



A Message from Mark

Staying Fresh for Our Travelers

The recruiting industry, like many other industries, can sometimes lead to stress and burnout. Hours on the phone every day and dealing with high-stress situations can take their toll. It's very important to be able to have some fun to let off steam.

We take fun seriously at Foundation. One way we relieve stress is with our yearly Employee Appreciation Week. We hosted our own Office Games, which included an office chair relay race (no one got injured!), a mouse pad fling, a rubber band shootout, and a Wii bowling tournament. There was definitely a buzz around the office, and it was great to interact with employees in a different way. You definitely get to see a different side of people when you are competing for prizes! Take a look at some of the pictures below to see the fun!

Our first core value at Foundation is Putting People First. Taking some time out of a busy week for fun activities facilitates smiles and hopefully better service to each of our valued travelers! As always, we thank all of you for what you do and all your hard work! ●●●

-Mark Smith, President, Foundation Medical Staffing



Putting Faces with the Voices

Laura McDonald, Credentialing Specialist

Like many Foundation employees, Laura loves the people she works with. In fact, her co-workers are a big part of why she loves her job so much. She says, "It doesn't matter how bad my day is going, the people here make it worth it."

In addition to having a great attitude, Laura strives to continually learn and grow in her position. Her hard work paid off recently when she was nominated to win an administrators contest in May. She says, "I was really blessed that they thought enough of me and the work I do to nominate me." Laura adds that having the support of her co-workers is really encouraging and helps her stay motivated and look forward to work each day.

Outside of work, Laura enjoys spending time with her husband and two Rottweilers taking walks in the park and around the neighborhood. She also enjoys having friends over to try cooking new foods and watch movies. ●●●



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What's News!

Industry News: CMS updates kidney dialysis standards

The Centers for Medicare and Medicaid Services has issued a new rule governing health assessment, patient outcomes and physician practices at kidney dialysis centers around the country.

Under the new provisions, facilities will be required to fully evaluate the health of a patient before treatment begins, and form an "inter-disciplinary team" to establish a care plan and evaluate patient outcomes. Facilities are also required to develop quality assessment and performance improvement programs.

The cost of implementing these changes will be \$11.8 million in the first year, according to CMS. But savings should total \$24.9 million as a result of reduced patient care time and the elimination of medical records personnel. These savings mean facilities will incur no added costs because of the rule.

The rule can be found in its entirety at <http://www.cms.hhs.gov>.



Company News: Special Delivery

We are excited to announce that Filipe Nunes, a Foundation account manager, is finally receiving his adopted child from Guatemala, the happy conclusion of a long two-year wait. Filipe and wife Jennifer returned from Guatemala with their daughter, Shiloh Hope Nunes at the end of May. "We are now a family of three ... plus our dog, Bruno! No more waiting, wondering, worrying, or weeping. Thank you all for the love, prayers, and support," said Felipe. Shiloh is 13-months-old. Congratulations to the Nunes family! ●●●



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Catching Up with Our Travelers

Carla Moore, RN



In September 2006, Carla fulfilled a lifelong dream of becoming a travel nurse. With her children grown, she was able to hit the road.

She is currently living many a nurse's lifelong dream of working on assignment in Hawaii. Carla has been in Hawaii for almost a year and says, "For location, this has been the best so far. It is paradise!" No surprise there.

She's had outstanding experiences in other locations as well. Carla says, "Columbus, Ohio, is great. I made some awesome friends there and we still keep in touch." The relationships that she has built through travel nursing are a major part of what keeps her traveling.

Carla is hoping to head home to West Virginia for her next assignment to see family and welcome a grandbaby into the family. After that, the sky is the limit as far as travel is concerned. Carla says, "I would like to go to Alaska someday and the Virgin Islands."

As far as advice for travelers, Carla says, "Even though it seems like you are on vacation, you are not. Don't eat too much, join a gym and keep yourself healthy." She is speaking from experience. Carla says she was having so much fun she didn't realize she'd gained 20 lbs. She joined a gym in Hawaii and is now much more fit. She even hiked to the top of a mountain. ●●●



Tips for the Traveling Health Professional

Career Tips: Preventing Burnout

As a nurse, you are in a high stress, high demand environment. Burnout can easily occur in your position. But if you're able to recognize the signs and symptoms of impending burnout, you can take steps to prevent it.

Travel nursing allows you to go where your skills are needed most, see the country and grow your skill set, without the risk of burnout.

Recognizing burnout

Burnout is a state of emotional and physical exhaustion caused by excessive and prolonged stress. It can occur when you feel overwhelmed and unable to meet constant demands. As the stress continues, you begin to lose the interest or motivation that led you to take on a certain role in the first place. Burnout reduces your productivity and saps your energy, leaving you feeling increasingly hopeless, powerless, cynical and resentful. The unhappiness burnout causes can eventually threaten your job, your relationships and your health.

Job burnout

Burnout is most common in the workplace. Workplace burnout isn't the same as workplace stress. When you're stressed, you care too much, but when you're burned out, you don't see any hope of improvement.

You may be flirting with burnout if:

- Every day on the job is a bad one.
- Caring about work seems like a total waste of energy.
- The majority of your day is spent on tasks you find either mind-numbingly dull or unpleasant.
- Nothing you do appears to make a difference in a workplace full of bullying, clueless, or ungrateful supervisors, colleagues, and clients.

Preventing job burnout

The most effective way to head off job burnout is to quit doing what you're doing, which is why travel nursing is such a great option. You have control of your career. Your geographic location, your schedule and what type of practice setting you are in are essentially up to you. And if it becomes necessary, you have the option of taking a break from work altogether. Just take some time off between assignments. ●●●

Source: Smith, Melinda, M.A.; Jaffe-Gill, Ellen, M.A.; Segal, Jeanne, Ph.D.; Segal, Robert, M.A. "Preventing Burnout: Signs, Symptoms and Strategies to Avoid It" *Helpguide.org* May 30, 2008. http://www.helpguide.org/mental/burnout_signs_symptoms.htm.

Lifestyle Tips: Top 10 Fuel Saving Tips

With gas prices going through the roof, everyone is trying to cut down on fuel usage. As a traveler, you're probably feeling the crunch. But you don't have to miss out on exploring your new location, just find ways to go longer between fill-ups.

About.com has listed 10 easy ways to reduce the amount of gas you use without putting a cramp in your lifestyle.

1. **Slow down.** One of the best ways to save gas is to simply reduce your speed. As speed increases, fuel economy decreases exponentially.
2. **Check your tire pressure.** Under-inflated tires are one of the most commonly ignored causes of crummy MPG. Buy a reliable tire gauge and check your tires at least once a month.
3. **Check your air filter.** A dirty air filter restricts the flow of air into the engine, which harms performance and economy. Air filters are very easy to check and replace.
4. **Accelerate with care.** If you drive an automatic, accelerate moderately so the transmission can shift up into the higher gears. Stick-shifters should shift early to keep the revs down.
5. **Hang with the trucks.** A constant speed keeps shifting to a minimum but it also aids economy. Rolling with the big rigs saves fuel (and aggravation).
6. **Get back to nature.** Consider shutting off the air conditioner, opening the windows and enjoying the breeze. At lower speeds you'll save fuel. That said, at higher speeds the A/C may be more efficient than the wind resistance from open windows and sunroof.
7. **Back off the bling.** New wheels and tires may look cool, and they can certainly improve handling. But if they are wider than the stock tires, chances are they'll create more rolling resistance and decrease fuel economy.
8. **Clean out your car.** It doesn't take much to acquire an extra 50 lbs. of stuff, and the more weight your car has to lug around, the more fuel it burns.
9. **Downsize.** If you're shopping for a new car, it's time to re-evaluate how much car you really need. Smaller cars are inherently more fuel-efficient, and today's small cars are roomier than ever.
10. **Don't drive.** The fact is that if you can avoid driving, you'll save gas. Take the train, carpool, and consolidate your shopping trips. Before you get in your car, always ask yourself: "Is this trip really necessary?"

Source: Gold, Aaron. "Top 10 Fuel Saving Tips," About.com. May 2008. http://cars.about.com/od/helpforcarbuyers/tp/ag_top_fuelsave.htm