

NEWSLETTER

JAN 2025

ISSUE #1

WELCOME

Happy New Year and welcome to the very first edition of our quarterly newsletter! As we step into 2025, it's the perfect time to celebrate our achievements and gear up for the exciting opportunities ahead.

This issue highlights the introduces some of our team members, showcases important updates for the new year, and offers helpful reminders to support a strong start to 2025. From celebrating the holiday season to recognizing the hard work that fuels our success, we are proud of the dedication and spirit each of you brings to our team.

Let's continue to build on this momentum by embracing new challenges, supporting one another, and strengthening the exceptional culture that sets Arrow Healthcare Staffing apart. Your hard work and commitment make all the difference, and we can't wait to see what we accomplish together this year. Here's to a year of growth, success, and continued excellence!

UPDATES FROM ARROW HQ

The start of a new year is a great time to reflect on goals, refresh your mindset, and ensure your financial and personal affairs are in order. With that in mind, we'd like to remind you about a couple of important items to check off your to-do list for January:

TAX ALLOCATIONS

The beginning of the year often comes with changes in tax brackets or withholding rates. Please take a moment to review your first paystub of 2025 in Paycom to confirm your federal, state, and local tax allocations are correct. If adjustments are needed, make the necessary updates promptly in Paycom to avoid surprises down the road.

BENEFIT ELECTIONS

If you made changes during Open Enrollment, your paystub will reflect any new deductions for health, dental, vision, life insurance, or retirement contributions. Please ensure the correct amounts are being deducted.

ELECTRONIC W-2'S NOW AVAILABLE!

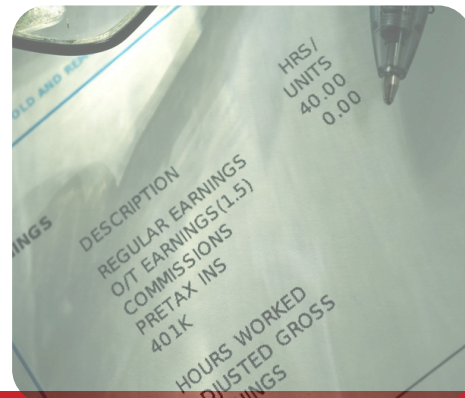
W-2 forms for the year 2024 are now available to download in Paycom.

To access your W-2:

Log in to your Paycom Self-Service account, Navigate to Payroll > Year-End Tax Forms.

If you need assistance logging into Paycom, or making changes please reach out to payroll for assistance at payroll@arrow-hs.com

Your HR Team



MEET OUR COMPLIANCE SPECIALIST: CASSIE OKULY

We're thrilled to spotlight Cassie Okuly, our Compliance Specialist here at Arrow Healthcare Staffing. With over two years of dedication to AHS, Cassie plays a vital role in ensuring that all of our healthcare staff maintain facility and Joint Commission compliance throughout their employment.

Cassie's expertise and commitment to excellence help us uphold the high standards we're known for, providing peace of mind to both our staff and the facilities we serve.

Whether it's ensuring documentation is up-to-date or addressing compliance-related questions, Cassie is your go-to expert.

If you need to reach Cassie, you can email her at:

compliance@arrow-hs.com

or call her directly at

(419) 345-7778.

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TIPS & TRICKS:

Managing Your Compliance Documents in LEAP

You can quickly update expiring compliance documents in your LEAP portal! Follow these simple steps to stay compliant:

How to Update Your Documents

- Access your LEAP portal with your credentials.
- Locate the Documents Tab to manage your files.
- Check for flagged expiring or expired items.
- Select Upload and attach the renewed version.

Updating compliance in a timely manner is the best way to avoid delays or non-compliance issues and keep assignments running smoothly.

Need help? Contact Compliance:

compliance@arrow-hs.com

SAFETY TIPS FOR ENTERING A NEW YEAR

The holiday season may be over, but January often comes with its own challenges, especially for those working in healthcare. Here are some tips to prioritize your safety, well-being, and productivity as you start the new year:

Take Breaks: Long shifts after the holidays can still be draining. Schedule regular breaks to recharge and maintain focus.

Stay Hydrated: Busy shifts can make it easy to forget about hydration. Keep water handy to stay alert and energized.

Prioritize Mental Health: The start of a new year can bring emotional strain. Take time for self-care and reach out for support if needed.

Review Safety Protocols: Begin the year by refreshing your knowledge of workplace safety practices to ensure you're prepared for any situation.

Communicate Effectively: Teamwork is essential in healthcare. Make an effort to communicate clearly with colleagues to avoid misunderstandings during busy shifts.

Be Prepared for Weather: Winter is unpredictable. Ensure you're dressed appropriately and have a plan for commuting safely.

Lets start 2025 safe, healthy, and productive!



JOINT COMMISSION UPDATES

The Joint Commission and Joint Commission International (JCI) marked World Patient Safety Day 2024 by recommitting to improving diagnosis for patient safety. This year's focus, led by the WHO, highlights the global impact of delayed, wrong, or missed diagnoses, contributing to 16% of patient harm.

The Joint Commission's HELP Agenda addresses key areas like health equity, environmental sustainability, ethical use of AI, and performance improvement to enhance patient outcomes across 23,000+ healthcare organizations worldwide.

Learn more about these initiatives in The Joint Commission Perspectives newsletter.

REFERRAL PROGRAM:

Do you know someone who would be a perfect fit for a healthcare role? Whether it's a lab technician, nurse, or any other healthcare professional, we want to hear from you!

Help Us Find the Best Talent – Get Paid!

As part of our ongoing commitment to growing our network of skilled professionals, we're excited to offer a referral program. If you know someone who is a great fit for one of our healthcare roles, refer them to us - and you'll earn a reward when they're successfully placed in a position.

Simply reach out to your recruiter today and let them know about your referral. We make the process easy and straightforward, and the reward is just the beginning!

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COMPANY CONTACT INFO

**24 HOUR HOTLINE
(Incident Reporting):**
(419) 408-3084
Option 4

COMPANY INFORMATION:
info@arrow-hs.com
(419) 408-6084
Option 1

COMPLIANCE:
compliance@arrow-hs.com
(419) 345-7778

**HR
(Employment Verifications):**
hr@arrow-hs.com
(419) 408-6084
Option 3

PAYROLL:
payroll@arrow-hs.com
(419) 408-6084
Option 5

IMPORTANT DATES

JANUARY
CRNA WEEK
IV NURSES DAY

FEBRUARY
CVP PROFESSIONALS WEEK
PHLEBOTOMISTS
RECOGNITION WEEK

MARCH
EMPLOYEE APPRECIATION
DAY
INTERNATIONAL WOMENS DAY
PATIENT SAFETY AWARENESS
WEEK
WORLD SOCIAL WORK DAY

LOOKING AHEAD: 2025 OUTLOOK FOR HEALTHCARE STAFFING

As we enter the new year, we are excited to look forward to continued growth and opportunity in healthcare staffing. With healthcare systems evolving and the demand for skilled professionals on the rise, **we anticipate several key trends for 2025:**

- **Increased Demand for Nurses:** With aging populations and the continuing need for healthcare services, the demand for registered nurses and specialized nursing staff will remain high. We are committed to sourcing top talent for our clients and supporting nurses with ongoing professional development.
- **Increased Demand for Lab Technicians:** The healthcare industry continues to rely heavily on skilled lab technicians to support diagnostics, testing, and patient care. With the ongoing need for accurate and timely lab results, we foresee a strong demand for medical laboratory professionals. We are committed to recruiting top talent in this field to ensure our healthcare partners continue to provide excellent care.
- **Growth in Specialized Roles:** Alongside the demand for lab technicians, specialized roles in diagnostics such as medical laboratory scientists, histotechnologists, and phlebotomists will see increased growth. Our team is focused on sourcing experienced candidates for these important positions.
- **Retention Focus:** We recognize that retaining skilled professionals is just as important as recruiting them. As part of our commitment to supporting healthcare workers, we are implementing new retention strategies, including additional training opportunities, enhanced benefits, and a focus on workplace well-being. Our goal is to ensure that every professional placed with our clients feels valued and supported.



CLOSING THOUGHTS

As we wrap up this first edition of our newsletter, we want to express our heartfelt gratitude to each of you—our dedicated healthcare professionals, and partners. Your hard work and commitment have made this year a success, and we are so thankful for the opportunity to work alongside you.

As we enter 2025, we're excited about the opportunities ahead and the continued partnership we'll share. Together, we can make an even greater impact on the lives of patients, colleagues, and communities.

Thank you for being part of the Arrow Healthcare Staffing family. Here's to a bright future ahead!