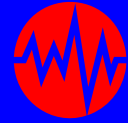


# THE PULSE



Issue 3 Fall 2008

**Keep your FINGER ON THE PULSE**

### OFFICE INFORMATION:

## A WORD FROM THE PRESIDENT

#### Corporate Office

7166 Baker Blvd  
Suite B  
Richland Hills, TX 76118  
(866) 759-4679  
(866) 354-3619 Fax

Hello Everyone,

Time is certainly flying by! It seems like 4<sup>th</sup> quarter year-end and holidays always come so quickly after summer is over. My kids would disagree, but the older I get the more it seems that time is running at warp speed. My husband, Gary, who most of you know is a helicopter pilot serving in Iraq, says, "Time is standing still". We have had a very busy year at INS this year and we have put a lot of emphasis on growing and developing both professionally and personally.

#### Hobbs Office

3309 N. Grimes  
Hobbs, NM 88240  
(888) 850-8343  
(575)492-0551 Fax

All of us at INS have dedicated ourselves to give "Raving Fan" service to all our nurses and clients. Our goal is to be the number one agency in customer service, and, since, we have two kinds of customers, nurses and hospitals, it is important to be attentive to both of those needs.

#### Oklahoma Office

2530 E. 71st St  
Suite B  
Tulsa, OK 74136  
(866) 707-7227  
(918) 664-5251 Fax

While developing new markets and reopening old ones, we are continually reaching out to our nurses and hospitals to help make INS number one. Due to the staffing needs, we have reopened our office in El Paso, Texas and the nurses have been very receptive and happy to join INS. They have been spreading the word about how great INS is to work for. I want to thank everyone who has helped get that office up and running, especially the nurses who had the patience to complete all the new paperwork. Barbara Bowen has worked with INS in the past and we are very excited to have her back. El Paso, is a huge area with a lot of opportunities to work and grow with PRN and travel contracts. Anyone interested in more details give Barbara a call 915-449-0414.

#### Texas Office

7166 Baker Blvd  
Suite C  
Richland Hills, TX 76118  
(817) 590-4588  
(866) 759-4679  
(866) 541-7240 Fax

INS is also excited about preparing for Joint Commission Certification sometime in December. Nicole Bambalere, INS Quality Assurance Coordinator, has worked very hard to streamline our process for quality assurance and credentialing. This will keep us moving forward and striving for excellence. So, we are asking you to please take time to fill out any requested paperwork she needs and return it to her as quick as possible. This, as you all you know, is a stressful process and your help is greatly appreciated. This certification will give INS the "gold seal" of approval and open the door to many more clients which will give our nurses more staffing selections.

#### El Paso Office

10935 Ben Crenshaw  
Suite 105  
El Paso, TX 79935  
(915) 599-8599  
(915) 599-8851 Fax

We have a couple of nurses who have been with INS a long, long time. I want to personally thank Wes Mosier, RN and Betsey Hood, RN for being a part of our team for the past 10 years. There are no words to express my deep affection and appreciation for these two devoted nurses. We have weathered many ups and downs, and I am so grateful for such wonderful friends and coworkers. INS will be showing our appreciation by presenting Wes and Betsey with a very special 10 year anniversary present! Thank you Wes and Betsey.

Have a wonderful holiday season,

Laura Yeager, RN  
President/CEO

Independent Nursing Services



## HOBBS NEWS

The Hobbs team would like to WELCOME Christine Shreffler to our INS family! Christine is a great LPN who has been busy, busy since she came on board and we are excited to have one of our own Hobbsans with us! We would also like to WELCOME BACK Carla Hedrick, Virginia Dyson, Shamika Homer and Holly Crenshaw.

The Hobbs team has recently experienced some very exciting changes. Betsey Hood has taken on the Vice President role for INS and has transitioned to the Dallas corporate office. Betsey will be helping Laura lead our company into the future. Congratulations to Betsey for the wonderful job she has done in Hobbs and we look forward to seeing great changes with her new role. Kristy Hughes, who has been a Nurse Advocate, is now the new Team Director for Hobbs and Debra Triplett is the Team Director In Training. You can expect fantastic efforts from these two experienced and skilled leaders! Congratulations to these ladies for all their hard work and dedication to INS! The Hobbs team also welcomes new Nurse Advocate, Tammy Romero. Tammy comes to us from Vista-Care and will be a great asset to INS!

With all the changes and additions, the Hobbs team is ready to recruit and grow and get ready for the busy Fall season!

Kristy, Debra, Tammy and Cathy

Check us out! We're on:

MySpace  
Facebook  
LinkedIn  
MedicalMingle  
Nurseview

Look for us under "Laura Yeager".  
We'd love to add you as a friend or connection!



### Don't forget all the benefits of working for Independent Nursing Services :

100% paid health coverage for employees  
BlueCross / Blue-Shield  
401K plan  
Flexible PRN Hours  
Travel Assignments  
Excellent Weekly Pay  
Direct Deposit  
Bonuses  
Your Own Nurse Advocate

### NEW WEBSITE

Check out this new nursing community website, scheduled to start up on October 31<sup>st</sup>, 2008. It is designed for the nurse, from a nursing perspective... you can locate it at

<http://www.nurseview.com>

Nurseview is looking for nurses of all types, shapes and sizes to join their community and tell their stories of nursing and life from their vantage point! Whether you travel, work in a clinic, PRN or full time, share your touching stories, day to day events, your take on nursing...whatever is on your mind! It is a great place to have some "windshield" time at the end of your shift. You can meet old friends, make new friends, read articles and learn about new resources while visiting the site. Let this new community know you're there!

### NEVER TICK OFF A NURSE

A big shot attorney had to spend a couple of days in the hospital. He was a royal pain to the nurses because he bossed them around just like he did his staff. None of the hospital staff wanted to have anything to do with him.

The charge nurse was the only one who could stand up to him. She came into his room and announced, 'I have to take your temperature.' After complaining for several minutes, he finally settled down, crossed his arms and opened his mouth.

'No, I'm sorry,' the nurse stated, 'but for this reading, I can't use an oral thermometer.' This started another round of complaining but eventually he rolled over and bared his behind.

After feeling the nurse insert the thermometer, he heard her announce, 'I have to get something. Now you stay JUST LIKE THAT until I get back!'

She left the door to his room open on her way out. He cursed under his breath as he heard people walking past his door, laughing.

After a half hour, the man's doctor came into the room. 'What's going on here?' asked the doctor.

Angrily, the man answered, 'What's the matter, Doc? Haven't you ever seen someone having their temperature taken?'

After a pause, the doctor confessed....'Not with a carnation.'

**NURSE QUOTES**

Nurses are angels in comfortable shoes.

~Author Unknown

Constant attention by a good nurse may be just as important as a major operation by a surgeon.

~Dag Hammarskjold

Caring is the essence of nursing.

~Jean Watson

Nurses can take the pressure.

~Author Unknown

The trained nurse has become one of the great blessings of humanity, taking a place beside the physician and the priest...

~William Osler

Nurses dispense comfort, compassion, and caring without even a prescription.

~Val Saintsbury

Bound by paperwork, short on hands, sleep, and energy... nurses are rarely short on caring.

~Sharon Hudacek,  
"A Daybook for Nurses"

A nurse is compassion in scrubs.

~Lexie Saige

Nurses are I.V. leaguers.

~Author Unknown

Nurses are the heartbeat of health care.

~Author Unknown

When you're a nurse you know that every day you will touch a life or a life will touch yours.

~Author Unknown

Nurses are patient people.

~Author Unknown

Nurses - one of the few blessings of being ill.

~Sara Moss-Wolfe

**CORPORATE NEWS**

Fall finds the Corporate team busy, busy, busy! With Betsey stepping into the Vice President role full time, there has been a flurry of activity.

The first change that INS made was to change the title names of some of our positions. After some thought and consideration, INS has decided that instead of "recruiters", that we prefer "Nurse Advocates", as that is truly our role! Advocates are "ones who speaks on behalf of another person" and that's our goal-to reach out to the hospitals for you, securing the best possible position matched to your needs and experience.

Another title that changed was that of the Branch Managers, which are now known as "Team Directors". The position previously known as the "administrative assistant" is now the "Team Support Manager".

Last but not least, we thought the name "corporate" sounded cold and unfriendly. Instead, we are now known as the "Team Leadership Center" or TLC! TLC is here to support and guide the various teams and we love what we do.

Also exciting at TLC is Abby Lettenmaier's son Jackson. He is now just over three months old and growing like a weed! He is with Abby almost every day and the team loves having him around. He'll be crawling and walking before we know it!

We wish you all a wonderful fall season full of blessings and joy. Thank you for being a part of the INS family!

Laura, Betsey, Lisa, Mic, Abby, Nicole and Judie

**OKLAHOMA NEWS**

Fall is in the air and Team Tulsa is lovin' every minute of it! We have been very busy recruiting and marketing, gearing up for a busy season. We have two new contract starts: Rayna McKinnis and Maggie Williams - they are going to make INS look GREAT at Southcrest. For PRN, we have hired Johnna Cook (LPN), Katina Minney (RN), Kim Tovar (RN), Jeff Davis (RN), Cheryl McNeal (LPN), Talina Martin (LPN), Michael Heath (CNA) and Tiffany Smith (CNA). Jamie Baldwin (RN) and Sean Miller (RN) are a welcome addition and we are diligently looking for contracts for both. We also have Christie Hughes, RN, who we have recently found PRN shifts for in the Wichita area, and will continue to look for contract or permanent placement for her.

In addition we would also like to welcome Deanna Blake, our new Team Support Manager! She is awesome and we are so excited to have her.

Also joining the INS Oklahoma team will be Elise Tillis. Elise comes to INS brand new to the world, as she is Rosa's new baby girl, born November 3rd! We look forward to her being in the office with Rosa when Rosa comes back from maternity leave in December.

Have a terrific fall everyone!

Robin, Rosa and Deanna



**Mission Statement**

**The mission of Independent Nursing Services is to provide high quality nursing services to a broad range of customers in select geographic areas. We do this through our strong commitment to recruiting only the best nurses and to managing all of our professional resources for the benefit of everyone involved. We will offer fair treatment to all our associated nurses and staff, and timely provision of nursing services at competitive rates to all our customers. Our beliefs and actions will always reflect our commitment to the staffing industry, to our nurses, hospitals, and the communities we serve.**

**Texas NEWS**

The Texas Division has been very busy recruiting new, awesome, high quality nurses. We are very proud to welcome Jennifer Gandy, Terrie Wright, Meredith Bussell, and Kemara Stormant aboard. We are in the process of taking the Texas Division to a whole new level. We have several other nurses in process of coming on board thanks to our fantastic nurses who are already working for us and spreading our praise to other nurses. We would like to thank everyone for all of your high quality referrals.

Right now in Texas, we have some very urgent needs that need to be filled. If you are not currently on contract with us, we would love to have you aboard. We also have travel positions available with very high pay in several other areas of the US. Call us today at (866) 759-4679 to find out more!

Christina, Genee and Angela



**Medical Professional Surveys**

Thank you to all of the clinical staff that participated in the first medical professional survey in July of 2008! Now that you've spoken, we will listen. There were great ideas about what you would like to see us offer in our perks package and what you love about being a healthcare provider. As we value your input, watch your email in January of 2009 for the next survey. Your input is anonymous, so tell us what you think and help us improve!

**Recipe of the Month:  
Texas Trash**

From Lisa Solomon,  
Director of Accounting

- 1 stick of butter
- ½ cup of Olive Oil
- 1 package of Hidden Valley Original Buttermilk Ranch Dressing Mix
- 2 Tbsp of Worshteshire Sauce
- 1 tsp of Garlic Powder
- 1 tsp of Cayenne Pepper (vary according to taste)

Melt Butter and mix all ingredients in a small sauce pan.

In a large roaster pan combine approximately 8 cups of the following ingredients:

Chex cereal, Pretzels, Bugles (everyone's favorite), Fish Crackers, Mixed Nuts (big can from Wal-Mart), Pecans, Cheet-o's, Sesame Sticks, Potato Shoe Strings, Crackers or anything that's going stale in your cupboard (baking will crisp them up), Wal-Mart brand crackers (around \$1 a box) are a great bargain. Add anything that sounds good to you!

Drizzle sauce over the 'trash' and mix up to try and coat everything. Bake at 250 for an hour. Stir every 15 minutes and watch last 15 minutes (will start to brown and could burn). Sprinkle cayenne pepper on mine the last part of baking (according to taste).

Let cool before packaging.

**FALL AND WINTER BIRTHDAYS**



**They Say It's Your Birthday!**



**September**

Maggie Williams-1st  
Cathy Chandler-6th  
Terri Greenough-17th

**October**

Brad Tucker-5th  
Yehudi Romero-6th  
Michelle Cannon-7th  
Connie Joseph-7th  
Nicole Bambalere-7th  
Victor Costanza-8th  
Kristy Hughes-17th  
Christine Tipton-20th  
Steve Rogers-20th  
Gerardo Orozco-22nd  
Rosa Maria Molina-26th  
Robin Whiteis-26th  
Melissa Bethany-30th  
Lisa Solomon-31st

**November**

Crystal Fernandez-6th  
Carmyn Harrison-11th  
Angela Dellaria-16th

**December**

Nifa Campos-9th  
Carole Andrews-10th  
Shamika Homer-11th  
Laura Yeager-12th  
Manda Gonzalez-16th  
Christie Hughes-28th  
Angela Lushaj-28th  
Sherry Coffman-31st  
Rosa Tillis-31st

**NURSE SPOTLIGHT—JOHN BAMBALERE**

Independent Nursing Services would like to recognize John Bambalere in our Nurse Spotlight! John, an ICU and Cath Lab RN, started with INS in February of 2001 and has had the opportunity to travel to 14 different hospitals in four different states. He has completed travel assignments in Dallas, Bakersfield (CA), Las Vegas and Phoenix to name a few, working in some of the largest hospitals and the busiest units. John originally got into travel nursing for the money, but after traveling for the past seven years he cites one of the reasons he still travels is the flexibility. “I know that if I don’t like something about one hospital, I can stick it out for 13 weeks and then go to another hospital without having to go through all of the paperwork that I would if I were going on as staff,” John commented. “I don’t have to worry about staff meetings or getting involved in the other politics at the hospital. I am there to fill the void.”

One of John’s favorite parts about traveling is the things he’s been able to experience while not at work. From ringing in the New Year on the strip in Las Vegas to visiting every professional baseball and football team’s stadium he can, he has made the most out of each assignment. He recalls that he was traveling in Bakersfield, CA when September 11th happened. “We decided to go to Disneyland the weekend after the tragedy in New York and the park was almost deserted. It was an eerie feeling, but we got to ride on every ride with no line. How often can you say that about Disneyland?”

When asked if he had any advice for those that are thinking about traveling, John replied, “I have had the same recruiter (Debra Triplet) for the entire time I have been with INS. Debra has always worked hard for me, finding me assignments wherever I’ve wanted to go. It is so important as a traveler to find a recruiter that you connect with and trust.”



Thank you John for being a part of the INS family! We appreciate you!  
John catching a baseball game at the San Diego Padre’s Petco Park while on assignment in Phoenix