

Premier Healthcare Staffing Code of Ethics and Business Conduct

At Premier Healthcare Staffing our vision is to be the best healthcare staffing firm in the industry as measured by client and employee satisfaction. Premier Healthcare Staffing is a health care staffing company that hires only highly qualified healthcare professionals to work for a variety of healthcare businesses and clients. PHS is committed to conducting business in full compliance with federal, state, and local laws. We work with a large customer base and have established ourselves as a leader in the field. Ethical conduct is the way we protect our credibility as a company, establish respect for the dignity of every individual, earn the trust of our clients, and define the character of our business. We are proud of the excellent services we provide, and as such will continue to strive to fulfill our obligation to our clients, employees, and shareholders in accordance with the highest professional and ethical standards possible.

- All employees warrant a work place where they are treated fairly and where they feel respected and appreciated. Harassment or discrimination on the basis of race, color, religion, gender, age, national origin, disability, sexual orientation, veteran or marital status is strictly prohibited.
- It is the responsibility of each employee to be aware of, and to abide by all laws and regulations relating to company activities.
- All field staff are expected and required to provide excellence in healthcare services in response to the needs of the client. Services will consistently meet the highest standards of quality care.
- All field staff are required to maintain accurate, and organized documentation. Under no circumstances may any documents be falsified or wrongfully destroyed.
- Field staff are not to accept gifts that could be seen by others to have an effect on your judgment of actions with respect to company activities.
- Federal and state antitrust laws help maintain healthy competition among companies. Under these laws, employees are prohibited from making agreements in restraint of trade, such as price fixing among competitors, and any practices involving boycotting of clients, harassing a competitor, selling trade secrets, bribery or inducements.
- Employees shall not engage in personal conduct that may conflict with the interests of the company or its clients. Such issues may include lavish gifts and entertainment, personal investment or outside employment. Avoid any relationship or influence that might impair your ability to make objective and fair decisions in performing your job.

Premier Healthcare Staffing's reputation is critical in the long term success of our business. It is important for us to realize that the way we conduct our business is as important as the results we achieve. We each have a personal liability to ensure that we use good judgment, common sense, and personal integrity and accountability to meet the challenges of daily work. If you are unclear on any of the above requirements, please contact your manager for clarification.

Acknowledgement and Receipt

I have received a copy of Premier Healthcare Staffing's Code of Ethics and Business Conduct. I understand that I am responsible for knowing and complying with the principles and standards of this Code. I am aware that failure to comply can result in disciplinary actions, including termination.

Employee Signature

Date