

**Special points of interest:**

- Message from the CEO
- Meet The Brentwood Office
- Focus on Benefits
- Name the Newsletter Contest

# Newsletter

(Be sure to enter the contest to name the newsletter!)

Volume 1, Issue 1

February 1, 2007

## Happy New Year To Guardian Healthcare Providers

You made 2006 an unprecedented year of growth for our company, so, personally and on behalf of Guardian's entire management team, I would like to extend a sincere "Thank You" to all of our valued Guardian Group employees for your contributions this past year.

We achieved many milestones, including the employment of more than 500 full-time and 300 part-time/PRN employees. We welcomed more than 100 dedicated registered nurses and therapists from overseas to begin their professional careers in the U.S. With annualized revenues now increasing 25% annually, our company continues to grow at a steady, healthy rate. Our client base has grown as well, and now extends into both coasts of South Florida with the recent addition of major contracts at a multi-facility medical center in the Miami Beach area,

and a state developmental disabilities facility in the Fort Myers Area.

For 2007, we are projecting continued growth as our reputation becomes even more well known. While growth is certainly desirable, we pledge to you that we will not allow our growth to diminish our focus on maintaining the highest standards of quality which have become the hallmark of the Guardian Group. It is our sincere belief that "the highest-quality employees deliver the highest-quality patient care" and this belief is always present in our thoughts, and guides our actions in all decisions. Again, we thank you for your many valuable contributions, and we hope you look forward to 2007 with the same anticipation and excitement as we do.



Joe Owen, President and CEO of The Guardian Group

### Upcoming Events

April	Occupational Therapy Month
April 22-28	Administrative Professionals Week
May	Mental Health Month
	Better Speech & Hearing Month
May 6-12	National Hospital & Healthcare Week
May 6	Nurses Day
May 6-23	National Nurses Week
June 15	Career Nursing Assistants' Day
June 15-22	National Nursing Assistants' Week

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### Name This Newsletter Contest

The winner of this contest will receive a \$25 Blockbuster gift card. Mail your suggestions to **Name the Newsletter, The Guardian Group, 109 Westpark Drive, Suite 300, Brentwood, TN 37027**. All entries must be received by March 1, 2007. The winner will be announced in the July newsletter. In the event of identical entries, the entry with the earliest postmark will win. The winner will be determined by committee.



# FOCUS ON BENEFITS

## 401k: A Plan For The Future

Consider the benefits of participating in Guardian's 401k: You may participate in the plan if you are at least age 21 and have completed 90 days of service with the company, whether you are full-time, part-time, or PRN. Once you have decided to join, you may choose to contribute from 1% to 100% of your pay or a flat dollar amount each paycheck.



What this means is your taxable income is reduced by the amount you contribute through salary deferral, which reduces your current taxes. Your total salary deferral in 2007 may not be more than \$15,500. Your maximum deferral percentage and/or dollar amount may also be limited by IRS regulations.

As you can see from the table below, in 30 years, your investment of a little over \$15 per payday can give you the cushion you need to make your retirement comfortable. Even if you have only a few years to retirement age, participating in a 401k can provide you with some extra cash you wouldn't otherwise have.

Here are some advantages to

participating in Guardian's 401k Plan:

**It lowers your current taxable income.**

You defer paying taxes on your contributions, as well as any investment earnings, until you withdraw money from the Plan. (Withdrawals before the age of 59 1/2 may be subject to income tax, including a 10% tax penalty and redemption charges.)

**It's easy to do.**

All contributions are deducted from your paycheck automatically through payroll deduction. You can enroll at the beginning of any month.

**It's flexible.**

You choose how much you want to put into the plan and can choose the investment plan for you from a number of investment options that are available under the plan. Also, you can stop, increase, or decrease payroll deductions at the beginning of every month.

So, consider investing in yourself and your future. It's never too early, and it's never too late!

**“The question isn't at what age I want to retire, it's at what income.”**  
 ~George Foreman

**BENEFITS OPEN ENROLLMENT — IT'S ALMOST THAT TIME AGAIN!**

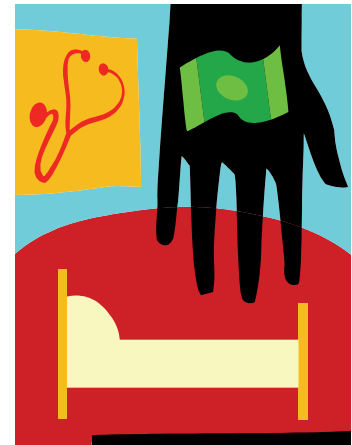
Important communications regarding the 2007 Benefits Open Enrollment Period will be distributed soon. Open enrollment is conducted annually during the month of March. Remember: During the annual open enrollment period, eligible employees can enroll in benefits even if coverage was waived when initially eligible. Current enrollees may stop coverage or make changes, such as adding or dropping dependent coverage.

Open enrollment meetings at your location will be scheduled, dates and times to come.

**Look at how even a small contribution can grow over time:**

Assume \$20,000 in annual income, an annual 8% rate of return, 30 years to retirement, an annual pay increase of 3% and a 25% tax bracket. The annual rate of return in this chart is hypothetical and does not represent the returns of any particular investment.

	2%	4%	6%	8%
30 years to save	\$63,401	\$126,802	\$190,204	\$253,605
Contribution Per Bi-weekly Pay Period	\$15.38	\$30.77	\$46.15	\$61.54
Reduction in Take-Home Per Pay Period	\$11.54	\$23.08	\$34.62	\$46.15



## ANNIVERSARIES

### FIVE YEARS

Julie Davidzuk 01/07  
Tammy Barger 03/01

### ONE YEAR

Chauna Grisby 01/06  
Estelle Ingraham 01/10  
Stephanie Wilson 01/13  
Charlene Zook 01/13  
Sheila Miles 01/18  
Samuel Silva 01/26  
Mary Ann Gonzaga 01/26  
Maika Genise 01/26  
Nerisa Ferrell 02/01  
Vincent Adesola 02/01  
Debra Wright 02/01  
Leoney Green 02/05  
Lori Garr 02/07  
Tracy Cartwright 02/08  
Cindy Endsley 02/09  
Cherish White 02/11  
Adrian Ong 02/13  
Angelito Rabaya 02/14  
Sheilamar Ambos 02/14  
Sharon Arasad 02/14  
Regina Laureano 02/14  
Beverly Cornelius 02/19  
Ray Philbeck 02/20  
Martha Gonzales 02/20  
Kimberly Smith 02/28  
Lunet Sylla 02/28  
Amanda Reynolds 03/01  
Fatima Agravante 03/02  
Mary Jeanne Tio 03/02  
Trinidad Arandia 03/02  
Pia Marie Tolosa 03/02  
Lelani Maandig 03/02  
Guillermo Concepcion 03/02  
Sherwin Catedral 03/02  
Liv Cunado 03/02  
Melody Howard 03/06  
Esiri Esin 03/10  
Andrea Coleman 03/14  
Kuyanta Rashid 03/14  
Alex Adeyinka 03/14  
Charlotte McDaniel 03/20  
Linda Bronsink 03/27  
Kim Ford 03/29

### Ten Years

Leslie Dent  
Pauline Xavier



*"The art of medicine consists of keeping the patient amused while nature heals the disease."*

—Voltaire

## Meet The Brentwood Office



Center, Renae McGregor, Chief Operating Officer; from left: Pauline Xavier, Vice President of Human Resources, Carole Leisure, HR Administrative Assistant, Alice Johnson-Davis, Director of Staff Development, Jane Haddock, Director of Human Resources, James Hooten, HR Administrative Assistant, Angela Brower, HR Administrative Assistant, and Brenda Bouillet, HR Administrative Assistant.

Back Row from left, Ronald Moore, Director of Accounting & Fiscal Services, Gail Guindazola, Accounting Clerk, Leslie Dent, Controller, Don Ireland, Chief Financial Officer & Vice President of Operations; front row from left, Linda Kelly, Payroll Clerk, Diane Newlon, Accounting clerk, Donna Brooks, Payroll Manager



## Things You Didn't Learn In School

Men are 20% more likely than women to sneeze in a dusty room . . . a cup of coffee-flavored yogurt can contain about as much caffeine as a 12-ounce can of cola . . . Dandruff is not caused by dry scalp—in fact, it's more common with oily scalps. . . Whispering when you're hoarse is actually worse for your vocal cords than speaking normally. "Rx," the symbol appearing on prescriptions, means "take" from the Latin word for recipe.

If you have some little-known facts, or just something you find interesting, that you would like to add to the newsletter, please send it to The Guardian Newsletter, 109 Westpark Drive, Suite 300, Brentwood, TN 37027.

**Reminder!**

**Better Safe . . .**

Your safety and wellbeing are important to Guardian. Remember to report any on-the-job injury to your Guardian supervisor immediately.



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*"If a man is called to be a street sweeper, he should sweep streets even as Michelangelo painted, or Beethoven composed music, or Shakespeare wrote poetry. He should sweep streets so well that all the host of heaven and earth will pause to say, here lived a great street sweeper who did his job well."*—Dr. Martin Luther King, Jr.

For every newsletter, we hope to catch you up on what's going on in each region. The spot below will be reserved for this information. If there is something you want to see in the newsletter about events or developments in your area, please send it to [newsletter@guardianhealthcare.com](mailto:newsletter@guardianhealthcare.com) or mail it to your GHP Newsletter, 109 Westpark Drive, Suite 300, Brentwood, TN 37027

## Guardian Healthcare Providers Updates

**Middle TN Region—Sue Champion**  
GHP's Nashville region continues to grow! We recently placed several full-time registered nurses at a corrections healthcare facility in Nashville, we employ five full-time speech language pathologists at a developmental disabilities center in Nashville, and our PRN staffing services to many local acute, long-term, and home health care facilities continues to be in popular demand. Our exceptional Staffing Manager, Nerissa Ferrell, has been with us for a year, and currently handles payroll as well as staffing. Our wonderful On-call Coordinators, Melissa Davis and Kishanna Hawthorne, manage all of the after-hours calls for all locations. We will be adding an HR/Payroll Administrative Assistant within the month and will soon be moving out of the corporate office into our own regional office. We hope to develop a formal travel division and to add a travel staffing manager during the coming year. Thanks to all of our great staff, Nashville looks forward to another fantastic year!

**West TN/Southern FL Regions—Jeff Hanover**

2006 was an extremely busy, profitable year for our region, which grew to include Bolivar, TN, and South Florida. Up from 65 full-time employees in 2005, we closed last year with 172. We have established a set of goals to use as a roadmap for growth in 2007. They include establishing a new GHP office in Memphis Medical Center and South Florida, increasing our PRN RN pool, and obtaining nursing home contracts for PRN and long-term staffing, among others. We will ask many of our employees to help in this endeavor. It will be a critical year for us to establish Guardian as a national presence in the staffing industry. Most of all, I want to say that our success in 2006 could not have been achieved without the great talent of our region's employees. Thanks!

**Kentucky/West FL Regions—Deborah Jones**

2006 will be noted as a year when

our long-standing clients reinforced their trust in us as never before, measured by unprecedented bid awards and expansion of existing contractual relationships. We added support staff including HR and payroll and moved to a new office space to accommodate the needs of our field staff. 2007 promises to bring continued growth for our staff at each of our Kentucky and Florida healthcare facilities. We anticipate expanding internationally-recruited registered nurse staffing in our Region with new clients, some of whom are already considering proposals. We have already begun to develop an executive placement division as well. We wish to thank everyone in the Guardian family for their hard work and dedication in supporting our client facilities, and we will work harder to recognize every achievement in 2007.