

“Believe, Friends”

Independent Nursing Services



Newsletter Date

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So, You Think You're Creative...

In keeping with the TEAMWORK of INS and to ENCOURAGE VOTING this year, we have begun to design a company poster, and you, the INS TEAM, will have input into it. There are three rounds of submissions and designs to create our final product, and we will all be a huge part along the way.

INS has re-charged out commitment to TEAMWORK and EXCELLENCE. With that, “BELIEVE” is our new word. “TEAMWORK” is our method, and our goal is “SUCCESS.” INS is committed at every level and every department to continue to be the best travel nurse company in the USA. INS staff works hard to find the best assignments and to take care of our nurses. INS nurses are committed to quality, TEAMWORK, and representing INS in a positive light. Our nurses have the most impact on INS and our success as they give referrals and set the example of the INS standard.



With that, we need something that depicts all that INS is, what we stand for, and where we are headed. — A reminder to us all — A POSTER.

Assignment America!

Remember when we were handed hardcover books to use to explore America? We would sit in some small town, in some small classroom, and try to imagine all the places we had heard about, dreamed about, saw on TV or in those very hardcover books. Today we have it easier — We can Google anywhere and learn more about it than we ever dreamed. We can even use the satellite views now and actually see the Disneyland rides — WOW!

But you know, nothing will ever change the first time I came around a corner and saw the Hollywood Sign! The first sight of the Grand Canyon, the first time I stepped into the ocean's water. Mt. Ranier from atop the Seattle Space Needle. And did I mention Dollywood?!

Just imagine all the places you have wanted to go to, and those you have not even thought of yet. The Riverwalk in San Antonio, the Daytona 500 in Florida, Balloonfest in New Mexico, Jimmy Buffet-style in Phoenix, Southfork Ranch in Dallas, or even the first Starbucks store.

So, get out there and experience America! Do you know what corner Jackson Brown stood on, or at least what city? Where is the Cadillac Ranch? Let INS help you find out!

Contact your recruiter and ask about YOUR next assignment. Or APPLY today and start traveling at www.ins-nurse.com.

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How to Win in Relationships

Ever wonder how some people have more friends than you ever dreamed of? Well, it's all about listening. In order to have good friends, you have to be a good friend. You have to pick up the phone and call too; you have to listen. We all have had those one-sided friendships where we had to make all the effort. Those friendships have taught us not to be that way ourselves. Same goes for the workplace. How often it seems we are always asking for what we need. But we have to give at work as well. Most people naturally make good friends, but at times the stresses of the workday or even at home can add to how we treat others. Some of us have to work at being a good friend.

Relationships start with ATTITUDE. Attitude starts with a choice. Each day we wake up and decide on our attitude. Over morning coffee, in the shower, or rousing the kids, we choose our attitude for the day. We have all been given a self-will to decide if we are willing to have a good attitude or a poor one. Like anything worthwhile, choosing a good attitude takes practice. But with practice, we can choose a GREAT attitude each day.

And for all those who know people with great attitudes, it's plain to see that they have great relationships. At home, at work, or church, they are admired, respected, and always invited to the next meeting, dinner, or promotion.

Winning in relationships is all about us!



Dental Plan Choices

Like attitude, it's all about choices. INS has two affordable dental plan options for all full-time employees. Both provide excellent coverage and are recognized nationwide. Ask your recruiter about enrolling or for further information. If you missed MeLife's open enrollment period, not worries! Open enrollment for the rest of our benefits plans is in February.. However, you can enroll in AFLAC at any time. So, no waiting for those in need! INS realizes the need to keep smiling so, say CHEESE!

Two choices are better than one!
AFLAC or MetLife Dental —
Your choice!

MetLife Dental Monthly (12 months) Premium Payment

Employee	\$23.32
Employee + Spouse	\$47.86
Employee + Child(ren)	\$56.29
Employee + Family	\$80.84



Can't Wait

- Can't wait to start Kindergarten,
 - Can't wait to graduate,
 - Can't wait to get a job,
 - Can't wait to retire,
 - Can't wait to have kids,
 - Can't wait 'til *they* graduate,
 - Can't wait to go on vacation,
 - Can't wait to be home.
- Sometimes it's good to wait!

Tax Update

Due to IRS tax regulations, Independent Nursing Services has made adjustments to some allowable per diem amounts. Where these adjustments result in a lower per diem, affected employees will see an increase in their hourly base pay. This is a practice being adopted by many travel nurse companies. Employees can still claim work travel-related expenses on their individual tax returns.

Please contact your tax advisor for more information.

On the Road Again

How exciting! It's time to get on the road to your next assignment. It's always important to bring along the necessities, but don't forget a few things that will make life a little sweeter as well.

- A few framed pictures go a long way to making you feel at home.
- A book or project to finish.
- Get out there! Do your homework on your new facility and the town you are in.
- Remember to start your first day with an attitude of TEAMWORK.
- Be open to learning the new methods and procedures of your facility.
- Have fun!



INS is Your Friend During an Incident

All INS employees are covered under our professional and general liability policies upon hire. As with all employer liability insurances, these policies cover you while you are on-duty. It is important to report all incidents right away to your recruiter, even the "small" ones. If the question of quality of care comes up, it is always a good idea to have INS on your side. With proper reporting, your risks are greatly reduced. This great benefit comes with INS hiring only the best healthcare workers and holding ourselves accountable to excellence. We do this in routine record updates and by ensuring employee files are current.

When you receive notice of an expiring credential or required testing update, it is in everyone's best interest to complete it in a timely manner. INS prides ourselves on quality, and we know you do, too.

It is always a good idea to have INS on your side.

From the Kitchen: Ideas for Eating on the Go

Prep Time: 20 minutes

Cook Time: 20 minutes

Servings: 8

CHICKEN TORTILLA SOUP

This soup is quick to make, flavorful, and filling! Serve with warm corn bread or tortillas. This soup also freezes well. Garnish with chopped fresh avocado, Monterey Jack cheese, crushed tortilla chips, or green onion!

- 1 onion, chopped
- 3 cloves garlic, minced
- 1 tablespoon olive oil
- 2 teaspoons chili powder
- 1 teaspoon dried oregano
- 1 (28 oz.) can crushed tomatoes
- 1 (10.5 oz.) can condensed chicken broth
- 1 ¼ cups water
- 1 cup whole corn kernel, cooked or 1 can of corn
- 1 cup white hominy or 1 can of hominy
- 1 (4 oz.) can chopped green chili peppers
- 1 (15 oz.) can black beans, rinsed and drained
- ¼ cup chopped fresh cilantro
- 2 boneless chicken breast halves, cooked and cut into bite-sized pieces

In a medium stockpot, heat oil over medium heat. Sauté onion and garlic in oil until soft. Stir in chili powder, oregano, tomatoes, broth, and water. Bring to a boil; simmer for 5 to 10 minutes.

Stir in corn, hominy, chilies, beans, cilantro, and chicken. Simmer for 10 minutes.

Ladle soup into serving bowls, and top with crushed tortilla chips, avocado slices, cheese, and chopped green onion.

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We're on the web!
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● “Believe!”

