

Technical Capability

Sub-Factor 1 – Corporate Staffing Experience:

- The Members and Director of Government Sales of Anders Group, LLC have over 55 years of combined recruiting experience in allied health staffing relevant to this solicitation. The members place allied and nursing health professionals in both a temporary and long-term capacity.
 - Member, **Josh Davis**, has 18 years of experience in healthcare staffing, including 6 years staffing VA hospitals under the federal supply schedule 621I contract.
 - Member, **Nicole Cox**, has 13 years of healthcare staffing experience, 6 of which were also spent placing allied health professionals into VA hospitals nationwide.
 - Director of Government Sales, **Kevin Huish**, has 26 years of experience in the temporary physician staffing industry, 23 of which specifically focused on Federal and State Facilities, placements with Indian Health Services, Veterans Affairs, and Department of Defense.
- Anders Group, LLC is a TJC-certified agency capable of providing nursing and allied healthcare staffing nationwide, across all settings. Anders Group, LLC has 9 years of corporate experience. This scope of work with federal contracting is being developed because it is seen as a place where Anders Group staffing services will be of benefit to the Government, and, in turn, will help boost company sales and lead to business growth.
- Anders Group, LLC is registered to do business in All 50 States.

Fulfillment and Staffing Requirements- Planned and Unplanned Absences

We have a comprehensive plan set in place to ensure our fulfillment of all contracts as well as the fulfillment on our employee's end of the contract to help mitigate risk and provide uninterrupted, high-quality work. Upon contractual agreements, we will have the candidate provide us with planned temporary absences so we are able to communicate these days with the Government facility to either approve or reject in advanced so that we can plan accordingly. In the event of unplanned temporary absences such as an unforeseen illness, family event, or anything of that nature that can be hard to predict, we will find a replacement candidate with the necessary qualifications and compliance to fill in during the temporary absence.

In the rare event that an employee is unable to complete a task/job for any reason, whether that is personal, medical, etc., we require a 30 day notice by the terminating party. If the 30 day notice is neglected to be upheld on our employee's end of the contract, we are able to immediately pull our resources together to get this position re-staffed, if desired by the facility. We will provide a qualified candidate with necessary compliance as a backfill within contract requirements of the unplanned termination date. The Government facility can give notice at any time. If the facility just no longer needs



our placement or prefers someone else, we use a standard 30 day notice period. If a backfill is requested, we will recruit and submit more candidates to do so.

Sub-Factor 2 –Experience:

Anders Group will submit name/names and résumés of qualified candidates for the position with the skills and/or educational background described the Proposal. The Anders Group plan is to use 1 provider the entire length of assignment. Should that provider not be available for whatever reason or an unplanned absence occur, Anders Group will find a replacement. The Government facility will provide Anders Group conditions of employment regarding health clearance, provision of professional references, and any other applicable hiring criteria required by the facility.

Sub-Factor 3 –Technical Approach:

Retention and Compensation Plan

Anders Group has the following resources/plans in place when it comes to recruitment and retention: We attend a variety of Nursing and Allied Healthcare trade shows/conferences, student conclaves, college career fairs nationwide throughout the year in order recruit the latest and brightest professionals. Attending these conferences not only allows us to recruit from a large number of Healthcare Professionals, it also allows Anders Group to stay abreast on the latest staffing industry numbers and the latest news as far as staffing as a whole is concerned. Other ways we recruit quality professionals is through referrals and marketing. We have a referral program in place that rewards anybody who refers a candidate that we place. Along with these referrals, we also utilize various social media outlets such as Facebook and LinkedIn in our quest to making our company a more widely known staffing firm amongst our target market. Our use of social media not only allows us to connect with our travelers and permanent placements on a more personal level, but it also allows us to engage our current audience and future prospects. Our marketing strategies along with our solid management plan have helped us reinforce and maintain our unwavering path of growth and success in the industry.

Anders Group has a high retention rate due to the customer service and benefit options that we offer, and by monitoring our performance over time, we are at a place that is supporting our goals for growth. Our benefit program is very competitive in comparison with other firms in our industry, offering day-one medical, dental, and vision insurance, life insurance at no cost to the employee, completion bonuses, continuing education reimbursements, and highly-competitive pay packages. We also offer Voluntary Life Insurance, Short Term Disability, Long Term Disability, Accident, and Critical Illness benefits to our employees' benefit options. All of these voluntary benefits we are utilizing are portable or convertible, so the employee will not have to go through underwriting in order to take it with them if they were to leave our company.



Our highly competitive and fair compensation rates for each profession we staff are based on the most current BLS wage determination standards. In determining these amounts we take into account differences in skills, the complexity of various disciplines, and professional job difficulty. We take pride in maintaining a lower but practical overhead cost which in turn allows us to offer more competitive wage rates to our employees while still offering a realistic bill rate to our clients.

Along with all of this, an important piece to note is that we are using highly specialized staffing software systems for the past 4.5 years that enables us to keep track of facilities, candidates, and most importantly employee hours. We are able to effectively and efficiently keep track of where our employee hours based on contract, facility, and even state. Quarterly reports will be pulled from our CRM tools along with any other information that is not directly required, but will be available upon request.

Quality Control Plan: Verification of Medical Credentials, Work History, and Screening Process.

To ensure that our healthcare professionals are the perfect fit for the assignment, we only seek to employ the most skilled and talented healthcare professionals. Anders Group has a rigorous screening and interview process that each healthcare professional must go through in order to mitigate risk. Not only must each candidate meet the terms of Anders Group compliance but we take it a step above and also require any additional compliance above and beyond our own that is more specific to each facility.

Anders Group shall maintain (at its sole expense), a valid policy of insurance evidencing professional liability and general liability coverage of at least Two Million Dollars (\$2,000,000) on a per occurrence basis and at least Four Million Dollars (\$4,000,000) on an annual aggregate. This shall include a 30 day notice of cancellation endorsement added to the General Liability and Professional Liability policies. We also carry national worker's compensation for all 50 states.

The minimum screening process entails the following:

- e-Verify.
- Skills Checklist-enables clients to review experience as well as frequency of use of specific procedures.
- Copy of state license-each healthcare professional must provide hard copy of their state license.
- Online license verification-each license is verified online to make sure it's valid.
- Immunization Records- per Government facility request.
- Drug screen results-5 panel drug screen required unless Government facility request for additional panels.
- On-Line Competency Test- all of the test are done online through Prophecy Health. Prophecy is a leader when it comes to competency testing. Prophecy helps predict the individuals most likely to succeed.



- CPR/BLS card- must maintain basic cardiac life support certification through the American Red Cross or American Heart Association.
- Background check- General information Services (GIS) conducts all of the background checks on our healthcare professionals. They provide county criminal, statewide, and federal searches. We also conduct Social Security verification and traces on each healthcare professional
- Sex offender searches.
- Office of Inspector General (OIG) list of excluded individuals/entities search.
- References-We require written or verbal references that reflect the clinical performance within the previous year. References are updated every 6 months and we call to verify skills for each reference provided.