



December 8th, 2020

## KRUCIAL RESPONSE TO MITIGATE HEALTHCARE WORKERS FROM LEAVING THEIR PERMANENT POSITIONS TO HIRE ON WITH AND FULFILL TEMPORARY MEDICAL STAFFING ASSIGNMENTS FOR COVID RELIEF

### **CURRENT SITUATION**

For approximately nine months the Texas healthcare community has been actively combating the impacts of COVID-19. Healthcare facilities are surging with COVID positive patients throughout the state of Texas, they are stressed with a lack of physical space and human capital. The nearly 6,000 supplemental medical staff provided by Krucial Staffing has been paramount in ensuring communities continue to have capacity to serve those who are suffering. Krucial is committed to continue to provide staff where there are shortages and is committed to doing what is best for communities that have been impacted.

### **CONCERN**

Healthcare workers are leaving their full-time employment for temporary placement with medical staffing agencies who are providing healthcare workers for COVID relief. Healthcare workers are seeking the higher wages provided by medical staffing agencies despite the temporary nature of these positions. There is a perception that these staffing agencies are actively recruiting in and around the geographic regions in which they are serving leaving a human capital deficit in already understaffed facilities.

### **RESPONSE**

As an agency, Krucial does not advertise, actively recruit, attempt to, or knowingly employ healthcare workers from impacted facilities to include Doctor's Hospital of Renaissance (DHR). Krucial intends ONLY to supplement existing hospital staff and, in the public interest of not worsening the shortage of medical professionals in hospitals, Krucial is committed to taking the following immediate actions:

1. Krucial will continue to restrict any advertising for personnel in the impacted areas in which they are serving
2. Krucial will restrict eligibility for hiring and will make individuals that have been employed by a hospital anytime within the past three months, in the impacted area(s), in which we are serving, ineligible for hire
3. Krucial will, as a condition of continued employment, implement a policy in which personnel may not do anything which would solicit, recruit or entice a regular staff member of a hospital where they are assigned, to leave that employment and apply to work for Krucial; this includes discussing pay with any third parties (such as hospital staff)

Overall, it is Krucial's mission to supplement existing staff, alleviate the burden of staff shortages and be a committed partner to those we are supporting.