

STAFFING & WORKFORCE SOLUTIONS FOR

◎ HEALTHCARE

◎ DENTAL

◎ BIOTECH

◎ PHARMA



nurse⁺deck



Elevate operational performance through
targeted staffing and workforce solutions

OUR STAFFING EXPERTISE IN NURSING & ALLIED HEALTH



1550+ ACTIVE WORKERS

Qualified talent of diverse nursing skills deployed across US



550+ PRE-SCREENED TALENT

Ready-to-deploy talent pool with diverse pre-vetted nursing skillsets



100k+ STRONG COMMUNITY

Vibrant community of qualified nurses and allied healthcare workers



75+ RECRUITMENT STAFF

Scalable teams with healthcare recruiters, account managers & SMEs



TRUST OF 45+ CLIENTS

Growing customer-base across healthcare segments



NATIONAL COVERAGE

NurseDeck offers national coverage across the United States



30.5% YoY Growth

Average placement growth across diverse nurse & allied health skill categories



SCALABLE SERVICE DELIVERY

Flexible service delivery approach through MSP & Direct engagement models

OUR SERVICE COVERAGE SCALES ACROSS THE US

Northeast

- Connecticut
- Maine
- Massachusetts
- New Hampshire
- New Jersey
- New York
- Pennsylvania
- Rhode Island
- Vermont

South

- Alabama
- Arkansas
- Delaware
- Florida
- Georgia

West

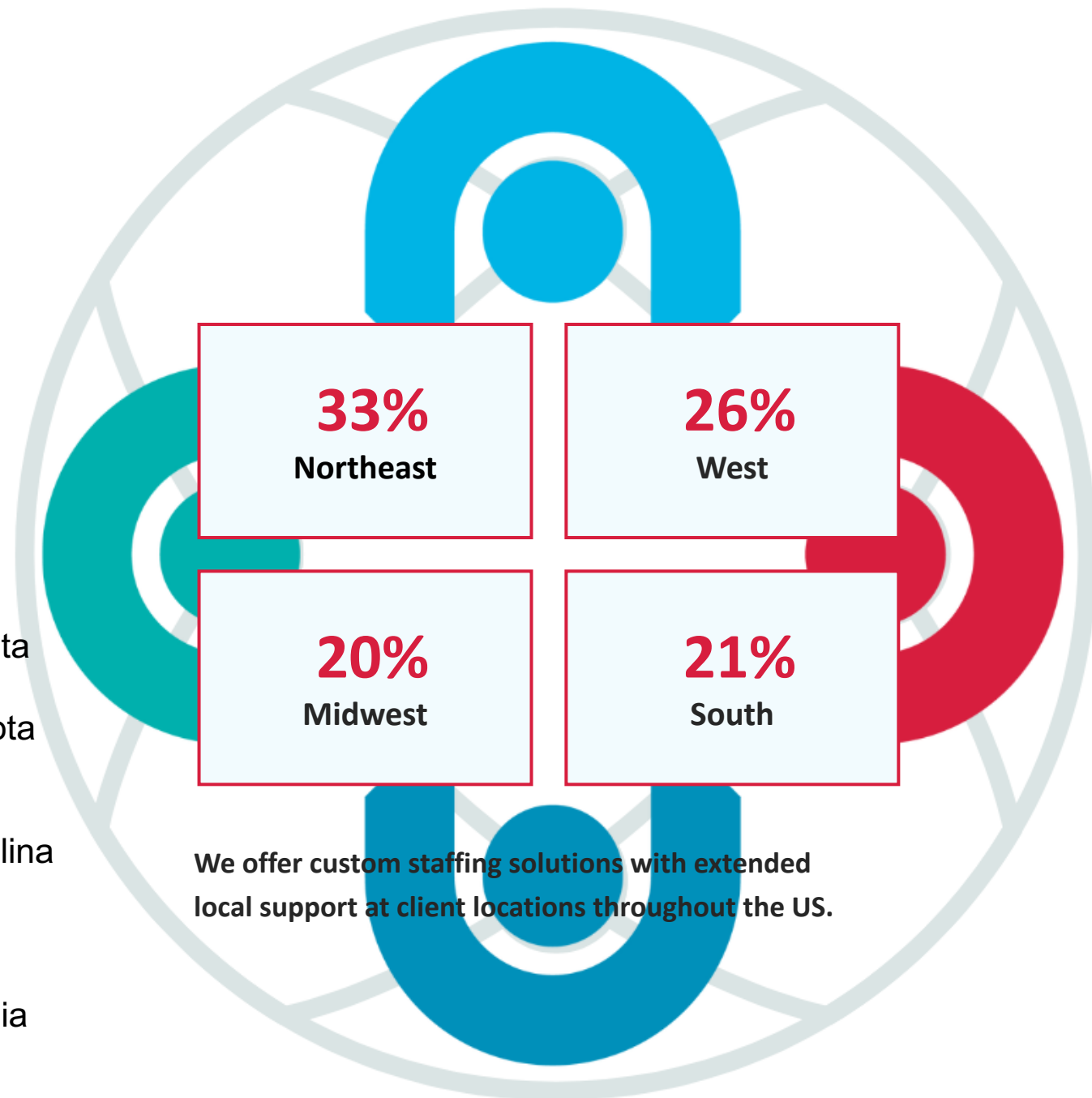
- Arizona
- California
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Oregon
- Utah
- Washington
- Wyoming

- Kentucky
- Louisiana
- Maryland
- Mississippi
- North Carolina
- Oklahoma

Midwest

- Illinois
- Indiana
- Iowa
- Kansas
- Michigan
- Minnesota
- Missouri
- Nebraska
- North Dakota
- Ohio
- South Dakota
- Wisconsin

- South Carolina
- Tennessee
- Texas
- Virginia
- West Virginia











We offer custom staffing solutions with extended local support at client locations throughout the US.

CUSTOMERS ACROSS SEGMENTS

OUR TOP CUSTOMERS

OUR TOP HEALTHCARE SEGMENTS

	Hospitals		Home Health Services
	Public Health Centers		Wellness Facilities
	Physicians' Offices		Diagnostic Centers
	Telehealth		Educational Institutions

DIVERSE JOB CATEGORIES SUPPORTED

Broad level titles employed in 2023

- Registered Nurse
- Registered Nurse Manager
- Surgical Assistant Registered Nurse
- Emergency Room Registered Nurse
- Critical Care Registered Nurse
- Oncology Registered Nurse
- Medica-Surgical Registered Nurse
- PACU Registered Nurse
- NICU Registered Nurse
- Licensed Practical Nurse (LPN)
- Licensed Vocational Nurse (LVN)
- Certified Nursing Assistant
- Travel Nurse
- Family Nurse Practitioner
- Advanced Practice Registered Nurse (APRN)
- Home Health Nurse
- Clinical Nurse Supervisor
- Clinical Nurse Specialist
- Nurse Case Manager
- Nursing Director

- Nurse Educator
- School Nurse
- Charge Nurse
- Operating Room Nurse
- Labor & Delivery Nurse
- Psychiatric Nurse
- Health Informatics Nurse Specialist
- Nurse Informatics Analyst
- X-ray Technologist
- MRI Technologist
- Nuclear Medicine Technologist
- Ultrasound Technologist
- Cath Laboratory Technologist
- CT Technologist
- Mammography Technologist
- Vascular Technologist
- EEG Technologist
- Lab Technician
- Medical Assistant
- Dental Assistant

- Dental Hygienist
- Analytical Chemist
- Microbiologist
- Biochemical Engineer
- Molecular Biologist
- Cell Biologist
- Hematologist
- Formulation Scientist
- Phlebotomist
- Cytotechnologist
- Lab Assistant
- Validation Specialist
- Physical Therapist
- Physical Therapist Assistant
- Respiratory Therapist
- Occupational Therapist
- Occupational Therapist Assistant
- Recreational Therapist
- Massage Therapist
- Speech Pathologist

- Nursing and Patient care
- Therapeutic services
- Sterile Processing & Surgery
- Imaging and Radiology
- Pharmacy & Medication
- Social Services & Counseling
- Administrative & Coordination
- Support and Other Services
- Dental
- Laboratory
- Biotechnology

PASSIVE HEALTHCARE TALENT ECOSYSTEM



- Exclusive social network dedicated to nursing professionals AI + NLP based engagement of 200+ external social media platforms and forums.
- Spans all specialties and subspecialties throughout nursing and adjacent HCPs

Ambassador Program



- Exclusive group of healthcare leaders, influencers & educators
- Provide vetted referrals across various specialty skill groups

Advisory Panel



- In-house community of experienced medical professionals for L&D
- Ensure fast and accurate talent screening as matched subject matter experts

TALENT COMMUNITIES BENEFIT EMPLOYERS

Ever-growing passive talent pool across specialty categories

Access to talent with hard-to-find skillsets

Highly-engaged and ready - to - deploy talent pool

On-demand training & screening through advisory panel

Vetted referral talent pool building

TALENT ACQUISITION & MANAGEMENT COMPONENTS



CANDIDATE SOURCING CHANNELS

- Internal Database & Job Site Applicants
- Dedicated Passive Recruitment Team
- Local Talent Meetups/Event Participation
- Niche Job Boards
- Pre-screened Private Talent Pool
- Geo-targeted Social Media Ads
- Career / Job Webinars
- Employee Referrals
- Professional Job Boards
- Local Print Ads & Partnerships
- Existing Consultant Database
- Online Talent Communities

OUR RECRUITMENT PROCESS



Supplier Orientation

Orientation followed by Team allocation, VMS setup & training



Request for Contingent Labor

Request released by the Client



Job Analysis

Analysis as per requirement + JD Optimization + Job Posting



Omnichannel Candidate Sourcing

NurseDeck

- Existing Candidate Database
- NurseSocial Career Wall
- Referral Campaigns
- Urgent opportunity boards

Extended Sourcing Support

- Professional & Niche Job Boards
- Online Ads/Social Media Campaigns
- Exclusive Staffing Partnerships
- Local Meet-ups / Networking Events
- Extended referrals on NurseSocial
- External recruiters on JobRialto
- Online Job Fairs / Webinars
- Local Talent Partnerships and others



Pre-interview Checks

Work authorization checks, reference checks, employment checks, etc.



3-layer Candidate Screening

By Recruiters + Online Skills Test + Subject Matter Experts



90% Faster AI Screening

Bias-free screening through AI tools



Candidate Onboarding

Onboarding & Engagement process initiated



BG Checks /Credentialing

BG Check, Drug screening, HR orientation, VMS training, policy guidelines & benefits enrolment



Employee Deployment

Resource deployed at client site, performance monitoring, 30/60/90 days follow-up, satisfaction surveys



Pre-submittal Interview

Conducted by NurseDeck Account Manager/ SDL



Candidate Submittal

Candidate submitted to the client for evaluation/Interview

1. PRELIMINARY SCREENING

Recruiter conducts screening based on roles, skills and project



SCREENING PROCESS

4. BEHAVIORAL EVALUATION

Account manager conducts Interview of shortlisted candidates and evaluates overall fit for the job



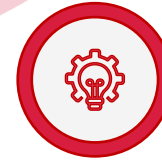
2. SKILL ASSESSMENT

Candidate skill assessment test is executed, and the score is shared with the subject matter experts for further evaluation



3. DOMAIN EVALUATION

SME evaluates candidate's domain skills through interview and provides feedback



20% faster screening process

Most accurate & unbiased results with no manual errors

Screen wider pool of talent across diverse skill sets

Detailed assessment reports for enhanced decision making

In-house SME advisory panel

CANDIDATE CREDENTIALING & COMPLIANCE BEST PRACTICES



BACKGROUND CHECKS AND DRUG SCREENING

- Work authorization checks/SSN checks through E-Verify, Criminal records checks, employment-based credit checks
- Database check- GSA & OIG, Licensure verification
- Education qualification, training certification verification
- Felony/misdemeanor history - past 7 years, and others.



PRE-EMPLOYMENT IMMUNIZATION TEST

- Covid-19
- Four-Year Health Screening
- Hepatitis B, Measles
- Tuberculosis (TB) Screening
- Mumps, Varicella, etc.



DRUG SCREENING

- 5/7/10-panel Non-DOT
- 5-panel DOT
- As per the client requirement.



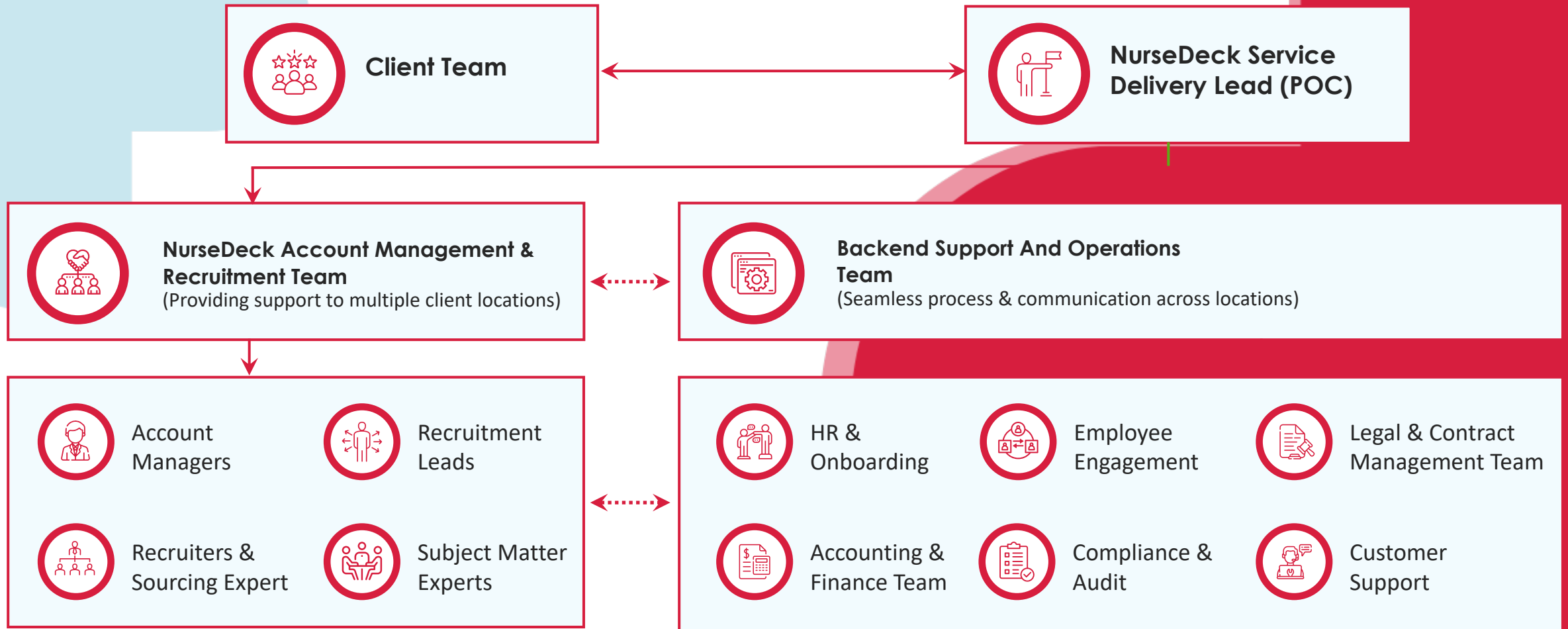
REFERENCE CHECKS

- 3 professional reference checks of each candidate before submission.
- Feedback from candidate's previous employer

NURSEDECK IS COMPLIANT WITH APPLICABLE GUIDELINES GOVERNED BY US FEDERAL/STATE/LOCAL AGENCIES



ACCOUNT MANAGEMENT PROCESS



CUSTOMER SUCCESS STORY

MA-BASED LEADING HEALTHCARE ORGANIZATION RAMPS UP ON-DEMAND HEALTHCARE TALENT POST PANDEMIC



CUSTOMER BACKGROUND

The client is a leading service provider in healthcare, covering more than a dozen locations across Massachusetts.



BUSINESS CHALLENGES

The client struggled to fill open positions in the post-pandemic phase when demand for qualified professionals peaked. The immediate hiring for new/additional nursing and administrative staff demanded quick onboarding of thoroughly vetted candidates to start new positions.



SOLUTIONS DELIVERED

- ⦿ **Dedicated account management** team exclusively for client
- ⦿ Deployed **specialized recruiters** with prior exp. in healthcare staffing
- ⦿ Conducted referral campaign among **NurseSocial community** for qualified referrals
- ⦿ Tapped into **NurseDeck** talent database for qualified candidates
- ⦿ Talent pipeline through **passive recruitment**
- ⦿ Geo-targeted online **recruitment campaigns**
- ⦿ **AI-based screening** backed by human interaction reduced TAT
- ⦿ **Dedicated HR & credentialing teams** for seamless onboarding



RESULTS & GAINS FOR CLIENT

- ⦿ Placed and on-boarded **80+ workers** within 2 months
- ⦿ Candidate submission time (average): 24 hours to 36 hours
- ⦿ > 98% assignment completion rate
- ⦿ Average reduction in time-to-fill: 21%
- ⦿ 100% coverage of BG check & credentialing for all onboarded workers
- ⦿ Complete adherence to bill rate compliance
- ⦿ **Key job roles filled:**
 - Nurse Practitioners, Certified Nursing Assistants
 - Medical Assistants, Medical Lab Technicians,
 - EMR Conversion Staff
- ⦿ **Key locations served in MA**
 - Boston, Burlington, Duxbury, Auburndale

HEALTHCARE ORGANIZATIONS TRUST NURSEDECK



Hyper-targeted talent sourcing across 250+ data points including specialty, licensure, experience & more



Curated talent pool with hard-to-find skillsets and experience that your facility needs



Larger access to talent pool through passive recruitment, referrals, crowdsourcing.



In-house recruitment tools & ATS for enhanced processes & cost saving



Specialized recruitment groups with local hiring expertise



Dedicated account management team aligned with your human capital and organizational objectives



National service coverage with local support across US



Automated candidate engagement (pre-hire & post-hire)



Reporting & talent analytics to track program performance across key metrics



Complete compliance assurance and adherence with applicable federal/state and local labor laws



Neville Gupta

Chief Executive

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