

USRN

— PARTNERS —

**USRN Prospective Clinician
Employee Brochure**



As a diversified healthcare leader, our solutions help patient's access life changing care. We equip health systems and clinics to operate more effectively. Our mission is to improve patient outcomes.

About USRN Partners



USRN is a Clinician Owned organization dedicated to providing high-quality patient care. **Employee-owned companies tend to see the biggest performance advantages when employees think and act like owners.** We are firm believers that ownership leads to better patient care.

Our multispecialty clinical teams and dedicated leadership will ensure patients have uninterrupted access to high-quality, cost-effective care at each stage of their journey.

We hire physicians and clinicians who are engaged, compassionate and elevate the patient's experience from admission to discharge.

Simply put, our robust clinical teams allow healthcare organizations to increase retention rates, reduce costs and improve patient outcomes.

The USRN Permanent Process



We hire clinicians on a permanent basis. We then match our clinicians to ONE of our client's facilities, based on job preferences and requirements. Clinicians are "At Will" employees of USRN. Our permanent employees do not enter into any short-term contracts. USRN employees then work at our client's facility for hopefully the rest of their career.

Our unique USRN matching algorithm uses a variety of metrics, including:

- Accessibility
- Accuity Levels
- Commute
- Company culture
- Compensation
- Education Level
- EMR
- Experience Level
- Growth Opportunities
- Languages
- Levels of Autonomy
- Location
- Management Style
- Number of Providers
- Patient Ratios
- Practice Setting
- Schedule/Hours/Shifts
- Specialty

USRN Employee Benefits



We hire clinicians, treat them better, allow them to help steer the direction of our group, retain them, and provide them with the best possible benefits. Some of these benefits include:

- **Employee Ownership**
Non-Deferred Profit Allocation Plan
- **Health Insurance**
90% of Anthem Gold Plan and 70% for Dependents
- **Employer paid vision, dental**
- **Employer paid life insurance**
- **Long and short-term disability**
- **Generous PTO**
- **401k and 4% Match**
- **Up to \$3,000 a year for CME**
- **All onboarding, ongoing medical compliance and reimbursement of licenses**
- **Rx Coverage and Wellness Program**
- **Medical Malpractice Insurance**
- **Opportunities for Growth**

Why Healthcare Organizations Work with USRN

- **Access to clinicians unavailable anywhere else in the country**
- **Mitigate risk; USRN handles all onboarding, ongoing medical compliance and covers all medical malpractice insurance**
- **Experts in Physician, APP, Nursing, Therapy and Technologist clinical services**
- **Ability to permanently stabilize workforces with clinicians who have a financial incentive for the success of the patients and medical group**
- **Ability to create higher throughputs and lower latency**
- **Currently servicing over 500,000 patients per year**
- **Organizations see a decrease in attrition costs, increases in retention, and reduce costs**
- **Ability to improve patient to staff ratio, morale and patient care**

USRN Locum & Travel Division



We recently created our locum and travel group to specifically disrupt and undercut the current locum and traveler space. We take the money that is misappropriated during the staffing and recruitment process and put that money back into the pockets of our employees.

- **Employed on a W2 or 1099 basis**
- **13, 26 or 52 weeklong contracts**
- **Housing and travel concierge services, or select a travel, M&I and housing stipend**
- **One week of PTO accrued for every 13 weeks worked**
- **Health Insurance**
90% of Anthem Gold Plan and 70% for Dependents
- **401k and 4% Match**
- **Employee Ownership**
- **Healthy work-life balance with paid PTO in between contracts**

Referral Appreciation Program

We help People Transform themselves into better clinicians to exponentially improve their lives!

Friends of USRN who introduce us to talented clinicians that meet our hiring requirements can **earn up to \$10,000 for each referral we hire. This includes a \$1,000 award for a formal interview.**



Submit your referrals!
HR@usrnpartners.com

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Incentives & Other Experiences

At USRN Partners, our people are empowered by an ownership culture. Over the last two years, our clinicians have earned an average of 25% of their base salary in incentives, with opportunities to earn in excess of 35% of their base salary.

Non Deferred Profit Allocation Plan

- Between \$5,000 and \$15,000 per year for meeting minimum hour requirements and based on job performance. We are firm believers that an ownership mentality leads to better patient care

Team Leader Incentives

- Up to \$10,000 annually by becoming a Team Leader and supporting a team of 6 - 8 clinicians
- Up to \$2,000 annually by becoming a Relationship Leader and mentoring clinicians in similar regions

Business Development

- \$250 - \$750 for setting up a meeting with a potential healthcare client
- \$5,000 - \$10,000 for introductions that lead to closed business

Thank You!



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