

Benefits

Health, Dental, and Vision Insurance

Credentials Healthcare Staffing is pleased to announce that we offer health insurance, including optional dental and vision. This is a mini-med health plan that is designed to provide affordable and valuable benefits to help pay for everyday healthcare expenses. There are no health questions, so coverage is guaranteed! New employees will have 30 days to enroll from date of hire. To be eligible for the 1st of the next month, enrollment must be received by the 25th of the month of your start date. Please ask your staffing representative for further details.

Service Awards

We value the time you work for us. Our service awards are designed for the long-term employee and are awarded accordingly. Please see our hand out on *Service Awards*.

Vacation Pay

When you have completed 1500 hours of work you are eligible for 35 hours of pay at your most frequent pay rate. All vacation time must be taken within the same pay period. Once you have reached 1500 hours the count will start back at zero until you have reached your 1500 mark again. This is not necessarily paid time off and is considered a case by case scenario. This must be approved by your supervisor and Credentials Healthcare Staffing.

Holiday Pay

If you work a holiday you will be paid time and one-half hours for the following dates: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas.

Credentials Healthcare Staffing Savings Plan

If you have been employed with Credentials Healthcare Staffing for one year and meet the following requirements, you may participate in this retirement plan. You must have earned at least \$5000 in compensation from Credentials Healthcare Staffing in any prior 2 years, and expect to earn at least \$5000 from Credentials Healthcare Staffing in the current year. Credentials Healthcare Staffing will match dollar-for-dollar up to the amount deferred but not more than 3% of your gross salary. This benefit is offered by our parent company Westphal Staffing, Inc.

RN Referral Bonuses

We want to seek Nurses just like you to work for Credentials Healthcare Staffing. If you refer a RN, ADN or BSN to our company in writing, by using our *Referral Form* you will receive \$2250 to be paid out in increments according to the levels as follows:

Level 1: 120 hours worked by referred employee = \$750.00

Level 2: 240 hours worked by referred employee = \$750.00

Level 3: 360 hours worked by referred employee = \$750.00

Please Note: *Without the referral form, you will not be paid for your efforts

All other Healthcare Professional Bonuses

If you refer any other healthcare professional (i.e. LPN, CNA, MA, CST) we will reward you \$150 to be paid out in increments according to the levels as follows:

Level 1: 120 hours worked by referred employee = \$50.00

Level 2: 240 hours worked by referred employee = \$50.00

Level 3: 360 hours worked by referred employee = \$50.00

Please Note: *Without the referral form, you will not be paid for your efforts

Employee of the Month

Every month we'll choose an Employee of the month that exemplifies the type of employee we strive for. Good performance, attendance, and attitude will qualify you for the employee of the month. A \$50 bonus and a certificate will be presented to each employee of the month.

Cancellation Payment

For those of you who are cancelled by a facility less than 2 hours prior to your shift, you will be paid for 2 hours at your current pay rate for the inconvenience. Please note – this does not mean when you received the call. It means whenever that call is placed by a Credentials Representative.

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Certification Reimbursement

If you feel you need additional certifications or are looking to add a certification to your experiences. We will provide you with full reimbursement for such certifications after you have completed the course. All courses will be pre-approved by Credentials Healthcare Staffing and will be reimbursed accordingly.

BLS = Must work 80 hours for full reimbursement

ACLS or PALS = Must work 120 hours for full reimbursement

Must Have:

- ✓ A certificate of completion along with a paid receipt must be presented to Credentials Healthcare Staffing.
- ✓ All reimbursement will be provided the last payday of the month.

Your hours are cumulative; therefore you do not have to start from zero each time you begin a new assignment. Whenever you are eligible to claim an award, simply contact the Administrative Services Coordinator by calling 715-845-0205 or emailing mgr@credentialshcstaffing.com

* Benefits subject to change without notice

4/08