum depression. Given the functional approach RFH has decided to employ, red-light therapy as another service that can be used to give holistic treatment while promoting overall health and wellness.

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<sup>9</sup> Chung, H., Dai, T., Sharma, S. K., Huang, Y.-Y., Carroll, J. D., & Hamblin, M. R. (2012). The nuts and bolts of low-level laser (light) therapy. *Annals of Biomedical Engineering*, 40(2), 516–533. <https://doi.org/10.1007/s10439-011-0454-7>

### Appendix E: RFH Health and Wellness Policies

1. RFH Health and Wellness Direct Primary Care (DPC) is a division of RFH Health and Wellness. The term member is referred to those who pay the RFH Health and Wellness membership fees on a monthly or annual basis. Nonmembers are those who utilize RFH Health and Wellness, the practice, and its services on a pay-as-you-go basis and therefore do not have any membership rights to RFH Health and Wellness DPC and its provisions. Services refer to all that Dr. Camp and his staff or independent contractors are permitted to perform under the laws of the state of Virginia and which are consistent with their training and experience. Any treatment or medical services which Dr. Camp or his staff or independent contractors deem to be unfeasible, inappropriate, or outside of their areas of expertise would not be offered as part of the membership.
2. Membership may be terminated with a 60-day written notice from you at any time and without explanation. If you have paid ahead, your money will be returned within a week. RFH Health and Wellness may terminate your membership with a written 60-day notice during which time you will have the opportunity to find another physician. Any prepaid fees for the months for which your membership is terminated will be returned to you on your final membership day. If Dr. Camp plans to leave the community or close the practice, you will receive at least a 60-day notice.
3. You may switch between tiers of service with a 30-day written notice assuming memberships are available at the new desired membership level.
4. RFH Health and Wellness DPC shall only include a maximum of 400 active patients at any given time. This would translate into 150 Platinum Members and 250 Gold Members. See Appendix C for the accompanying chart describing the cost and benefits of these levels.
5. RFH Health and Wellness, Dr. Camp, and all staff or contractors within do not participate with any health insurance. We do not bill your insurance company but can provide you with a detailed superbill describing services rendered, which you may in turn submit to your insurance carrier for compensation, unless you are a Medicare or Medicaid recipient. Dr. Camp and all staff or contractors have opted out of Medicare.
6. **Medicare recipients may not** submit a superbill to Medicare for our services and must annually sign an agreement attesting to such. Most of the services which make your membership at the RFH Health and Wellness DPC valuable and rewarding are not considered customary and acceptable services by Medicare and are not generally billable anyway. Medicare patients can, however, use their card for all external services that are ordered by our office including but not limited to imaging studies, hospital stays, referrals to specialists and labs, etc.
7. RFH Health and Wellness membership is neither a health insurance plan nor a health maintenance organization, HMO. We recommend you maintain a health insurance plan, if you already have one, in order to meet your needs for services not rendered by RFH Health and Wellness DPC membership such as hospital coverage, medications, specialist visits, etc.

8. Although RFH Health and Wellness, Dr. Camp, and all staff or contractors do not accept insurance, you may still use your insurance for things we order that are external to RFH Health and Wellness such as X-rays, medications, covered labs, visits to specialists, etc. Please check with your insurance carrier to see how things are covered when your physician is out of network. Dr. Camp will be considered out of network for all insurances.
9. "At Cost" in the aforementioned pricing model refers to internal costs of administering all services. This does not refer to external costs charged by LabCorp, specialists, etc.
10. The terms of the plan and our agreement may change with a 30-day written notice to that effect. If a member does not agree to the new terms, then he or she will have the right to terminate your membership with a 30-day written notice under which time he or she will be seen under previously existing policies.

## Appendix F: Biographies

### Mike Evock, CW3 US Army Special Forces (ret.) – Board Member

Chief Warrant Officer Mike Evock is a combat veteran who has been involved with the Special Forces community for over sixteen years. His career in the military began in 1988 when he enlisted into the 82nd Airborne Division of the Army. It would be only four short years after joining the Army and having experienced combat situations, that Mike shifted to the Special Forces as an 18B Weapons Sergeant. His exceptional skills were essential to the success of the division during training and combat missions. From 1994-2009, Mike Evock trained, instructed, commanded and executed various missions as a Green Beret both in the United States and abroad. During this time, Mike achieved his Warrant Officer ranking which put him in command of several small and large unit operations. He has been intimately involved with sensitive combat missions, crisis response teams, counter terrorism missions and more, and continues to instruct and perform important missions in the civilian world today.

Throughout his career as a soldier Mike Evock experienced a slew of highly intensive missions, and faced certain death on more than thirteen different occasions which included a helicopter crash and multiple IED explosions. He has suffered more than 50 "significant" injuries, of which several were life threatening, yet he survived them all. The aftermath of these events and experiences has resulted in his battle with Post Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI), physical aches and pains and he lives in a constant state of heightened awareness. Despite all of these ailments, Mike Evock relies on his warrior mentality and skills to forge ahead in his civilian life. As most would be led to believe that living with these challenges would break him down into deep darkness, Mike Evock is here today continuing the fight for all disabled Veterans. This "ghost warrior" has come back from the brink to become a champion for Veterans. He uses racing to recreate the solidarity that kept these men and women tightly knit during their active years in the Armed Forces.

Mike Evock began Racing For Heroes in 2009 as a way to give back and support his fellow Special Forces Veterans. Between 2013 and 2015, he made the decision to transform his racing efforts into a charitable organization. That is when he was able to receive 501c3 exemption letter for the operation of the Racing For Heroes Raceway in Mill Hall, PA. He used this venture as a way to uplift and recognize Veterans in many ways. Uniquely, the entire staff at the track were Veterans who volunteered their time to the cause and to the sport. Mike not only ran and promoted the track, but he was also a participant running the #773 Dirt Late Model as a tribute to all of his fallen Special Forces brothers. Although Racing For Heroes is no longer running this racetrack, Mike has decided to reinvent the cause through another form of racing. His passion for competitive racing continues to inspire him by using the Racing For Heroes organization to support his fellow Veterans. By doing so, it has given these Veterans a place to call home once again. Through motorsports, Mike Evock has found a strength and resilience that he brings to each new day of his life as a survivor and as a true American Hero.

### Richard "Ricky" Camp, D.O. – CMO

"Doc" Camp is a former U.S. Army Special Forces Sergeant First Class. Doc Camp served in the U.S. Special Forces Seventh Group in South American and Afghanistan. Among his military accomplishments he served as the Non-commissioned Officer in Charge of Special Operations Command South's (SOUTHCOM) mobile surgical team and Non-commissioned Officer in Charge of medical operations for a 120-man forward deployed Special Forces Counter-terrorism Company at Naval Station Roosevelt Roads, Puerto Rico. Dr. Camp graduated from the Pikeville College School of Osteopathic Medicine. Dr. Camp works in Rocky

Mount, NC and specializes in Emergency Medicine. Dr. Camp is affiliated with Nash General Hospital.

### **Marian L. Laruax, BSN RN – Health and Wellness Center Nurse**

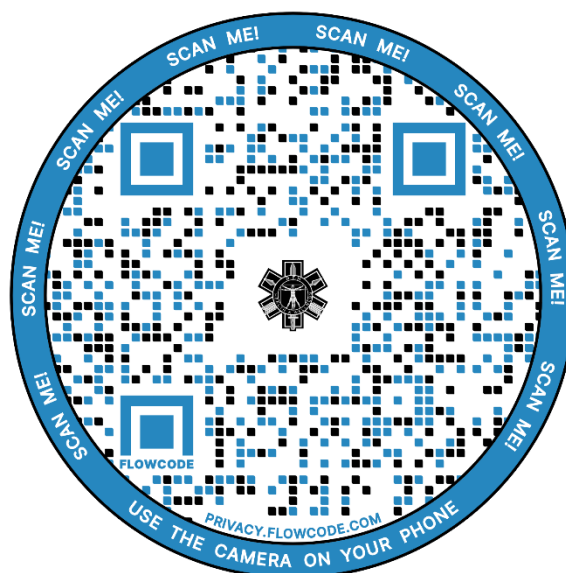
Marian is registered nursing in the state of Washington State and Oregon. Soon to be registered in the State of Virginia. Marian was introduced to her nursing career while she was working as a short-term and long-term disability analyst for Standard Insurance. Marian graduated from the Universidad del Turabo, Puerto Rico, and International University of Nursing, St. Kitts, with a dual degree in Bachelor of Nursing for both the American track and Caribbean track. During that time, she learned her true passions are to help individual recovery, promote wellness, and provide patients' households with peace of mind.

Over the last four years, she turned away from traditional corporate medicine for a more holistic and functional approach to healthcare, which includes infusion & injection therapies, hot and cold modalities, and 'biohacking' wellness alternatives. Prior to transitioning to a functional clinic, Marian held various positions at several different surgery centers. Some of these experiences include working in the Emergency Department at San Juan's VA Medical Center and the General Hospital of Menonita de Cayey and served in the Acute Care Unit of the Joseph N France General Hospital in St. Kitts.

### **Joshua "Josh" Babb, MPH – Director**

Josh has joined the RFH Health and Wellness team to help manage at the systems level. Josh is a two-time graduate of the University of North Carolina at Chapel Hill where he graduated with distinction in both his Bachelor's Degree in Mathematics and Master of Public Health. Among his academic achievements are awards in mathematics, general chemistry, organic chemistry, and technical writing. Josh enjoys systems thinking and is excited to use the skills and knowledge gained throughout his academic life to have a positive impact on population health. Further, he has been married to his wife Stephanie for 16 years and they have two loving children.

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