

# ppr chronicle



Volume 16  
Summer/Fall 2007

## COMMENTS & FEEDBACK

PPR would love to hear your comments and suggestions. Please send them to:

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### In This Issue:

- o| Meet PPR travelers
- o| Featured CAMs and recruiters
- o| New PPR employees
- o| Ideas for your next assignment with PPR

## PPR Healthcare Staffing is #5 on the list of Best Small Companies to Work for in America



Don Cantalupo and Terri Cohen  
Receiving the Best Place to Work Award

## Take Our Daughters And Sons To Work

Take Our Daughters And Sons To Work® is a national public education program that connects what children learn at school with the actual working world. By accompanying their parents and guardians to the workplace, girls and boys across the country discover the power and possibilities associated with a balanced work and family life. PPR hosted Take Our Daughters and Sons to Work® Day in April. 22 kids got to tour the office, find their dream job, learn about budgeting and even learn how to find housing for a traveler. *More photos on page 3.*



### Also Included:



Community Service



Nursing Scholarship



PPR Softball

## Core Value Award Winners

PPR employees nominate their fellow employees who exhibit PPR's Core Values. Pictured below are the winners from Quarter 4 of 2006 and Quarter 1 of 2007.



Quarter 4 2006 Winners: Dana Bascelli, Bill Dillon and Hayley Hamilton



Quarter 1 2007 Winners: Shelby Young, John Weldon and Michaela Heath



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# Founders Corner

In 1999, PPR was a simple healthcare staffing company with less than 20 employees in our home office and less than 100 healthcare professions on travel assignments. We were small but we had a vision to accomplish special things in years to come. To execute on that vision we needed to establish some core ideology to help us navigate through the perils of growing our business in an ever-changing market.

When we founded PPR in 1996, we were already aware of some of the workplace challenges healthcare professions were facing. The challenge most consistently cited by healthcare professions was their employer's inability to create great workplace experiences for them. Industry surveys as well as anecdotal feedback suggested a dearth in workplace respect for healthcare professionals.

This didn't make sense to us. How could the nurses and therapists that we represented not be lauded as the heroes that they are? After all, they were difference makers, the life changers, the life savers. I can think of no worthier profession than nursing and the thought that employers were unable to provide fundamental respect in the workplace just blew us away.

From our first day in business we decided that we were going to create the best possible employment experience for our healthcare professionals and for our home office staff. But it wasn't until 1999 that we galvanized our thinking into our core ideology. We identified our purpose as "Creating Great Employment Experiences" – our Core Purpose.

Our Core Purpose is omnipresent at PPR. It is used in selection and evaluation of our management team, our sales organization and our support operations. We use it every day to guide us as we make decisions – large and small. We strive to apply our Core Purpose to every interaction with our nurses and therapist and our 100-plus home office employees.

The results of managing to our purpose have been overwhelming. Not only have we grown our business at a rate much greater than our marketplace, but we have also achieved several other accolades. The most notable is being recognized as one of the best small and medium size companies to work for in America for each of the last four years (PPR ranked number 5 in 2007). I can think of no greater validation of our Core Purpose than this award. The Society of Human Resources Management and the Great Place to Work Institute began recognizing great small and medium employers in 2003 and we have made the list each year. Of this year's 50 recipients (25 small and 25 medium companies) only 12 of us have been recognized for four consecutive years.

The methodology in selecting the recipients is heavily weighted to confidential employee surveys and that makes the award all the more special. We must practice "Creating Great Employment Experiences" if our employees constantly score us among the best in the areas of credibility, respect, fairness, pride and camaraderie.

We are proud of a lot of things here at PPR. It truly is a great place to come to work each day. But nothing is more fulfilling than coming to work each day and truly living our purpose. It is this feeling that keeps us tirelessly committed to the many nurse heroes who have found a great workplace here at PPR.



**Dwight Cooper**  
CEO, PPR Healthcare Staffing

### Top Ten Best Small Companies to Work for in America\*

- 1 Badger Mining Corporation
- 2 InsureMe
- 3 Analytical Graphics, Inc.
- 4 Heinfeld, Meech & Co., P.C.
- 5 **PPR Healthcare Staffing**
- 6 Triage Consulting Group
- 7 Root Learning, Inc.
- 8 Insomniac Games, Inc.
- 9 Dixon Schwabl Advertising
- 10 McMurry, Inc

\*Great Place to Work Institute  
2007

# PPR In the Community



**Payroll and Housing Departments**

## Alden Road Project

The PPR Housing and Payroll departments assisted the children at the Alden Road School in their outside field day. They helped with hoop tosses, basketball, relay races, giant bowling and all activities with the children.

## Junior Achievement Project

Junior Achievement is a wonderful program that helps bring real world business practices into the classroom. As volunteers, they gave us all the tools that we needed to succeed, including lesson plans and materials. The Junior Achievement Program provided a thorough orientation session before we went into the classroom, and they really did a great job accommodating our work schedule and travel time. The best part, however, was getting a chance to interact with the children in the classroom. They really seemed to enjoy the lessons and had a great time learning about the different aspects of business. It was a good experience for all of us, and we are lucky to work for a company like PPR that allowed us to take advantage of this great opportunity.



**Amber Crippen, Kim Raker, Lisa Alley, Jennifer Cooper**

## ...more Take Our Daughters And Sons to Work Photos



**Dana Bascelli and daughter Bailey**



**Andy Manning and daughter Molly**



**Grace Newman and nieces Taylor & Katelynn**



**Bill Dillon and son Hunter**



**Randy Watts and daughter Kelsey**



**Brenda Plocharczyk and son Ricky**



**Don Cantalupo and daughter Allie**



**Dana Simmons and niece Erica**

## Travel Recruiters

### Liz Knapke

One of the things I enjoy most about being a recruiter is that each and every day is completely different from the day before. I love to meet new people and I really enjoy the variety of people that I work with. It's exciting and challenging to match up a traveler with the perfect assignment, whether it's a working vacation in Hilo, Hawaii, or a quick trip back home to visit family in Kansas City, Missouri. It's a wonderful feeling when you find the right fit. I love to travel myself and it's fun to hear about all of my nurses' adventures while they are out on the road. I really start to feel as though I'm right there along for the ride.

I currently have a traveler that likes to go to remote coastal locations. It can be a challenge to find the right place, but once we do everything falls into place. After she arrives, the pictures she sends in are just incredible, full of breathtaking scenery and wildlife - even killer whales.

#### Favorites

**Movie:** *A Summer Place*

**Book:** *Pride and Prejudice and the Harry Potter series*

**TV Show:** *Lost*

**Music:** *I love the Oldies - especially Otis Redding and Sam Cooke*



Liz Knapke

### Jennifer Wildrick

I have always been a people person and having a career as a healthcare recruiter allows me to build relationships with my travelers. Every day I have the opportunity to meet someone new. It is very exciting to place a nurse in a location they have always dreamed of living. I personally love to travel, so it makes my day to hear about the ski slopes in Colorado or the waterfalls in Hawaii.

Since becoming a recruiter, I have experienced many life changing events in my travelers' lives. One of my nurses had never traveled outside of her home state. She was a little nervous about leaving home, but I convinced her it would be a wonderful opportunity. One month into her assignment she met her match and is now happily married. I could not ask for a more fulfilling career.



Jennifer and husband Tad

#### Favorites

**Movie:** *Sweet Home Alabama*

**Book:** *Sushi for Beginners*

**TV show:** *Lost*

**CD:** *Dave Matthews and Ben Harper*

### Christina Kennedy

I was first attracted to recruiting because I loved the fact that I would be finding jobs for other people. There is no better job than that. The part I like most about being a recruiter is having the opportunity to meet and talk with such a diverse group of people. With most of my travelers, our business relationship quickly grows into a great friendship. I love to get pictures from my travelers so I can live vicariously through them. It's great to hear stories about their adventures and when they tell me "this is the perfect assignment" that means I've done my job well. Recruiting is a challenging but very rewarding job and each and every day is different. I have been a recruiter since I graduated college and I love working for PPR because of the way our travelers are treated. It's very important to me that my travelers are happy and PPR supports that 100%.

#### About Me:

I have been married to my husband Mark for 10 years and we have a 5 year old son, Trevor. They are the light of my life and I like to spend all my free time with them. We love anything water related, so most of our free time is spent boating, going to the beach or just swimming in the pool. I was born and raised in Memphis, Tennessee and moved to Jacksonville in 2005. My favorite singer is Jimmy Buffett, favorite TV show either *Grey's Anatomy* or *House*, and favorite author is John Grisham.



Christina and husband Mark

### Heather Kitterman

I love talking to people from all walks of life and hearing about their adventures while they are traveling. The best part of recruiting for me is when I find a job for one of my therapists in a really cool place that they are really excited about. It is great to know that I am helping someone along their excellent career path while experiencing new places at the same time.

With both of my parents being in the military, I have been fortunate to do quite a bit of traveling myself. Growing up with this lifestyle has made me love visiting new places and meeting new people. I get excited for my travelers when they are starting a new adventure and love to hear all about their experiences. A traveler of mine is currently working in a great facility in California. They are always telling me about day trips to wine country, eating at fabulous restaurants and the breathtaking views of the beaches. My therapist has extended several times at the facility and has no intention of leaving any time soon. It is a great feeling knowing that I was able to set him up with a paid summer vacation in sunny California.



Heather and her husband Josh

#### Favorites

**Movie:** *Some Like it Hot*

**Author:** *Nicholas Sparks-The Notebook*

**TV show:** *The Starter Wife*

**CD:** *Kenny Chesney Greatest Hits*

## ppr new faces



○ | **DONNIE CAMPBELL**  
*Client Account Manager*



○ | **AMANDA TROSKE**  
*Healthcare Recruiter*



○ | **JESSICA MCDONALD**  
*Placement Coordinator*



○ | **DAVE AUCHTER**  
*Vice President Marketing*

Featured Client Account Managers

Rebecca Flack

I love having the opportunity to build relationships with clients all over the Southeast and I have even been lucky enough to meet a few face-to-face. I really enjoy working and learning about the healthcare staffing industry, as well as matching experienced candidates to openings in all different settings. Working for a great company has made this job wonderful.

I had a great experience with a new client a few months ago. We were able to fill a full-time need with a traveler over the summer. The candidate we placed was unable to extend, but we had a replacement lined up so the client had continuous insurance coverage into the next season. The client was extremely pleased with us and recommends our company to all prospective travelers. They also have given PPR their "preferred vendor" status. The candidates loved their assignments at this facility and it was a joy to assist both the needs of the hospital and the travelers.



MAUI, HI  
Alyssa Pollman and friend Laura



REDWOOD FOREST, EUREKA, CA  
Paule Thomas



SEATTLE, WA  
Pilar Garcia and Loduska School

Favorites

- Movie:** *The Notebook*
- Book:** *The Nanny Diaries* by Emma McLaughlin and Nicola Kraus
- TV show:** *Grey's Anatomy*
- Music:** *Rascal Flatts*



Becca and husband Jeremy

Annemarie Ziegler

The part I love most about being a Retention CAM is that I work with both our nurses and our facilities on a daily basis. It is very rewarding when I am able to help a nurse find exactly what she/he is looking for at a facility and I know they really need the help. I also love that I work with a great group of people who continually encourage each other and are genuinely happy for each other's success.

I have had a lot of great experience as a Retention CAM, but one of my favorites was when I was working with a nurse who really wanted to be on the coast of North Carolina. I called many facilities with no results, but finally I spoke to a hospital that was desperate for help. In the end we were able to send them 2 nurses to help with their needs.

Favorites:

- Movie:** *When Harry Met Sally*
- TV show:** *Friends, How I Met Your Mother*
- CD:** *Journey - Greatest Hits*



Annemarie and her family

Your next assignment...

Phoenix, Arizona

Phoenix is one of the fastest-growing cities in the nation. Phoenix offers just about everything from sports to recreation, arts, culture, dining, lodging and financial opportunities. Because of the beautiful weather, outdoor activities can be enjoyed year-round. Only a 4-5 hour drive from both Las Vegas and San Diego.

Facilities in Phoenix have needs for Travel RNs in all of these specialties: ICU, Emergency Room, Med Surg, Labor/Delivery, CCU, Operating Room and more. Phoenix is a great place for first time travel nurses, so ask your recruiter for more information or call 888-909-5038.

Ventura, California

Do you want to spend your time between shifts surrounded by mountains, miles of uncrowded beaches and mild year-round climate? You should look into a travel assignment in Ventura, California. This city has numerous historical sites, bike paths and parks, many featuring magnificent views and several located right on the beachfront. There are also two par-72 championship golf courses.

This facility in Ventura has needs for Travel RNs in all of these specialties: Cath Lab, Emergency Room, Med Surg, Labor/Delivery, Neonatal ICU and more. This location also offers great pay, so ask your recruiter for more information or call 888-909-5038.



HAWAII  
Linda Vandervelden



LOS ANGELES, CA  
Patrick Greene



FORT MYERS, FL  
Dana Pearce (center) and friends

## International

### Dana Bascelli

I love what I do because I have the opportunity to create great relationships with our nurses, plus there is nothing better than to be able to tell a nurse who has put so much time and effort into studying for the NCLEX that she has passed. This is the first step in making their dream to come to the United States true. I am lucky to be able to share this with them.

My main focus is to get each nurse licensed in the United States. Our online Study Program is a great tool for the nurses to learn the current nursing practices in the United States. A motivated nurse should finish the study program, take the NCLEX and become a licensed nurse in the United States within six months. The NCLEX is a difficult exam for American nurses. I applaud our international nurses for all of the hard work and dedication they put in to preparing for the NCLEX.

#### Favorites

**Movie:** *Shawshank Redemption*

**Book:** *Something Borrowed and Something Blue* by Emily Giffin

**TV show:** *CSI - Las Vegas*

**Music:** Jack Johnson - *On and On* and Garth Brooks - *The Hits*

One great experience I had after a recent test trip is... whenever I find out the results of a nurse's test I gather the entire International team together and we call the nurse to the deliver the news. One nurse who just passed the NCLEX in June was very difficult to get in touch with. Finally after many attempts to contact her she called me. I quickly answered the call, but before I could ask her to hold on and before even saying hello she asked if she passed. Sticking to tradition I asked her to hold on so I could gather my teammates. Together we all told her she passed and we celebrated with her. After a couple of seconds she realized that she did pass and she started screaming. She was so proud that she passed. She works in Saudi Arabia and asked me to call her husband in India and tell him the good news. She couldn't thank me enough for helping her pass the exam. She is very grateful and can't wait to move to the United States and work as a registered nurse.



Dana in front of the Taj Mahal

### Culture Shock by Isabel Martinez

As a transition specialist for PPR International, I am responsible for helping make the big move to the United States as smooth as possible for our International nurses. Many of the nurses I have transitioned have been from India. One of the frequent conversation pieces is cultural differences. I always ask the nurses to describe to me the major differences they notice first. The response is usually the same; the roads are bigger and less crowded, the cars are larger and quieter, the streets appear to be cleaner, less poverty, the list goes on.

While I felt pretty comfortable with Indian culture, I'd always wondered how different my perspective would be if I had actually visited India myself. That opportunity came in March of this year. Dana Bascelli, Study Program Coordinator for PPR International, and I went to Mumbai and Cochin, India to train and interact with our Indian nursing partner, Vira International. Arriving to India was similar to arriving to any large airport in a major city; lots of cars, lots of taxis and lots of people.

The major differences came the next morning on our way to the Vira office. The sheer volume of people everywhere was astonishing. Traffic was to the left instead of the right. The driving was best described as "organized chaos." The Vira staff, namely Sharel, Harneet, Shama, Sandra, Arokia, Panchami, Manjusha and Ali, all made us feel very comfortable. It became apparent very quickly how differently business is conducted around the world. Appreciation for the seemingly simple global marketplace was instant. Despite differences, despite culture, despite time zones and work ethic, we are able to conduct business with one another easily because of our ability to promote and carry the same vision; providing the United States with quality international nurses to help alleviate the US critical nursing shortage.

A memory worth sharing were the sights we saw during the trip Dana and I took to the Taj Mahal. It was a five hour drive on a two lane road through the country side from Delhi to Agra. Every half hour or so our eyes would catch a beast of burden, not the usual that we're used to but creatures from that part of the world. Camels pulling carts, people riding elephants, snake charmers with their cobras that would sway to the sound of their flute, monkeys that reached for your arms with their hand-like feet, pythons making their way across the street, llamas transporting milk, and peacocks, India's national bird, resting on the jagged fences, were the sights to behold within a five hour journey.

Nurses on transition usually fall asleep when we're in the car for more than 30 minutes. I always chalked it up to jet lag. After my visit to India, I can't help but wonder if maybe they're just missing the peacocks on the fences.



Isabel Martinez touching the top of the Taj Mahal while on a Recruitment Trip in India.

### PPR International Nurse Spotlight: Shiny Varghese

I extend my sincere thanks to PPR for a bunch of good things PPR has done for me. First and foremost, I am proud of myself for choosing PPR as my recruiter to make my dream come true. PPR being one amongst the best International foreign nurse recruiters in USA made my dream come true in just 18 months.

PPR placed me in a very exceptional place, Palmetto Health Baptist. This is a good place to work with good people where life is beautiful. I know many International nurses who are in a trap with other recruiters with extensive period of contract and with fewer wages, works in different areas which is not of their interest. PPR always made it a point to fit you in a place where you want to be. You wish it and PPR will get it for you.

The PPR crew always keeps in touch via phone or email and sends a piece of their love on birthdays and other occasions. I think it is more than a nurse-recruiter relationship....

Thanks to each of you at PPR. I strongly recommend any International nurse to PPR. See friends, you are in safe hands with PPR.



Shiny with her sons Alan (6 yrs) and Alfie (2 yrs)



International team at Dee Dot Ranch

Community service is a very important part of PPR. The PPR International division did its part by sponsoring an autistic class for Sabal Palm Elementary School for the 2006-2007 school year. PPR International participated in several projects throughout the school year with this class. Activities included sponsoring a dinosaur dig, sponsoring each child for Christmas and donating a Christmas tree to the class. We also held an end of the year picnic for all of the students, their parents and teachers.

"I think that it is incredibly generous of a company to reach out to families with children with autism and to show your support. I think that the nation needs to become aware of the boundaries that, unfortunately, autism puts on children and their families and their siblings and that the resources out there for them are minimal. And to have a company such as yours show interest in touching the lives of those children was truly a blessing," said Sabal Palm school teacher Trina Middleton.



○ | **SANTA MONICA PIER**  
*Sonia Calzada and Randy Rieder*



○ | **FORT MYERS, FL**  
*Beth Watts and Deanna Hogan*



○ | **CHERRY BLOSSOM FESTIVAL, D.C.**  
*Courtney and Kendall Blackwell*



○ | **ANTELOPE CANYON**  
*Jill and John Beatty*

## PPR Softball Teams

Last year's co-ed softball team was joined by several newbies to PPR dividing everyone into two different competitive co-ed softball teams for this season: The Swashbucklers and The Pirates. Each team had employees from many different departments including recruitment, international, client sales & services and accounting. The Swashbucklers ended their season with a record of 3-12, the Pirates with 10-5. Both teams enjoyed the fun and competitive nature of playing against each other all the while getting to know their co-workers in a enjoyable social environment. Go PP-arrrrrh.



**PPR Swashbucklers**



**PPR Pirates**



**NTI Convention**  
*Don Cantalupo, Tina Akins and Nicole Lanier*



**PPR Valentines Day Party**  
*Jenny Natherson, Liz Cameron, Terri Cohen and Nicole Lanier*



**James Wilson (3rd on left) was a PPR Intern this summer. He will be attending the University of Florida in the fall. James was ranked the #1 recruit in the nation for his position as Offensive Guard.**



**Dwight Cooper at dinner in Colorado Springs, Colorado with travelers Anne Lucas, Jenny Bote-Ware and David Ware**

## PPR Nursing Scholarship Winner

PPR Healthcare Staffing awards a nursing student with a \$1,500 scholarship annually. This year, PPR awarded a scholarship to Melissa Hoff. Melissa is a nursing student at the University of North Florida.



**Dwight Cooper with Melissa Hoff (3rd left), Ruth Stiehl (5th left) and representatives from the University of North Florida.**

## PPR Black Belt

Adam Hartwell, PPR's Chief Information Officer, recently earned his 2nd Degree Black Belt in Songham Taekwondo. He is currently ranked in the Top 10 in the world in Traditional Forms, Xtreme Martial Arts (XMA) Forms and XMA Weapons. He competed in the World Championships in Little Rock, Arkansas this June, placing 4th in XMA Forms, 4th in XMA Weapons, 3rd in Traditional Weapons and 1st in Traditional Forms. His wife is a 1st Degree Black Belt and his 5-year old twin girls are Brown Belts.



**Adam Hartwell with his family**

## Loyalty Bonus Awards:

Once you reach 1,404 hours with PPR you get a \$500 bonus. Then, each time you complete another 468 hours, you will receive another \$500 bonus. - Ask your recruiter for details!

**Thanks to the many members of the PPR Loyalty List who collectively have been rewarded with more than \$80,000 in loyalty bonus' this quarter.**



○ | **JOHN WINN**  
*Developer*



○ | **BEVERLY POOLE**  
*Healthcare Recruiter*



○ | **MATT WALKER**  
*Healthcare Recruiter*



○ | **MAGGIE CROTTY**  
*Healthcare Recruiter*