



Proposal for Full Service Recruitment

Employer will pay Recruiter an initial fee of (to be determined) upon entering into this Agreement, regardless of the number of Nurses to be recruited by Recruiter for Employer. This fee will be used by Recruiter to pay expenses associated with overseas travel and other initial recruitment costs, and will be credited against any final payment due Recruiter from Employer pursuant to the following payment schedule.

A. Employer shall pay Recruiter a flat fee of (to be determined) for each Contracted Employee, pursuant to negotiated payment schedule.

B. This flat fee covers the following services by Recruiter:

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
 - Actively working as an RN in a hospital
 - Physically fit / no communicable diseases
 - Excellent communication skills in English
 - No criminal record / conviction
 - Great work ethics

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: relocation/housing allowance, etc.



- f. Hospital shoulder the following costs on behalf of the candidates: CGFNS (\$295), TOEFL (\$110), TSE/MELAB (\$125), Review for NCLEX (\$300), NCLEX Exam (\$200), Airfare and hotel in Guam/Saipan for NCLEX Exam (\$700), Visa Screen Fees (\$325), Airfare to USA (\$1300.), Board of Nursing Fees (\$120), Endorsements, if needed \$120), etc. The figures quoted are as we know to date.)
- Retainer fee is advanced, as agreed upon in the contract
3. Prepare and pay for press releases and advertisements for job fairs and interviews in a designated foreign country
 4. Arrange and schedule for a job fair exclusively for the client hospital
 5. Interview candidates when requested in writing by authorized representative
 6. Arrange a schedule of interviews of candidates by the hospital's representative(s) if hospital chooses to do the interviews
 7. Arrange hotel accommodations for hospital's interviewers in a four or five-star hotel where the job fair/interviews will be held
 8. Utilize the services and expertise of an established company to provide surety bond and review class to candidates to prepare for and ensure a successful passing of NCLEX exam
 9. Assist Candidates with the application process for registration/licensure
 10. Collect required documents for immigration application from each candidate
 11. Maintain on-going communication with the candidate, and /or candidate's agent and the hospital client throughout the process to ensure candidate compliance with all issues relevant to meeting licensure and immigration requirements
 12. Collaborate with the immigration lawyer responsible for all matters relevant to immigration issues
 13. Assist the hospital client with cultural issues in preparation for the candidates offered employment



The Hospital 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 permanent resident status (green card) from the United States Department of Immigration and Naturalization**, and other terms of employment indicated in the job offer.