

NURSES Etc STAFFING NEWSLETTER

Message from the President



Donald L. Mooney
President & CEO

Ethics

Many organizations are focusing on the state of the economy due to the effects that it has on their business needs and the personal effects on the employees within the organization. I would like to continue on improving our organization and discuss three core values that I firmly believe is the foundation of NURSES Etc STAFFING, ethics, integrity, and excellence. I will address these three core values over the next three issues. Recently I attended a conference that addressed ethical behavior and the meaning of ethics. Many individuals had a different interpretation of what is ethics or ethical behavior means to them? I would like to share a few examples of the responses:

- "Ethics has to do with what my feelings tell me is right or wrong";
- "Ethics has to do with my religious beliefs";
- "Being ethical is doing what the law requires";
- "Ethics consists of the standards of behavior our society accepts";
- "I don't know what the word means".

The meaning of "ethics" is hard to pin down, and the views many people have about ethics are shaky. Being ethical is also not the same as following the law or religion. The law often incorporates ethical standards to which most citizens subscribe and most religions, of course, advocate high ethical standards. But ethics applies as much to the behavior of the atheist as to that of the saint.

What, then, is ethics? Ethics is two things. First, ethics refers to well based standards of right and wrong that prescribe what humans ought to do, usually in terms of rights, obligations, benefits to society, fairness, or specific virtues. Ethics, for example, refers to those standards that impose the reasonable obligations to refrain from rape, stealing, murder, assault, slander, and fraud. Ethical standards also include those that enjoin virtues of honesty, compassion, and loyalty. And, ethical standards include standards relating to rights, such as the right to life, the right to freedom from injury, and the right to privacy. Such standards are adequate standards of ethics because they are supported by consistent and well founded reasons.

Finally, ethics refers to the study and development of one's ethical standards. As mentioned above, feelings, laws, and social norms can deviate from what is ethical. So it is necessary to constantly examine one's standards to ensure that they are reasonable and well-founded. Ethics also means, then, the continuous effort of studying our own moral beliefs and our moral conduct, and striving to ensure that we, and the institutions we help to shape, live up to standards that are reasonable and solidly-based.

Again, what does ethics mean to you and me? I hope it is that moral compass that directs our lives and drives us to do what's right in all situations and especially when no one is watching.

Inside this issue:

Government Services Highlights	2
The Caduceus Corner	2
Have Heard?	3
HR/Finance Spotlight	3
Health & Wellness	4
Employee of The Month	4
Employee Birthday	5
Welcome New Employees	5

NURSES Etc STAFFING NEWSLETTER

Government Services Highlights



The Government Services Division continues to be successful as we complete the first quarter of 2009. Our corporate team has been working hard seeking new opportunities to help expand our areas of service and labor categories that we can provide to the Government.

As we move into the second quarter we plan visiting all of our employees at the Carl Vinson V.A.M.C in Dublin, GA. Our next stop this quarter will be at Eglin AFB in Florida.

The Caduceus Corner

Staffing Department

Please join us in welcoming the following new employees to the NURSES Etc STAFFING Department:

Tanya Garcia, Staffing Coordinator has over 17 years experience in Medical Clinic Setting to include management training in registration, performance management, credentialing, Specializing in Commercial, Medicare, Medicare Replacement, Medicaid plans, commercial billing, accounts payable and receivable, CPT & ICD 9 coding.

Leslie M. Enamorado, Staffing Coordinator has over 10 years in customer service/medical setting to include medical administration. Ms. Enamorado also obtained her certification as a Certified Medical Assistant in 2000.

Carlos Hernandez, Recruiter has over 12 years of Recruiting, Staffing and Human Resource Administration experience. For the past 12 years he has worked to staff and recruit for many industries including Commercial Construction, Clerical/Administration, Executive Search, Light Industrial and Medical Administration Staffing. His experience also includes extensive marketing knowledge, onsite management experience, public relations and human resources.



Have You Heard?



Billie J. Brown has been recognized by Eglin AFB as the "Top Performer for Customer Satisfaction" for the 4th quarter of 2008 and 1st quarter for 2009. We are extremely proud of her and would like to take this opportunity to acknowledge her for her hard work and dedication. Billie will also be obtaining her Bachelor's Degree in Nursing this month!

Because of great employees like Billie; we continue to grow at the military facilities that we serve. We would like celebrate and recognize all of our employees at our many Government facilities. Please submit your stories, accomplishments and awards to alexis@nursesetc.net no later than the second to last week of the month prior to quarter ending.

Keep up the great job!

Pay Period Change

Effective July 1st the Pay Period will begin on Sunday & end on Saturday.

HR/FINANCE Spotlight

The Inside Connection

The Inside Connection" employee referral program offers you prompt cash bonuses, regular promotional incentives and public recognition for successful referrals.

Here's How "The Inside Connection" Works:

If you are an active Healthcare Professional and refer:

- RN; Must Work 80 Hours
- LVN; Must Work 120 Hours
- CNA; Must Work 160 Hours

You will receive \$100.00 at the time the Healthcare Professional successfully completes orientation and works the specified hours for their specified (listed in the above section) Healthcare Profession.

We'll bet you didn't know that the greatest recruiting source in the health care industry is employee referrals. Research also suggests that people hired through employee referrals tend to stay longer and have higher job satisfaction.

So we're back to the greatest recruiting source – you. Recognizing that you are our most valuable resource in helping us find quality people, we are pleased to promote the employee referral program called "The Inside Connection."

What We Do To Help:

A listing of current opportunities is posted on our website and communicated through flyers that are periodically mailed out. If you know a Healthcare Professional who may be qualified for particular positions, refer them! It's that easy!

As always, if you have any questions or want to refer a Healthcare Professional, please contact NURSES Etc STAFFING at 210.566.9995.



Health & Wellness

Walking For Your Mind & Spirit

Walking and exercise has benefits beyond the merely physical. Many people walk as for mental and spiritual well-being as for fitness. Can walking make you happy? Can it help you deal with life stress? Can it help you work through relationship problems? Can it lead to a deeper spiritual and religious life? For many, the answer is yes.

Exercise, such as walking, increase the blood flow to the brain. A 2008 study found that walking 45 minutes a day at 16 minute mile pace increases thinking skills. The participants started at 15 minutes of walking and built up their

time and speed. The result was that the same participants were mentally sharper after taking up this walking program. Free your mind!



Employee of The Month

Congratulations

Irene Ledesma , December 2008

Rebecca Gamarra, January 2009

Deslyn Lamkin, February 2009

Yolanda Castro, March 2009

Thank you for your exceptional performance and dedication.

Employee Birthdays

Karen Thorngren 2/2

Alexis Mooney 2/2

Michelle May 2/3

Barbara Hood 2/9

Barbara Filidei 2/11

Diana Tovar 2/14

Nichelle Shannon 2/16

Michelle Parker 2/16

Christie Nowak 2/17

Dorothy Myers 2/23

Lidia Esparza 2/24

Miranda Brunkow 2/26

Katherine James 3/1

Mrs. Mooney 3/2

Chasity Mayhon 3/3

Felicia Johnson 3/6

Mr. Mooney 3/11

Sharline Paul 3/11

Joline Solomon 3/12

Lee Ann Touchton 3/13

Johnal Walker 3/13

Merlene Johnson 3/15

Pamela Alonso 3/17

Leontyne Shields 3/18

Kathryn Higginbotham 3/21

Triba Moquette 3/22

Nicole Olvera 3/23

Jennifer Coleman 3/24

Jennifer Egwuagu 3/28

Milissa Hererra-Holtan 4/1

Kimberly Anderson 4/3

Melissa V. Gonzalez 4/4

Marisa T Lacer 4/4

Gloria S Casas 4/5

Sabrina Wicker 4/7

Cheryl Massey 4/11

Latasha S Smith 4/20

James McNeal 4/22

Mary Rice 4/25

George Blanton 4/26

Latoyia Roberts 4/26



Welcome New Employees

Giovanna Morales, LVN

Jo Anna Ivarra, LVN

La Ronda Spencer, CNA

Sharon Bergeron, LVN

Robert Wilkinson, LVN

Lisa Schlueter, CNA

Gabriela Moreno, CNA

Chela Brown, LVN

Sarita Davis, CNA

Genevieve Sutton, LVN

Carlos Hernandez, Recruiter

Tanya Garcia, Staffing Coordinator

Crystal Jones, CNA

Stacey Acuna, LVN

Lauren C Rood, LVN

Audry Rockette, LVN

Mario M Rodriguez, CNA

Sharada Hines, CNA

Lynda Faye Banner, LVN

Dana J Evans, LVN

Amy Lloyd, LVN

Leslie Enamorado, Staffing Coordinator

Michelle Fedi, Admin

924 Coronado Boulevard
Universal City, TX 78148

Phone: 210.566.9995
Toll Free: 866.722.9995
Fax: 210.566.1862
E-mail: info@nursesetc.net

Vision Statement

- To become the national company of choice for healthcare professionals and customers by:
- Passionately provide jobs for healthcare professionals;
- Develop and provide a workforce of healthcare professionals that provides superior healthcare service and patient care with passion, respect, compassion & dedication;
- Forge strong partnerships with those who share our values;
- Apply quality leadership and management principles to foster continued employee development;
- Hold integrity and honesty as our most important principles and perform at all times at the highest ethical standards;
- Achieve a competitive return for our investors;
- Strive for improvement day in and day out in everything we do;
- Use innovation and creativity to identify and solve problems;
- Always focus on the customer, external and internal, always giving our best.

It's always a great day at NURSES Etc STAFFING

*Visit us at our new website!
www.nursesetc.net*