

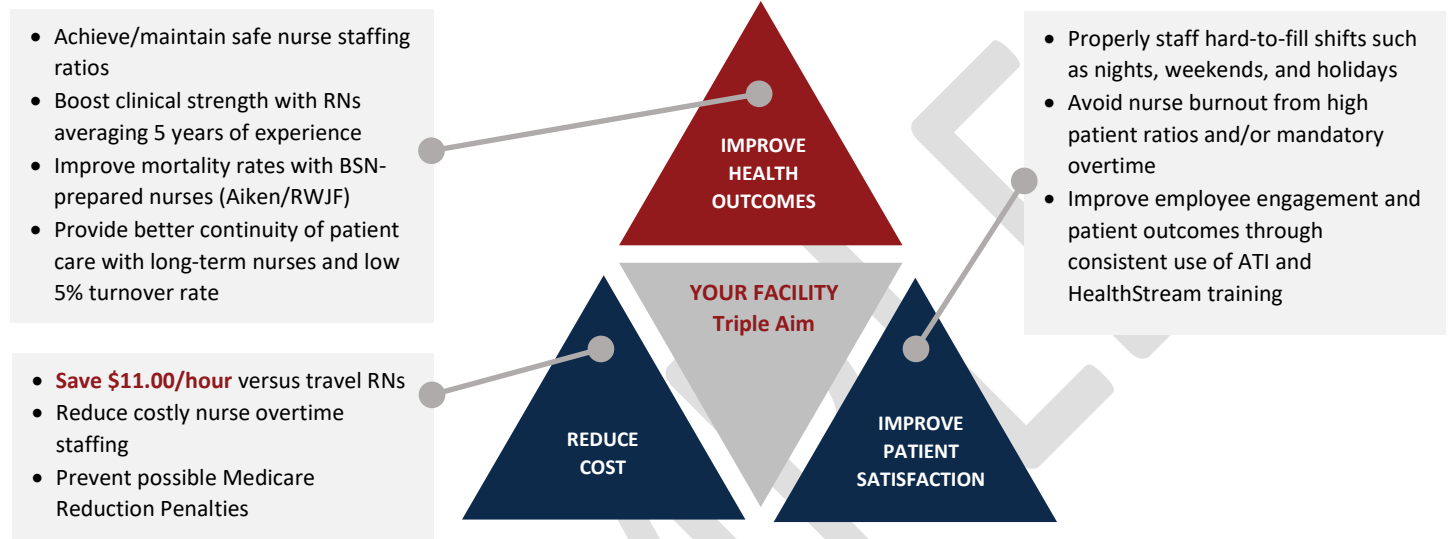
PassportUSA Workforce Solution

Prepared for YOUR FACILITY



This proposal prepared for YOUR FACILITY will show how the PassportUSA International Nurse Workforce Solution can: **(1)** lower nurse staffing costs; **(2)** improve nurse vacancy rates; and **(3)** raise nurse retention rates to as high as 86% over a three-year period. Our solution is both financially and clinically sound. In short, PassportUSA can help YOUR FACILITY save \$X,XXX,XXX on nurse staffing over the next three years.

Benefits



Quality Outcomes

98% of our surveyed clinical managers say they are likely to use the services of a Health Carousel professional again. **Why?** Because we begin clinical and U.S. acculturation programs offshore and continue to provide exceptional support throughout the contract period. This includes the use of both HealthStream and ATI training.

98%
of clinical managers would use Health Carousel professionals again.

Nurse-Patient Customer Service & Collaboration training provided by PassportUSA along with the patient-focused attitude of our nurses has led to **numerous Daisy Award winners** and nominees within the ranks of our working nurses.



"I rarely give perfect scores, but Cherry has more than met each goal we have set for her! She is an outstanding employee and has earned the respect and admiration of her co-workers and leaders alike. She picks up extra shifts for us willingly and with a smile... She has advanced herself by completing TNCC certification. She is smart, self-driven, honest, respectful, and inspirational -- a real blessing to us."

— Manager of Nursing, 145-bed hospital, Minnesota

Financial Analysis

Financial Analysis	Internal Nurse FTE		Travel RNs	PassportUSA		
	Dollars	Percent	May include upcharges for call-back and on-call and up to 2x rate for holidays.	All costs are included in the regular hourly bill rate shown 86% <small>3-year RN retention rate</small> Rate shown applies to all nursing specialties No rate increases on any healthcare professional on assignment Rate shown is considered an accurate estimate, but is not a legally binding offer		
WAGES AND BENEFITS ^{1,2}						
Hourly Wage	\$36.75	67.5%				
Paid Leave	\$5.06	9.30%				
Insurance	\$5.61	10.30%				
Retirement and Savings	\$2.84	5.21%				
Legally Required Benefits	\$4.19	7.69%				
SUBTOTAL	\$54.44					
TURNOVER AND STAFFING						
Annual Turnover Rate ³	--	17%				
Nurse Replacement Costs	\$4.36	--				
OVERTIME STAFFING						
Vacancy Rate ⁴	--	9%				
Blended Overtime Costs	\$7.35	--				
TOTAL HOURLY COST OF A NURSE	\$66.16		\$72.00 ⁵	\$XX.XX		
Annual savings vs. travel nurse				\$XX,XXX		
Savings vs. travel nurse over contract period				\$XX,XXX		

How Our Program Works

- (1) You choose the nurses that best fit your healthcare organization
- (2) Our workforce solution does not require you to sponsor any visas
- (3) Selected RNs start in as little as 2-3 months -
- (4) We handle all benefits and payroll during the agreement
- (5) 86% of our nurses convert to direct employment at their assigned hospital.

Data Sources

- ¹ Medicare Wage Index
- ² Bureau of Labor Statistics: "Employer Costs for Employee Compensations" within U.S. Hospitals, September 2017
- ³ NSI Nursing Solutions Study
- ⁴ NSI Nursing Solutions Study
- ⁵ 2018 HCTN Travel Nurse Orders

Workforce & Clinical Trends (The following information was gathered in preparation of this proposal.)

Key Nurse Staffing Stats		
METRIC	RESULT	SOURCE
Open Full-Time RN Position	97	Hospital Job Board
Nurse Turnover Rate	17%	NSI Nursing Solutions Study
Nurse Vacancy Rate	9%	NSI Nursing Solutions Study
Average Traveler Bill Rate	\$72.00	HCTN Travel Nurse Orders
Average Nurse Wage Rate (Internal Employee)	\$36.75	Medicare Wage Index
Nursing Quality Measures		
METRIC	RESULT	SOURCE
Nurse Communication Index (99 is best)	Not Reported -- (State average: 81%)	HCAHPS Report
Medication Explained Well (99 is best)	Not Reported -- (State average: 66%)	HCAHPS Report
Net Patient Promoter Score (rated a 9 or 10)	Not Reported -- (State average: 73%)	HCAHPS Report
HAC FY2018 Received Penalty	Not Reported -- (FY2017 Penalty: Not Reported)	CMS Report

