

TOP TEN TRAVEL COMPANIES

FOR THE YEAR 2012 02/01/2012 (REVISED)

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 Nationwide Nurses and HRN Services tied at number 10 with 36.5 benefit and evaluation points.

Other top ranking companies include: Pro-Med Staffing, Cirrus Medical Staffing, Trinity Healthcare Staffing Group, Flexcare Medical Staffing, Talemед, Nurses in Partnership, Freedom Healthcare and Premier Healthcare Professionals.

The biggest congratulation goes to a new number one... Valley Healthcare Systems out of Gold River, CA.

Another 9 companies have been listed to the honorable mention list.

Top Ten Travel Nursing Companies



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

NUMBER 10 (TIE)

Nationwide Medical Staffing (NWMS) provides RNs and LPNs with ultimate personal service, unmatched in the nurse and allied health travel industry.

They are a smaller company, by choice, so they can focus on their nurses' individual needs and concerns. They have been there for their employees for all kinds of needs. For instance, last year they had a nurse working in Arizona and his family was in Florida during the horrible hurricane season. They hired a moving van, packed their personal belongings and relocated his family to Arizona to be with him

so he would not have to leave his assignment or worry about the safety of his family. Another nurse's home had been broken into while he was away working in North Mexico. They relocated his family to a safe motel and had all of the locks changed in his home. Peace of mind is priceless for their travelers, and they go above and beyond, at no cost to the nurse.

They are located at Haskell, OK and Harrison, AR, P.O. Box 157, Haskell, OK 74436. They can be phoned at 866-836-8773. Their website is located at www.nationwidennurses.com.

HRN provides travel opportunities for RNs throughout the country.

At HRN, the nurse signs their paychecks, which means that each employee of HRN recognizes that without the nurse, none of them would have a job! HRN travel coordinators walk the nurse through the paperwork process, then the nurse is asked about submissions prior to being submitted to any facility. The nurse is involved and approves all housing decisions prior to leases being signed. Their job is to facilitate the contract for the nurse and make it as seamless as possible, yet allowing the nurse to be a part of the decision-making process. They

are a medium-to-large company.

HRN has collectively over 35 years experience in this industry. Many directors in the company are former travel nurses themselves, so they understand issues that are important to the nurse, and they make those a priority. The CEO of HRN is serious when he says that the nurse signs their paycheck and every employee of HRN realizes this concept. HRN is a company that stands behind their nurses. They are your advocate and they go 8383 Wilshire Blvd, Suite 258, Beverly Hills, CA 90211, or give them a call at 800-476.5561. Their website can be found at www.hrnservices.com.



NUMBER 8 - 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 9 - 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 pro-

fessional 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 6— INNOVATIVE PLACEMENTS (IPI TRAVEL)



IPI Travel has unlimited career opportunities in 50 states, including Hawaii and Alaska. They are Joint Commission Certified and offer very competitive benefits. IPI staffs nursing, rehab and allied professionals and they do staffing in all of the United States and Puerto Rico.

Each travel assignment is customized to fit the traveler's need: single housing, 2 bedrooms, cats, dogs, kids. They would like each of their employees to be treated like they would want to be treated. This is the golden rule we were taught while growing up. Personal service, high standards, and above-and-beyond expectations are items

they strive for on a daily basis. You name it; they do it!

The heart and soul their staff puts into the company on a daily basis makes IPI Travel not just another "travel nurse" company. IPI Travel offers all the standard benefits, and more. The difference is that their recruiters are passionate; they live travel nursing on a daily basis, with its highs and lows. IPI offers customized assignments. They believe your assignment should be not just good, but great!

On a daily basis, they interact with many different individuals, from the check-out lady at Wal-Mart to the CEO of a major hospital cor-

poration. With each person the president speaks with, the one thing that remains in her mind is how each person affected them. Did the service received or given go above and beyond expectations? These are the principles Innovative Placements has maintained since 1999.

In addition to all the services IPI offers, they also continue to develop client relationships throughout the United States, giving their travelers a huge network of resources and the flexibility for unlimited travel assignment choices. Each assignment is custom-designed around the traveler. IPI Travel understands that healthcare

professionals are in great demand; that is why they are committed to making your travel assignment rewarding and hassle-free. They guarantee that your assignment will be everything they promised. For questions regarding IP Travel or comments please feel free to call. Happy Traveling!

For more information, you can find them at 14701 Cumberland Road, Suite 140, Noblesville, IN 46060. You may also call them at 800-322-9796. Their website can be found at www.ipitravel.com

NUMBER 7 - TRINITY HEALTHCARE

"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 counsel 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.

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 grow-

ing 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



ADJUST YOUR EXPECTATIONS

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 4 (TIE) - 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 5 - FLEXCARE

FlexCare Medical Staffing specializes in contracting Registered Nurses who have at least one year of current RN experience in acute care facilities throughout the nation. Typical contract lengths vary from four to twenty-six weeks. On numerous occasions they have had travelers turn their travel assignment into a full-time position with no conversion fee to the hospital. They feel that if you like your assignment so much that you decide to go on fulltime that is further proof that they are matching RNs up to the right jobs and right facilities.

How quickly an RN will start a position largely depends on that RN. The appli-

cation process with FlexCare is quite simple. The recruiter needs to have a resumé, skills checklist, and two references on file in order to start submitting nurses to various positions, all of which can be completed in just a few hours.

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.

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 3 (TIE) - 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 50 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. 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.

They offer paid benefits that start from day one. This includes medical, dental, AD&D, life and prescription coverage. They also have made available short and long term disability. 401K is also available. 100% of your malpractice is covered by TaleMed.

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. 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.



NUMBER 4 (TIE) - 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. 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.

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.



Premier Healthcare
Professionals

NUMBER 2 - 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. PHP is JCAHO accredited.

The PHP group has been placing nurses in the US for nearly two decades. It has clients in all 50 States and they range in size from large hospital associations to smaller community type hospitals. PHP staff understands 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 10 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 inquiries originate from referrals from past or present working nurses.

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.

The PHP group has company-owned offices in London, Sydney and Johannesburg, and it is from these offices that it also places nurses throughout the UK, Australia and South Africa.

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.



NUMBER 3 (TIE) - PRCS HEALTHCARE

PRCS offers travel assignments to Registered Nurses and Respiratory Therapists nationwide, with their focus on the great southwest: Phoenix, Las Vegas, San Diego, and Hawaii. They do not offer international assignments, but they do employ international nurses. Depending on the traveler's availability and timeframe, PRCS can process a nurse's application and get the nurse working in about a week.

Personal service is an absolute with them! PRCS is locally owned and managed by a healthcare clinician. Their travel manager is also a healthcare clinician. Their corporate office is located in Phoenix. They also have a satellite office in Las Vegas. Their telephones are answered 24 hours a day, 365 days

per year. Their travelers and hospital clients can reach them at any time. Even their managers are available to address issues around the clock.

PRCS is a small organization. Their owner and travel manager are both healthcare clinicians. They pride themselves in getting to know their nurses and therapists on an individual basis. They treat all of their nurses as individuals with specific personalities, needs, and attention.

PRCS offers top pay, guaranteed hours, uncapped travel reimbursement, licensure reimbursement, free private furnished housing, completion bonuses, and a benefit package from the first day of assignment. The professional liability insurance they provide is sufficient to

cover their traveling professionals. A great benefit to Canadian-educated nurses is that PRCS will reimburse the cost of your NCLEX exam.

PRCS is unique in that they are owned and managed by healthcare clinicians and that they are local. Their travelers will personally know them and receive the personal attention they deserve. They value and appreciate their nurses and look forward to continuous working with them!

For more information you can write to them at Professional Respiratory Care Services Inc., 3801 N. 24th Street, Phoenix, AZ 85016 or phone them at 602-508-1000. Their website is located at www.prcshealthcare.com.

NUMBER 1 - 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 4 days for a travel assignment and 2 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, 401(k), 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.



HIGHWAY HYPODERMICS: TRAVEL NURSING 2012

Since 2003 Epstein and the Highway Hypodermics series has brought the most up to date information to traveling nurses, staffing recruiters, and travel nursing company executives.

This edition not only takes you down the path of finding a great travel company and an awesome assignment, but delves into the finer things of travel nursing including: steps to being a travel nursing for foreign trained nurses, traveling in an RV, traveling as an OT, PT, SLP, or LPN, home-schooling while traveling, independent contracting, and

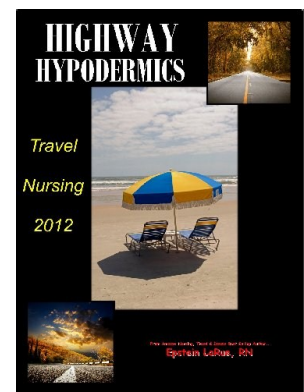
what the nursing license company really means. New topics in this edition includes new testing (PBDS & BKAT), standards groups (JCAHO & NATHO), and traveling with a pet. Plus there are over forty new stories from other nurses.

The writing world calls her Epstein, but reality calls her "Kay." She has been a nurse since 1992 and was first published in 2001. "Highway Hypodermics: Travel Nursing 2012" is the fourth book in her travel nursing series.

Not only was she chosen as one of the traveling nurses of the year in 2005, but her travel

nursing books have received top awards. The 2005 version was a finalist in the USABookNews' annual awards, the 2007 version reached number one on Amazon's best seller list in Nursing Trends, Issues, and Roles. The 2009 version was a winner in the USABookNews annual awards in 2010.

Epstein is currently working at a rural critical access hospital while keeping up with all the travel nursing news and trends, including yearly presentations at the Travel Medical Professionals Convention in Las Vegas, NV.





HIGHWAY HYPODERMICS®

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DIFFERENCE...

ONE HOSPITAL AT A TIME.

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CLINICAL ONE
www.clinicalone.com

RTG MEDICAL
www.rtgmedical.com

MEDICAL SOLUTIONS
www.medicalsolutions.com

FASTAFF
www.fastaff.com

TRUSTAFF
www.trustaff.com

RANKING	TRAVEL COMPANY	BENEFIT SCORE	EVAL. SCORE	TOTAL SCORE
1	Valley Healthcare	21	20	41
2	Premier Healthcare Professionals	21	19.5	40.5
3	PRCS Healthcare	20	20	40
3	Talemed	21	18.8	39.8
4	Freedom Healthcare	21	18.5	39.5
4	Nurses In Partnership	21	18.5	39.5
5	Flexcare Medical Staffing	20	18.7	38.7
6	IPI Travel	20	18.3	38.3
7	Trinity Healthcare	18	20	38
8	Pro-Med Staffing	18	19.2	37.2
9	Cirrus Medical Staffing	20	17	37
10	Nation Wide Nurses	18	18.5	36.5
10	HRN Services	17	19.5	36.5
11	Med Pro Staffing	17	19	36
12	Bridge Staffing	17	18.5	35.5
12	PPR Travel	18	17.5	35.5
13	Travel Nurse Across America	18	17.1	35.1
14	Providence Healthcare Staffing	15	20	35
15	Strategic Healthcare	18	16.5	34.5
16	Clinical One	18	16.3	34.3
17	RTG Medical	17	16.3	33.3
18	Medical Solutions	17	16.2	33.2
19	Fastaff	15	17.7	32.7
20	Trustaff	18	13.5	31.5