



*Cornerstone Staffing Solutions
Healthcare Division*

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Why Cornerstone Healthcare? We are joint commission certified to place clinical and non-clinical staff for every level of medical facility nationwide. As a medical staffing company we carry the proper business license and insurance to place medical professionals.

- ***Hospitals***
- ***Independent Physician Associations***
- ***Healthcare Administration***
- ***Ambulatory Surgery Centers***
- ***Non-Profit Organizations***
- ***Community Clinics***
- ***Urgent Care***
- ***Research & Development***
- ***Assisted Living Facilities***
- ***Private Practices***



Process of support

- **Communication is key:** Introduce you to your dedicated recruiter who will manage the positions. Intake info for *specialty, job description expectations, hiring style, managers interview process, personality fit with existing staff*
- **Recruiter prescreen-** Interview associates face to face virtually prescreening for grammar, appearance, medical terminology and experience matching your specialty your expectation and their commitment
- **Submit report/resume** include recruiters notes why they match, list of highlights from their experience with resume
- **Schedule interviews** between hiring manager and associates, emailing appointment to all detailing time, location, where to arrive in building, manager to contact
- **Feedback** from manager in a timely manner is crucial, keep candidates engaged in opportunity or continue search
- **Temp to Hire** requests for background check or drug screen- Cornerstone is the record of employer and will facilitate the background check/drug screen, document evidence of licensure/credentialing
- **Direct Hire** the client would be the record of employer and would run the onboarding
- **Start date** reporting instructions, dress code, expectations for training time frame to set accountability
- **Weekly follow up** with the manager and the associate to communicate any feedback. Client has the option to replace if they are not meeting your expectations or convert them if they exceed



Hiring Options:

Temp- Recruit an associate with the expectation that they are working for a period of time. Straight work hours, flexibility that the assignment can be ended or extended at any time

Temp to Hire- Recruitment for associates have an expectation that after a probation period they will be hired on by client full time, meeting the companies expectations. They work as a Cornerstone employee. We manage shift changes, communication and coaching

Client has the option to convert early if they exceed the expectations. Straight work hours are billed to include the associates pay, federal and state tax, unemployment, workers compensation, sick leave, any city tax applicable and our fee. Mark up calculated by the pay/hour. 60% mark up with a 720 conversion hour

Direct Hire- We capture an associate who is looking for stable employment to be hired day one on clients payroll to accrue benefits. Direct hire fee is 20% of the annual salary with a 60 day guarantee to replace

Payroll- We can payroll anyone client recruits on your own for as long as desired. This protects client from the liability of unemployment and workers compensation. 60% mark up, straight hours worked, no conversion requirement



Positions we place at Community Clinics

- Executive Management
- Provider, NP, PA
- Administrator, Practice Manager
- Director of Nursing, RN, LPN, LVN, CNA
- RN Case Manager
- SUD Program Manager
- RN Utilization Manager
- Social Worker
- Physical Therapist
- Medical Assistant
- Dental Hygienist, Dental Assistant
- Research Assistant, Lab Tech
- Ophthalmic and Orthopedic Technicians
- Front Office Medical Receptionist
- Surgery Scheduler
- Authorization/Eligibility Specialist
- Referral Coordinator
- Patient Care Coordinators
- Patient Service Representative
- Call Center
- Medical Records
- Environmental Services Tech
- Radiology, Xray, Mammography Technologists
- Medical Billing, Accounts Receivable
- Claims Examiners & Coding Specialists

Why Use a Medical Staffing Agency?

For the client, it is challenging to find employees that match the company expectation along with such high demand with similar competition. Managers already short handed can have additional pressure to capture and train in a timely manner.

1. Through our network we are able to release your jobs to our professional healthcare platforms to capture specific job seekers
2. We save you time by prescreening, matching the associates compatibility with the opportunity and detailing the entire work histories in a report. You can trust we have matched your expectations for your selection of associates to choose from. In contrast to reviewing the masses of resumes on your own.
3. We can reduce the burden placed adding to your workload, streamlining the time-to-fill and giving you back the time to manage
4. Presenting fully screened, qualified professionals will provide you less time spent on training
5. Our healthcare recruiters are experts at analyzing experience and personality traits to your hiring style
6. We are a reliable partner and care about what is important to you. We have a great desire to present your company values and opportunities as we change peoples lives one job at a time



Cornerstone's Partnership Promise

- *Continual support system that match the client's values and hiring goal expectations*
 - *Sense of Urgency- Managing fluctuating needs to cover absences with a reduced time-to-fill*
 - *Accountability- Follow up weekly, always available phone, text, emails for updates and urgent needs*
 - *Uncompromised service- High customer service satisfaction values. What is important to you to maintain the standard of care and give back the time you need to manage the facility*
- *Mention the affiliation with CCALAC to receive the rate quoted*