

TOP TEN TRAVEL COMPANIES

FOR THE YEAR 2011 01/12/2011

A NEW YEAR... A NEW TOP TEN LIST!

In the challenging world of travel nursing it's time to honor those travel companies who provide the best of benefits to traveling nurses, along with exceptional service.

There are three important aspects to this award: the companies' benefits, the informational interview, and how the traveling nurses evaluate the company.

Nurses were polled regarding which benefits they looked for in a traveling company, and then an inquiry was made to each company as to whether or not they provided those benefits.

To help nurses further understand what the individual travel companies were all about she had each company fill out an interview form, in which each company was then spotlighted for a full month on the Highway Hypodermics website.

Each company who provided an interview was placed on a list in which the number of benefits was added to the evaluations of that company. This year over 80 new company evaluations were completed, with 10 new interviews being completed.

This year there was not a change in the top seven companies and three companies tied for the 8th, 9th, and 10th-place spots. Although HRN slipped to honorable mention, we're happy to announce that FlexCare is new to the Top Ten list.

Other top ranking companies honored include Pro-Med Staffing, TaleMed, Across America Med Staffing, Nurses in Partnership, Freedom Healthcare, and Valley Medical Systems.



The biggest congratulation goes to Premier Healthcare Professionals for submitting the list once again, making this their 5th time.

¹This chart can be found at the end of this document.



ADJUST YOUR EXPECTATIONS

"I couldn't find a staffing company that kept its promises. So I started one," Matt Floyd, R.N, Founder, President, and CEO says.

As a former traveling critical care nurse, Matt had become all too familiar with the infuriating drill: Showing up to bewildered looks instead of secured housing; paychecks that rarely landed in his hands on time, and when they did, were routinely for reduced or inaccurate amounts; and perhaps worst of all, there was never anywhere or anyone to turn to to seek coun-

NUMBER 8/9/10 - TRINITY HEALTHCARE

sel from or just sympathize with him.

Trinity Healthcare was born out of that frustration. Matt founded the company in 1999 around a very simple idea: *Doing what we say we'll do*. That translates into offering medical facilities higher quality healthcare professionals, and offering healthcare professionals a company that keeps its promises. It's made them one of the fastest growing and most trusted staffing agencies in the country, and it's why you'll find a home at Trinity too.

Trinity Healthcare Staffing Group offers travel, per diem, and temp-to-perm placement for nursing and allied healthcare

professionals. Trinity is a national company offering travel assignments all across the country, with per diem staffing available through their branch offices.

In 2004 Trinity was named on the Inc. 500 list for being one of the fastest growing privately owned companies in the country, as well as being recognized as one of the fastest growing companies in South Carolina in 2003 and 2004.

Trinity is a JCAHO certified company that offers the following benefits to their travel nurses: major medical, dental, vision, prescription drug coverage along with life insurance of \$25,000, workman's compensation, general liability insurance,

professional liability insurance, 401K, completion bonuses for quite a few assignments, and an unlimited general referral bonus. You receive all of this, in addition to one of the highest pay packages in the industry. While their employees are covered by Trinity, they are rather conservative and of the belief that one can never have too much professional liability insurance. So give us a call and let us help you help others, like the unique specialists you are.

For more information, contact them at 1834 Sally Hill Farms Blvd., P.O. Box 5955, Florence, SC 29501, 877-417-9507, www.TrinityHSG.com.



NUMBER 8/9/10 - CIRRUS MEDICAL STAFFING

You can expect a professionally fulfilling adventure chocked with lifetime experiences! They have contracts throughout all 50 states and work with hospitals of all sizes and flavors (for profit, not-for-profit, Indian Reservations, Military, government, etc.). They won't stand for our travelers being limited, so we encourage our travelers to try them all. The adventure of exerting flexibility in a small hospital to crises driven adventures of Level I trauma centers allow their travelers to become a more seasoned

professional. Cirrus travelers develop into the type of professional who has worked with various management styles and has the acquired talent to share with other facilities. The Cirrus adventure allows their travelers to remain true to their "calling" without losing touch with himself/herself or sacrificing career fulfillment.

Cirrus Medical Staffing makes is different in the fact that they give their travelers the individual attention and flexibility that they need to perform their job successfully. With a single phone call, you will speak with a Cirrus employee 24 hours

daily, 365 days yearly and will not have to contend with an answering service. They go the extra mile to ensure our travelers are safely housed, supported with their issues, and treated with the respect that is deserved. Their travelers are treated as the professionals that they are and served as our most important asset (because they are).

They constantly perform and carry through with their commitments to their travelers. We are known in the travel community for their fairness, for doing what they say they will do and for doing what is right. That's why their traveler retention rate

has exceeded 80% consistently in the last two years.

Some of their most experienced travelers can attest to how well they treat them and how quickly they respond to their issues/concerns. Their response and resolution time is commended by their travelers and their yearly traveler satisfaction survey has been STERLING since their inception.

For more information, you can contact them at: 4651 Charlotte Park Drive, Suite 400m, Charlotte, NC 28217, 800-299-8132. Or visit their website at: www.cirrusmedicalstaffing.com



NUMBER 8/9/10 - FLEXCARE MEDICAL STAFFING

FlexCare Medical Staffing focuses on travel assignments for Registered Nurses and Allied Health professionals who work within acute care facilities and have at least 1.5 – 2 years of current experience.

FlexCare Medical Staffing is a medium sized company who has built their business primarily off of referrals from other travel RNs. Having never advertised, word of mouth has been a proven means for their company to grow. FlexCare caps the amount of RN's each recruiter can have working for

them, allowing the time necessary to develop a strong personal relationship with between each nurse and their recruiter. Having worked in the travel nurse industry for over 10 years, the owners of FlexCare created a structure that encourages their recruiters to add a personal touch to each placement and avoid the mentality of just trying to get as many RN's on contract and passing off issues for other departments to handle.

FlexCare Medical Staffing creates a pay package dependent on what their nurses need. Some of their travelers choose to take nothing more than just a full

tax advantage pay package and provide all of the amenities for themselves, whereas some of our other travelers choose to have them provide Travel, Licensure Reimbursement, Housing, Rental Car, Medical Insurance, and Certification reimbursement. You tell them what you need and they will structure a pay package around your needs.

FlexCare Medical Staffing is more than just another travel company for quite a few reasons. Their staff has an average of 8+ years in the industry. Their Account Managers have close relationships with our clients. Their Recruiters are your sole point of

contact within the company. We do not pay off of a gross margin – meaning the higher the rate we have at a hospital – the more money you will make. Their Recruiters do not make commission off of how much they do or do not pay you. And, they have built our company primarily off of referrals.

For more information, you can contact them at: 990 Reserve Drive Ste, 250, Roseville, CA 95678, 1-866-564-3589 or visit them at www.flexcarestaff.com

NUMBER 7 - PRO-MED STAFFING



Pro-Med Staffing is dedicated to serving your best interest whether that may be career aspirations, location choice, or making sure that your achievements are recognized and rewarded appropriately. Therefore, they will work with you every day in every way to insure that your goals and dreams are met.

Since they realize that everyone is different they try to be attentive to those differences when targeting the right position for you. They try to get to know each and every one personally so they can

customize their benefit program to meet your needs.

When dealing with Pro-Med you can have confidence in knowing that you are working with people of integrity who care and are sensitive and competent to work for you. An added benefit is that they are small enough to give you lots of individual attention, which includes being able to talk directly with the owner or the Human Resources Director. They can and have turned applications around 24 to 72 hours.

Their home office is in Phoenix, Arizona and they have successfully placed R.N.'s in fifteen different states. Pro-Med has been a member of the Arizona Hospital and Healthcare Association (AzHHA) for over eight years.

For more information you can contact them at Pro-Med Staffing, Inc., P.O. Box 51855, Phoenix, AZ 85076, local Phoenix # 480-496-7111, toll-free # 800-980-9070, website www.pro-medstaffing.com.

NUMBER 6 - TALEMED

TaleMed offers a wealth of traveling nurse employment opportunities all across the country. From friendly towns to exciting facilities to bustling metropolitan centers, they can place you in the locations and nursing jobs that you have always dreamed of, and from the community facility to the prestigious teaching hospital they can find the professional environment that's just right for you. TaleMed reaches into all fifty states, offering a wealth of traveling nurse job opportunities, and they can have you ready to go between 24 hours and 4 days for a nurse that is ready to work and has completed all the necessary details prior to submitting to a hospital.

They are a small company. You are absolutely 100% treated as a name, and they will be on a first-name basis with you. Personal and exceptional service is what they strive for. As a nurse and as their employee, you are their number one priority. You have access to their personal cell phone numbers. They also have a "hotline" of somebody on call each night. It is critical to them that you know that they are available at all times for you.

At TaleMed they understand that traveling to the leading hospitals and exciting locations is a big attraction to the job. The new challenges and new opportunities to grow in your profession are just as important. Or perhaps you want to focus on

your work and your life, leaving the hassles and headaches behind. They have listened, and they've built a company that works hard for you and your dreams.

At TaleMed you don't work for them; they work for you. TaleMed is built on experience and knowledge in the medical field. With over 75 years of experience supporting their goal and service, they make you their number one priority.

For more information you can contact them at 403 Loveland Madeira Road, Loveland, Oh 45140, or talk to them at 800-494-0087. They can be found online at www.talemed.com.





Call Us At: 800-706-6620

NUMBER 5 - ACROSS AMERICA MED STAFFING

Across America Med Staffing offers diversity for opportunities travel—short and long term—part time travelers with hours less than 36. This includes perm positions and travel for RNS, ST, CVORT, Cath Lab, Radiology and Allied division professionals. AAMS currently covers 35 states and is growing. They do not make placements out of the United States at the present. Nurses that are ready to go have been placed within the first week they were hired. On an average, from application to job, it takes two weeks or less; for some it's even faster!

Their company is considered small-to-medium, and in AAMS everybody knows your name. You can call your recruiter directly and there are always alternative numbers where someone is available.

AAMS offers one-on-one service with their recruiter. Each

recruiter in their company has a direct number that makes it possible for their travelers to speak directly with their people 7 days a week. Even on week-ends, they have contact with their personal recruiters. Their housing department manager takes each and every person's need into consideration and offers personalized service. Their administrator is available to answer questions on everything from payroll, 401K to insurance, Monday through Friday. Their clinical support manager is available 7 days a week. They take nursing personally.

What makes them different from many other companies? They listen to what their travelers need. Each person gets personalized service and they will work to develop what they need for themselves and their family. AAMS is about the traveler and their needs; they come first.

They pride their nurses in caring about each and every person traveling under their name. AAMS acts as a team, and a team works together to resolve all issues at hand, both the good and the not-so-good.

All of the staff of AAMS combined has over 100 years of experience in the industry. Their travelers are the backbone of their company and many have been with them 2-4 years. They are proud of what they have done for their travelers and are highly appreciated. With AAMS their clients are always #1.

Across America Medical Staffing is located at 201 S. Lake Ave., #409, Pasadena, CA 91101. They can be reached by phone at 800-706-6620, and their website can be found at www.acrossamer.com.



NUMBER 4 - NURSES IN PARTNERSHIP

Nurses in Partnership (NIP) has assignments in forty-three states, education reimbursement, and possible promotion to staff, either in an operational or recruitment role. They have operational personnel that are nurses and they have a 24/7 normal and emergency service. They cover most of the USA. They also have offices in London, England; Dublin, Ireland; and Sydney, Australia. The time from interview to on-assignment varies; the fastest has been three days.

NIP is a medium-sized company for the travel nursing industry. They currently employ many registered nurses who have worked with them for well over two years. They receive many

recommendations, especially for their understanding of clinical competencies and how they relate to the travel nurse industry.

Benefits with NIP include travel allowance, medical and dental coverage from day one, 401K (100% company match from day one for up to 4% of the nurse's salary), license reimbursement, education reimbursement, and a bonus structure that increases per assignment. Not only do they provide free private accommodations with furniture, but they are also pet friendly.

One of their greatest attributes is their industry knowledge. Executives have been in the industry for 20+ years and they

understand that a travel nurse company grows only if it can retain nurses. Retention is therefore the key, and in order to retain, and therefore grow, you have to offer a "service" and you have to be accountable for that service. The nurse needs to feel that they have their best interests at heart, which only happens if they are treated as a valued member of the staff, not just another number. They care about their nurses!

For more information, you can contact them at Nurses in Partnership, 28118 Agoura Road, Agoura Hills, CA 91301 or phone them at 800-978-8555. Their website can be found at www.nipinc.com.



NUMBER 3 - FREEDOM HEALTHCARE

Freedom Healthcare Staffing (FreedomHCS) offers temporary travel assignments from four to thirteen weeks in duration all over the United States. Typically, a response from the hospital is within two to three business days; some hospitals are quicker with a response and some are slower. The important thing, for them, is to advise the Healthcare traveler on their experience on working with a particular hospital and to set realistic expectations for the turnaround time on an interview and ultimately an offer of a position.

One of their core values is to treat their Healthcare travelers with respect. Although they are a small company, Freedom Healthcare Staffing was established by executives from the hospital and staffing industry. Many of their nurses know them from the larger companies they were formally with. It is very

important to their president, as well as every member of Freedom Healthcare staffing, that their Healthcare travelers have a rewarding experience, both intrinsically and monetarily, while working with their company.

All of their staff is on call 24 hours a day, including their President! You can be assured that if you do have a problem you will not be routed to a call center, but to an individual within FreedomHCS that is empowered to handle your particular situation.

They offer comprehensive benefit insurance thru United Healthcare, life insurance, Simple IRA with Company match, CEU reimbursement, licensing assistance, professional liability insurance, direct deposit, weekly pay, online portal, company-provided housing and travel, along with a lucrative referral rewards program.

Freedom Healthcare Staffing stands behind their Healthcare Travelers! Many companies pay “lip service” to this value, but this is also at the heart of their interaction with their nurses. In fact, there are hospital clients they will no longer do business with due to their perceived treatment of their Healthcare travelers.

It is their goal to make every experience with Freedom Healthcare Staffing rewarding. They also specialize in the “hand-holding” sometimes needed for first-time travelers, and for that matter, anyone else who needs some extra emotional support while on the road. Please visit them at www.freedomhcs.com or give them a call at 866-463-0385. They can be found at: 2600 S. Parker Road, Suite 6-360, Denver, CO 80014.



NUMBER 2 - VALLEY HEALTHCARE SYSTEMS

Valley Healthcare Systems specialize in travel nurse assignments nationwide, as well as local per diem/registry. They can have you placed within four days for a travel assignment and two days for per diem / registry.

They have 325 nurses, and each of their nurses are treated as though they were their only nurse, and they have a night nurse on call 24 hours per day and reachable via phone. You will never get an answering service.

Benefits include paid medical benefits, 401K, direct deposit, weekly paychecks, fully furnished private housing/ housing allowance, airfare to and from your assignment or a travel allowance and a rental car. They provide top-notch professional and general liability insurance that is A+ rated.

They pay higher than their competitors and still offer a personal touch from start to finish. Their nurses stay with them, and I do mean stay with them!

Their average length of tenure is close to four continuous contracts.

For more information they can be contacted at Valley Healthcare Systems Inc 11290 Pyrites Way Suite 200A, Gold River, CA 95670. Their phone number is 800-953-0508, and their website can be found at www.vhcsystems.com.

NUMBER 1 - PREMIER HEALTHCARE PROFESSIONALS

Premier Healthcare Professionals Inc. (PHP) is part of a large group of companies, specializing in the placement of nurses and other healthcare professionals around the world. The group has company-owned offices in London, Sydney and Johannesburg, and it is from these offices that it places nurses throughout the UK, Australia and South Africa.

They arrange professional liability insurance for each of their nurses at no cost to the individual. The insurance is for the sole benefit of their nurses, and they have coverage for each nurse at any of their client facilities. The cover is automatically included within the comprehensive benefits package that they provide to their nurses.

All of their nurses are provided with a toll free number that can be used to contact a PHP representative 24 hours of the day. PHP prides itself on the level of service they provide their nurses and is more than happy to deal with any issues that may arise, day or night.

The PHP group has been placing nurses in the US for nearly two decades. They understand the professional and personal requirements of each of their nurses, and furthermore, they fully respect each and every one of those requirements. Most members of their recruitment and placement staff have worked with the PHP Group for more than 8 years and are fully aware of the importance of their nurses' personal satisfaction. They are very proud of the fact that over 85% of their new enquiries originate from referrals from past or present working nurses. The business simply would not have grown to the force it is today, through the many market changes, without its dedicated and experienced team of staff members.

In addition to providing unparalleled service standards to their nurses, they also boast the most flexible benefits package available in the market today. They allow all of their nurses to choose from a menu of benefits and pay rates to

match their own personal requirements. They guarantee to at least match any legitimate pay and benefits package available in the marketplace today. Their nurses appreciate the personal service and pay and benefits that they offer to them and this is evidenced by the fact that some of their nurses have been contracted with their group companies for almost a decade.

For more information contact Premier Healthcare Professionals, 2450 Atlanta Hwy Suite 601 Cumming, GA 30040, Phone: (866) 296 3247, Fax: (866) 666 2622, or visit their website at www.travelphp.com.



Premier Healthcare
Professionals





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BENEFIT & EVALUATION SCORES

RANK	COMPANY NAME	BENEFIT SCORE	EVALUATION SCORE	COMBINED SCORE
1	Premier Healthcare	21	19.5	40.5
2	Valley Healthcare Systems	20	20	40
3	Freedom Healthcare Staffing	21	18.7	39.7
4	Nurses In Partnership	21	18.5	39.5
5	Across America Med Staffing	19	20	39
6	Talemed	21	17.3	38.3
7	Pro-Med Staffing	18	19.1	37.1
8, 9, 10	Cirrus Medical Staffing	20	17	37
8, 9, 10	Flexcare	19	18	37
8, 9, 10	Trinity Healthcare Staffing	17	20	37
11	HRN	17	19.5	36.5
12	Nationwide Nurses	18	18.5	36.5
13	Med Pro Staffing	17	19	36
14	IPI Travel	20	15.8	35.8
15	Bridge Staffing	17	18.5	35.5
16	PPR Travel	18	17.5	35.5
17	On Assignment	18	17.3	35.3
18	Providence Healthcare Staffing	15	20	35
19	Advantage Medical Staffing	17	17	34
20	Medical Solutions	17	17	34