

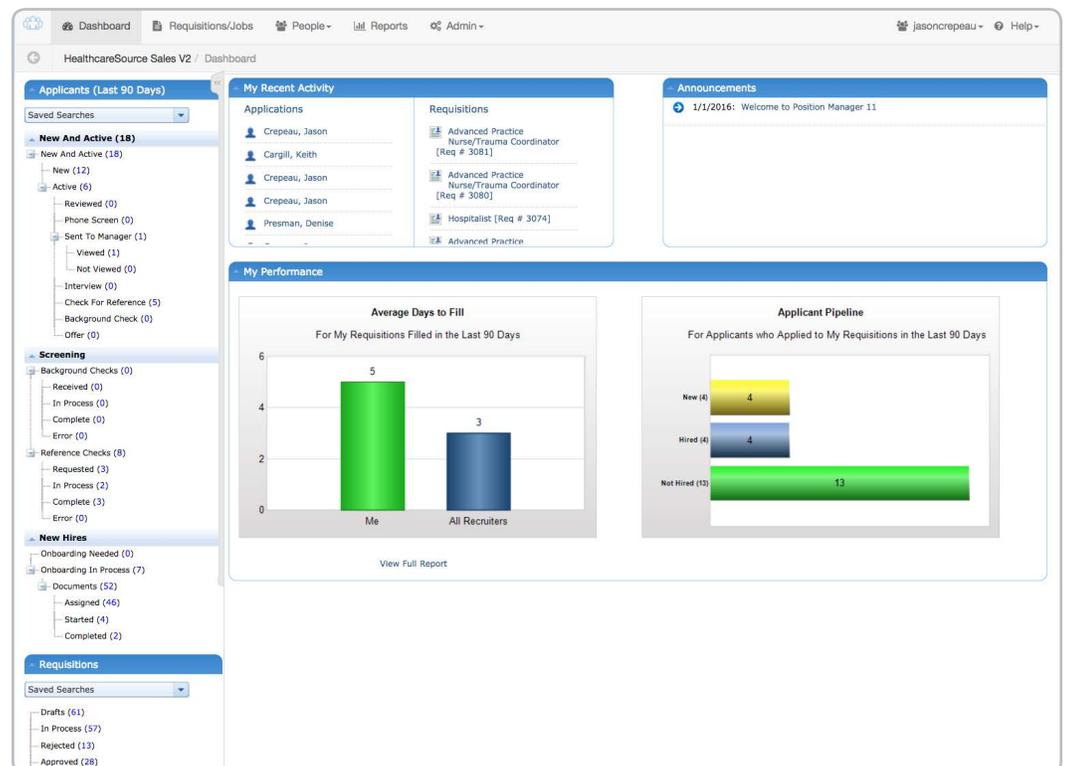
In order to stay competitive within the market, you need to implement solutions that will enable you to recruit the talent needed to provide patient-centered care.

Improve Patient Care by Quickly Filling Positions with Quality Talent Using Position Manager

As the demand for healthcare services continues to grow, so does the need for healthcare talent. By 2020, there will be 10 million people in the U.S. age 65 and older, and healthcare spending is slated to equal \$3 trillion annually. While this may seem like good news for healthcare providers, it comes at a time when many healthcare employees are preparing for retirement, leaving employers scrambling to fill essential roles in the face of this new demand. Additionally, the number of retail clinics is set to double in that time, from 1,600 to 3,200 nationally, giving candidates in both clinical and non-clinical positions more employment options than ever, while employers must face rising competition for talent.

Patients, similarly, face an increasing number of options when seeking care — a trend that's likely to increase the role of patient satisfaction ratings, like HCAHPS scores — in determining how services are paid for and organizations are reimbursed.

In order to stay competitive within the market, you need to implement solutions that will enable you to recruit the talent needed to provide patient-centered care. Designed specifically to meet the challenges of healthcare recruiting, HealthcareSource Position Manager[®] is an applicant tracking system that allows you to quickly and effectively source, select, and hire candidates who meet your talent needs.



Hiring managers need to develop requisitions that clearly define the roles that need to be filled — **Position Manager's Requisition Wizard** makes this a breeze.

Focus on Candidates, Not Software

Staffing levels have a large impact on both business and patient outcomes. Maintaining adequate personnel coverage for both clinical and non-clinical positions can mean the difference between delivering excellent care and leaving patients dissatisfied — or worse. In fact, numerous studies have shown a direct relationship between patient outcomes and clinical staffing ratios. There can also be direct financial impacts if you need to cover open positions with overtime or per diem costs. Position Manager provides easy-to-use features, designed to help you fill open positions quickly, so you can ensure your organization has the talent it needs to meet business and patient-care objectives.

Designed with efficiency in mind, Position Manager's intuitive user interface lets you access any feature within the system in two clicks or less. Automated workflows and interactive guides make it simple, even for new users, to track applicant status or send candidate updates, and email alerts notify recruiters and hiring managers when an item needs their attention.

Before recruiters can begin sourcing candidates, hiring managers need to develop requisitions that clearly define the roles that need to be filled. Position Manager's Requisition Wizard makes this a breeze by walking managers step-by-step through the requisition creation process and providing simple-to-use templates that prompt managers to provide required information. This information is stored within the system for later use, so managers never need to recreate the same requisitions from scratch.

Once a requisition has been created, recruiters are automatically notified so they can create a job posting and begin finding candidates. To post a job to your career site, recruiters simply select the desired requisition and Position Manager pre-populates a template with the information provided by the hiring manager. They can review, edit, and customize posts before publishing and even add pre-qualification questions to help ensure applicants meet minimum position requirements. Once a job has been posted, recruiters can easily view and sort applicants by criteria like education or experience.

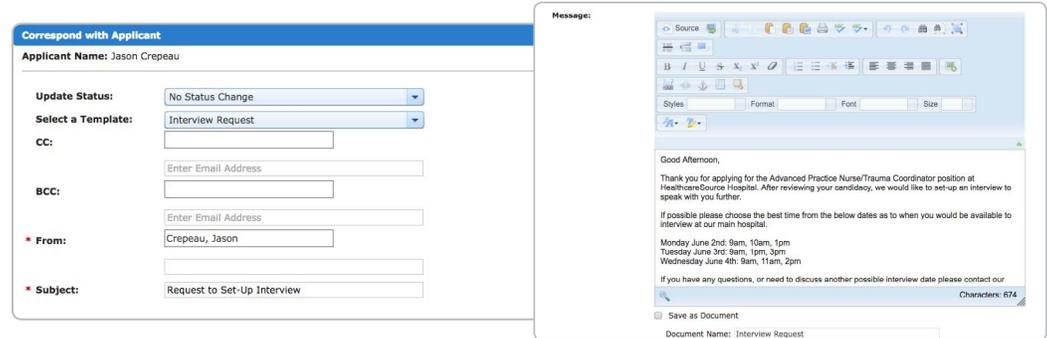
| Job Code | Position Title | Category | Organization |
|--------------|---------------------------------------|-------------------------|--------------|
| 116 | - Case Manager Nurse | Nursing | Clinic |
| 456 | Accident Emergency Security Guard | Support Services | Clinic |
| 20900DIRACCT | Accounting Director | Management | Clinic |
| 64991ADSFUND | Accounts Payable Coordinator | Administrative/Clerical | Clinic |
| 64991ADSFUND | Administrative Secretary II | Administrative/Clerical | Clinic |
| 20985APCTRCR | Advanced Practice Nurse/Trauma Coo... | Nursing | Clinic |
| 20930DIRAMCG | AMC Director | Management | Clinic |
| | Assistant Nurse Manager | Nursing | Clinic |
| 20950MGRACEO | Assistant to the President/CEO | Administrative/Clerical | Clinic |

In order to keep candidates engaged, you need to provide them with consistent communication throughout the recruiting process. Position Manager centralizes and tracks your communications with applicants and allows you to use preloaded email templates to quickly and easily send updates like interview requests. Additionally, Position Manager provides the option to send batch messages



Understanding your recruiting data is **essential** for determining what your organization's talent acquisition strengths are.

to selected candidates using preformatted templates, as well. This saves your recruiters time and energy while providing candidates with consistent follow up, enabling you to develop a comprehensive candidate communication strategy.



While it's important to fill open positions, understanding your recruiting data is essential for determining what your organization's talent acquisition strengths are, and how you can continue to improve your recruiting strategy, moving forward. Position Manager's reporting functionality makes it easy to aggregate and analyze information on pipeline activity, applicant sources, job postings, filled positions, and more. Additionally, Position Manager provides access to recruiting benchmark data from Lean Human Capital to help you discover trends within healthcare recruiting and compare them against trends within your organization.

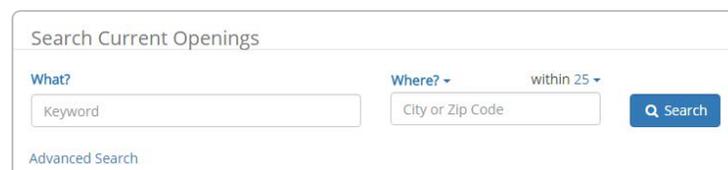


Position Manager's Search and Apply functionality features **"fuzzy logic,"** which understands what candidates are really looking for.

Increase Your Candidate Pool with Simplified Applications

At a time when candidates expect speed and efficiency from technology, the last thing they want to do is wrestle with confusing or outdated interfaces when applying for jobs. Many candidates may not complete an application at all if the process is too difficult. Position Manager lets candidates easily find and apply for your open roles, even on mobile devices.

Position Manager's Search and Apply features make it simple for candidates to find positions in which they're interested by providing healthcare-specific filters to help refine search results. The Search functionality features "fuzzy logic," which understands what candidates are really looking for, in order to display positions that are most relevant to them. A search for "RN," for example, will display job postings for Registered Nurse positions rather than just any result that simply contains the letters "R" and "N." Additionally, candidates can sort search results by location and can even view positions at specific locations within a health system.



Ensure you're selecting candidates who fit your organization's needs and are prepared to **provide quality care** from the moment they're hired.

Furthermore, Position Manager Search and Apply is optimized for use on any internet enabled device, including tablets and smartphones. Candidates can even create a Mobile Profile which tracks and saves their progress, so they can leave an application and return to finish it at any time without having to start from the beginning. By simplifying the application process and delivering full mobile functionality, Position Manager makes it easy to increase your candidate pool while reducing the number of incomplete applications.

Improve Sourcing Quality with Integrated Assessments

While resumes are a start, they don't always tell you everything you need to know about an applicant. Since employees directly impact patient satisfaction, you have to be sure you're recruiting candidates who possess the behaviors necessary for providing top levels of care. Position Manager integrates with HealthcareSource Reference AssessmentSM and HealthcareSource Staff AssessmentSM so you can evaluate applicants for these qualities before they're hired.

Reference Assessment is a predictive, online reference-checking solution available through Position Manager at no additional cost. HealthcareSource[®] is the only talent management vendor to include this capability directly in a recruiting solution. By accessing Reference Assessment from within Position Manager, you can easily send candidates reference requests to be completed via email. Once a candidate provides the requested information, references of the candidate are automatically sent a pre-formatted email including a link to the Reference Assessment survey. References complete the survey which includes job-specific questions about work history, past performance, and behavior. Survey results can be viewed directly from within Position Manager so you can easily compare references and assess candidate potential.

Meanwhile, the integration between Position Manager and Staff Assessment, available as an add-on, allows you to use scientifically-validated data to measure candidates against behavioral competencies that have been deemed critical for success in specific healthcare roles in both acute and non-acute settings. Once you've decided which candidates to assess, you can send Staff Assessment surveys, and access survey results, for specific job families, which include clinical and non-clinical roles, without ever having to leave Position Manager. Additionally, Staff Assessment provides you with structured interview guides based on survey results, so you or your hiring managers can ask specific questions designed to help you better understand candidates' individual strengths and opportunities for development before they're hired. For these reasons, Staff Assessment has earned the American Hospital Association endorsement as their recommended assessment solution.

By leveraging the integration between Position Manager and Reference and Staff Assessment solutions, you can ensure you're selecting candidates who fit your organization's needs and are prepared to provide quality care from the moment they're hired.

The screenshot displays the 'Additional Information' section of a candidate's profile in Position Manager. It is divided into two main panels: 'Behavioral Assessment' and 'Reference Assessment'.

Behavioral Assessment Panel:

- Position Title:** Advanced Practice Nurse/Trauma Coordinator (2860)
- Job Family:** Nursing
- Assessment Status:** Completed on 1/28/2016 at 9:13:10 PM.
- History Table:**

| Last Updated | Assessment Type | Status | Job Family | Behavioral Assessment |
|--------------|-----------------------------------|-----------|-------------------------|--|
| 09/09/2016 | HealthcareSource Staff Assessment | Completed | Nursing (1) | View Results (Experience) View Results (No Prior Exp) |
| 01/28/2016 | HealthcareSource Staff Assessment | Completed | Administrative/Clinical | View Results |

Reference Assessment Panel:

- Position Title:** Certified Nursing Assistant (3044)
- Benchmark:** Certified Nurse Assistant
- Assessment Status:** Completed on 8/10/2016 at 5:46:01 AM.
- Results:** 5/5 References Completed, Score: 3.5, Report Key: WPazn11z.

At the bottom of the interface, there is a pagination control showing 'Page 1 of 1' and 'Displaying Items 1 - 2 of 2'.



In **healthcare**, it's crucial
for you to know exactly
who you're hiring.

Reduce Time-to-Start to Improve Return on Talent

In order for your recruiting efforts to have the greatest impact on your organization, you need to find ways to maximize your return on talent. One of the best ways to do this is to reduce your time-to-start metrics so that new hires are in a position to contribute value to your organization sooner.

Position Manager makes it easy for new employees to get started by providing tools that help expedite the onboarding process. Once a candidate has accepted an offer to join your organization, Position Manager's New Hire Wizard will prompt you to enter required information for the new position, ensuring nothing is overlooked. It also stores email templates as well as other documents needed by HR for onboarding, and the HealthcareSource Client Services team will also work with you to build any custom forms or other templates that your organization needs, at no additional cost.

In healthcare, it's crucial for you to know exactly who you're hiring, and in many organizations, background checks are a required part of the new hire process. Without an automated background check solution, however, background checks can slow the time-to-start process, using up time that candidates could be on the job.

Position Manager integrates with over 30 background check vendors to make the process of checking backgrounds as easy and efficient as possible. In fact, our preferred vendors, Universal Background Screening and Certiphi Screening, offer an additional layer of integration to make this process even faster and easier for you to clear your candidates for hire.



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About HealthcareSource

With more than 3,000 healthcare clients, HealthcareSource® is the leading provider of talent management solutions for the healthcare industry. The **HealthcareSource Quality Talent Suite™** helps healthcare organizations build a **Patient-Centered Workforce™** by selecting, aligning, continuously developing, and retaining highly-engaged people. The company's cloud-based platform of software, content, services and analytics includes applicant tracking, reference checking, behavioral and skills-based competency assessments, compensation analysis, performance and learning management, eLearning courseware, education and advisory services. A private company focused exclusively on the healthcare industry, HealthcareSource consistently earns high marks for client satisfaction and retention. HealthcareSource has been regularly ranked as a leader by KLAS Research for Talent Management, in addition to recognition in Healthcare Informatics 100, Modern Healthcare's "Healthcare's Hottest," Inc. 500|5000, Deloitte Technology Fast 500, and Becker's "150 Great Places to Work in Healthcare" list.