



Proposal for Recruitment of Foreign Nurses

RGB Connection will:

1. Recruit nurses from foreign labour markets, i.e. from the Philippines, India, the United Kingdom, Ireland, the Middle East, and China – with the following qualifications:
 - Bachelor of Science in Nursing degree or Diploma in Nursing from accredited college/university in home country
 - Minimum of three (3) years experience in acute care, rehabilitation or long- term care setting
 - Valid nursing license in home country and/or country where nurse is currently employed
 - Eligibility to write CGFNS and NCLEX-RN exams, if they have not written these exams

2. Initiate recruitment process when the following conditions are met:
 - Formal Contract is signed with interested health care facility
 - Work order outlining the facility's needs and main offer is received, identifying the following:
 - a. Total number of nurses required
 - b. Shifts to be filled
 - c. Clinical areas nurses are to be assigned
 - d. Range of salary: rates per hour, per month, per annum
 - e. Other main benefits offered to recruits: signing bonus, relocation/housing allowance, airfare, reimburse CGFNS, TOEFL, TSE, Visa Screen Fees, retention bonus, etc.
 - Retainer fee is advanced, as agreed upon in the contract

3. Interview Candidates when requested in writing by authorized representative of Employer or

4. Arrange a schedule of interviews of Candidates by the Employer's representative(s) if Employer chooses to do the interviews

5. Assist Candidates with the application process for registration/licensure

6. Collect required documents for immigration application from each candidate



The EMPLOYER will:

1. Sign contract to initiate the recruitment process
2. Complete a work order authorizing RGB Connection to recruit nurses for the Employer
3. Advance retainer fee as agreed upon in the contract
4. Give a Candidate who successfully passes RGB Connection interview, an offer of employment conditional to successful passing of the NCLEX-RN exam and obtaining a valid endorsement license to practice in the State where the Candidate will be working, obtaining a valid H1B1 (working visa) or permanent resident status (green card) from the United States Department of Immigration and Naturalization, and other terms of employment indicated in the job offer.
5. Retain the services of an immigration lawyer who will have the sole responsibility of all immigration matters relating to filing and petitioning of each nurse candidate's US visa application.