



24-Hour Medical Staffing Services

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Your Healthcare Staffing Solutions

HOLIDAY GREETINGS FROM OUR PRESIDENT, ERNIE BUMATAY!

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During this special time of year, I am thankful for the opportunity to work with the many 24-HRMED employees who represent our company so well. I am also very thankful for our clients who give us the opportunity and privilege to serve them. On behalf of our company's founders and the senior management of 24HRMED, we extend our very best wishes for a special, joyous holiday season to each of you, your families and loved ones.

Our company continues to grow and be recognized. Recently, I attended a breakfast meeting in Chicago with executives of AMN Healthcare Services, Inc. and invited suppliers. AMN is the largest staffing firm in our industry. We are one of their 110 suppliers. As the meeting came to a close, they paid tribute to their most valued suppliers. The first name they called was 24 Hour Medical Staffing Services for Most Valued Supplier, Travel Nursing. When I heard our company's name, I felt a rush of pride. I thought about all the great employees, clients, and AMN managers that we work with day in and day out. On behalf of all of you, I accepted this award. I thank each and every one of you for making this award possible.

I am relatively new to the company. I joined July 1. Previously, I was President of Summit Group Ltd., a management consulting and corporate development firm that had a technical staffing practice. 24HRMED was a client, and I helped 24HRMED develop its Five Year Strategic Plan. I also previously served as Vice Chairman and Board member of High Technology Solutions, Inc., (HTS) a venture backed, privately held company. HTS executed its strategic plan and was acquired by a publicly traded company.

I am pleased to lead the implementation of the strategic plan. An aging population (baby boomers and their parents) and Obamacare will increase demand for our services. There will always be a finite supply of healthcare professionals, and demand will exceed supply. Our clients will be able to rely on us for a flexible, professional workforce. Near-term, a changing market will create significant challenge and opportunity. Working together, we will seize the opportunity, position ourselves strategically, and execute our plan to become an innovative, market leader.

My prior healthcare experience includes serving as Senior Vice President, Chief Operating



Officer of Smart Corporation. Smart was a leading, nationwide medical records management company providing outsourced, turnkey services to hospitals across the country. The company grew at a fast rate and was later acquired.

I received a B.S. degree in Engineering from the University of California at Santa Barbara (UCSB) and a M.B.A. degree from U.C. Berkeley. I am a Certified Management Accountant (CMA) with extensive corporate finance experience. I am a member of the Chancellor's Council at UCSB and on the Board of Directors of the U.C. Berkeley Alumni Association. I look forward to working with all of you to propel our company forward. In this issue, we will also profile one of our founders and our Chief Financial Officer, Darryl Stone. He has done much to keep our company financially sound. - **Ernie Bumatay**

MEET OUR CFO, DARRYL STONE

Darryl Stone is our Chief Financial Officer (CFO). His roots are from Alberta, Canada where he was born and raised on a farm. At age 5, he learned to skate, and ice hockey became a passion. He always had hand-me-down skates that were well-worn, but his body compensated for deficiencies in the equipment. In the winter, the kids would make their own ice rink in the yard. When he got older, Darryl bought himself a pair of new skates. With new equipment, Darryl learned proper technique and how to make correct turns. This led to one of his favorite life lessons, "If you have the right tools, you can do a good job." As Chief Financial Officer, Darryl has made a career of developing and providing the right financial tools to keep his businesses successful and growing.

Life on the farm in the cold winters of Alberta was hard. Growing up on the farm, you learned self-reliance and perseverance. As Darryl said, "When you take a tractor out to the field, you are on your own. If something goes wrong, you have to have your tools to fix it. You can't call somebody." Living on a farm,

Darryl had to persevere and become self-reliant. He stated, "On the farm, you must get the job done and figure out how to do it." These were valuable lessons that he took with him into the business world.

Darryl went to college and graduated from the University of Alberta with a Mathematics degree. He also took Computer and Accounting classes. His first job out of University was working for Alberta Government Telephones. He did computer programming and was sent to IBM programming classes. These were the early days of the computer revolution. Darryl then worked for Boeing in Seattle doing maintenance data analysis for 727, 737, and 747 aircraft. He got an opportunity to work for Rockwell International in California and worked on 401K, retirement, and payroll systems as an independent contractor. He met Linda Reyes, who was a Rockwell Information Technology employee. She went on to found her own company. Darryl and Linda later formed their own IT staffing company together, APR Consulting, Inc. About two years later, they



married. They have been a successful team with Linda handling front office functions like Sales, Marketing, and Service Delivery while Darryl handled the back office functions like Finance, Accounting, Taxes, and Compliance. As mentioned in our last newsletter, Linda went on to found 24 Hour Medical Staffing Services, LLC. Of course, Darryl was right there to help with the back office functions as CFO. Darryl credits the success he and Linda have had to experience and having the right tools, ethics, and perseverance. He is proud of what 24 HRMED has become and looks forward to the future. As Darryl says of the company, "It has become a force to be reckoned with, and we are in a growing field that needs us."



AMN HEALTHCARE SERVICES, INC. 2013 MOST VALUED PARTNER - TRAVEL NURSING

24-HOUR MEDICAL STAFFING WAS RECENTLY RECOGNIZED BY AMN HEALTHCARE AS MOST VALUED PARTNER - TRAVEL NURSING. WE ENJOY WORKING WITH ALL AMN'S AFFILIATES TO ACHIEVE A TRUE PARTNERSHIP AND MAXIMUM SUCCESS.

HEALTHCARE TIPS

A career in the healthcare field involves not only skills and knowledge, but caring and understanding attitudes as well. Many healthcare professionals are experts with the care of others, and quite neglectful with the care of self. This season is supposed to be a time of celebration, togetherness, and happiness. It can bring challenges to our physical and emotional health. Here are several suggestions for staying healthy and happy during this season of joy.

Holiday gatherings are often surrounded by warm and delightful meals, but there are ways you can eat both healthy and well! Know which foods are high in caloric content and low in nutrition. Don't deprive yourself of such treats, but indulge in moderation. Opt for healthy options at home, and when visiting others, bring a healthy dish to share. The holiday season can be a stressful



time. You may be managing your work duties along with additional commitments to your friends and family. Try to anticipate sources of stress and develop a plan to manage them. Exercise can de-stress the body and mind and is just as important during the holidays as any other time of the year. It may be difficult to schedule in time for exercise with the demands of nursing needs, but you should be active at least four to five times a week. The weather may be cold outside,

but the winter offers additional fun too! Ice skating, skiing, afternoon hikes – all of these can be great exercise. Enlist your loved ones to join you for quality bonding time.

In healthcare, you are constantly giving back in every shift worked. It is rewarding to take an active role supporting those in need. Invite colleagues or friends to participate in some side projects or volunteer to help those less fortunate. The holiday spirit is often known for helping others around you, but you should also make time to take care of yourself. So treat yourself over the holidays. It may be something as simple as reading that book you've been meaning to for a long time or getting a massage. Take the time to do the things that make you happy and healthy on this wonderful time of year.

Source: The Huffington Post, Lifestyle

ROLE MODELS

Two company healthcare role models took the time to share some helpful tips that have served them well and can benefit you as well. Both Kerry and Leo were recognized with Service Excellence Awards earlier this year.

Kerry - Monitor Tech

Kerry is a highly confident and skilled Traveler in Northern California. She has been a 24-HRMED employee for over two years. She takes pride in her daily duties and consistently builds interpersonal relationship with patients. Kerry told us, "You have to have compassion and drive to make it all come together in a positive way when you are working with such a diverse group of healthcare professionals and patients." Kerry has had contract after contract extended, and her evaluations have been full of praise. She consistently exceeds expectations by putting her full effort in every task. She keeps herself educated in her professional field. She never hesitates to communicate with her facility supervisors or our 24-HRMED staff for any assistance. Kerry likes the outdoors and used part of her Service Excellence award to camp near the ocean at Point Reyes.

Leo - Registered Nurse

Leo comes to us from Florida where he likes to take a leisurely sail on the ocean with friends. He comes to California for the higher rates paid on the West Coast. After several months, he goes back to Florida to relax, sail, and recharge. He works as both a Traveler and on a Per Diem basis, sometimes both within a 24 hour period. Leo has worked in a number of southern California hospitals for 24-HRMED for about a year and a half now. Clients tell us they like working with him because he is very competent and confident. He has been an exemplary RN Traveler who is known as reliable and willing to go where needed. He is requested by many clients because of his commitment and ability to keep patients satisfied and happy. Leo stays calm and keeps others calm around him. This keeps Leo in high demand.

NURSE REFERRAL BONUS

BE SURE TO CONTACT OUR EXPERIENCED COMPANY STAFFERS FOR MORE INFORMATION REGARDING YOUR NURSE REFERRAL BONUS TODAY!

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***Questions/Comments***

Your Feedback is very important to us.

E-mail your suggestions to:

HR@24-hrmed.com



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The following Healthcare Professionals demonstrated great passion in providing high quality services to patients through years of experience with 24-HRMED. They have received excellent evaluations at their

healthcare facilities.

Congratulations!

Maria - RN

Rizaldo - CNA

Erica - Monitor Tech

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Recognition Corner

***Joint Commission***

We are a Joint Commission Certified Healthcare Staffing Company. JCAHO is an independent, non-for-profit, national body that oversees the safety and quality of health care and other services provided in certified organizations. They have recently renewed our Certification after extensive audit protocols. This Certification means our company meets high healthcare standards. We demonstrate commitment to the noblest ethical and moral values. We exhibit compassionate, genuine concern, and empathy for patients needs; often exceeding required bedside protocols. We present integrity by complying with all applicable laws and regulations. We strive to maintain the highest professional standards set forth by the industry.