**Agenda**

**Thursday, April 2, 2020**

1. 3/31 Meeting Debrief
   1. Specialties (Case Management & Infection Prevention) = Include in Alpha launch
   2. Interim nurse leaders = Postpone until Beta launch
   3. Nurse preceptors to support GN onboarding? =
      1. Include options for RNs to self-identify as a “Graduate Nurse Preceptor” in the Alpha launch
      2. Benjamin will add a $3 hourly premium for “Graduate Nurse Preceptors” to the Compensation Methodology spreadsheet
      3. Benjamin will contact Tony Mangola to see what virtual training HealthTrust has developed for “Graduate Nurse Preceptors”
   4. Clinical nurse educators? =
      1. Include options for RNs to self-identify as a “Clinical Nurse Educator” in the Alpha launch
      2. Benjamin will add a 5% hourly premium for “Clinical Nurse Educators” to the Compensation Methodology spreadsheet
      3. Per Dean Tart’s recommendation, all “Clinical Nurse Educators” should be Masters-prepared and have completed a formal nurse educator training program (Education will be validated during the background check process)
   5. Nurse review portal for physicians?
      1. Decision was made to keep the functionality “as is” for the Alpha launch; we will NOT create a separate user account for physicians
      2. Physician marketing campaign will ask physicians to instruct nurses to create a profile in Nurseify if the physician wants the nurse to work at a different facility
   6. Referral bonus program?
      1. Referral bonus system = [ROBERT PROVIDES NAME OF THE SYSTEM]
      2. Non-RNs and RNs will receive $5 for every nurse that creates an “Introductory Profile”. Estimated costs…
         1. 2,500 RNs = $12,500
         2. 5,000 RNs = $25,000
         3. **10,000 RNs = $50,000 (max budget)**
      3. “Introductory Profile” data fields
         1. First & Last Name
         2. Telephone
         3. Email address
         4. Nurse license number
         5. Preferred geography
      4. **SCENARIO A**: Non-RNs and RNs will receive $1,000 for every nurse that works at least 500 hours in the first 12 months (500 hours = One, 12-hour shift/week x 42 weeks). Estimated costs
         1. 2,500 RNs = $2.5 Million (Year 1 EBITDA w/out referral bonus = $3.0 Million)
         2. 5,000 RNs = $5.0 Million (Year 1 EBITDA w/out referral bonus = $7.0 Million)
         3. 10,000 RNs = $10.0 Million (Year 1 EBITDA w/out referral bonus = $15.1 Million)
      5. **SCENARIO B**: Non-RNs and RNs will receive $1,000 for every nurse that works at least 600 hours in the first 12 months (600 hours = One, 12-hour shift/week x 50 weeks). Estimated costs
         1. 2,500 RNs = $2.5 Million (Year 1 EBITDA w/out referral bonus = $4.4 Million)
         2. 5,000 RNs = $5.0 Million (Year 1 EBITDA w/out referral bonus = $9.8 Million)
         3. 10,000 RNs = $10.0 Million (Year 1 EBITDA w/out referral bonus = $20.7 Million)
   7. Geography preference
      1. Local = within 25 miles
      2. Regional = within 100 miles
      3. National = select all or select specific states
      4. International = select all or select specific continents or countries
   8. Electronic Health Record (EHR) experience (Top 50 displayed)
      1. 0: No experience
      2. 1: Beginner (<1-year experience)
      3. 2: Basic (1-2 years’ experience)
      4. 3: Proficient (2-4 years’ experience)
      5. 4: Advanced (5+ years’ experience)
2. RN Rate Sheet Comparison (staffing agency comparison) = Postpone until updated rate sheets provided
3. International RNs (Philippines or other country?)
   1. What are the biggest obstacles getting nurses ready to work in the US?
   2. What do you believe will be the impact on these obstacles in a post-coronavirus world?
   3. What other countries would you recommend we target?
      1. Dean Tart = Vietnam and Russia
      2. Raven = TBD
4. Worker's Compensation
   1. RNs will work as independent contractors
   2. What support should we provide nurses for worker’s compensation?
5. Liability Insurance
   1. RNs will work as independent contractors
   2. What support should we provide nurses for liability insurance?