



**Think All Travel Companies Are the Same?  
Ask for the Details and Compare...**

**800-554-7823 ext. 103**

<b>SOS Yes!</b>	<b>Staffing Options and Solutions, Inc. (SOS) www.TravelTherapy.com</b>	<b>Other Company A</b>	<b>Other Company B</b>
✓	<b>SOS is Owned and Managed by experienced THERAPISTS!</b>		
✓	We have operated as the same company, with the same name, the same owners and the same company structure since the day we incorporated.		
✓	As a privately owned company, we answer to ourselves not to outside investors and Wall Street.		
✓	You are never charged a fee or asked to compromise your control of your job search process.		
✓	No commissioned sales people are employed by SOS. You work with managers who are looking for the best candidate, not the next commission.		
✓	The SOS Management Team averages over 14 years with SOS. The Regional Managers average nearly 8 years experience with SOS.		
✓	Experienced therapists are available to advise and help you when needed.		
✓	SOS owners maintain an open door policy.		
✓	SOS is a certified Equal Opportunity Employer.		
<p><b>At SOS you will be working for therapy professionals who understand your job requirements and have been exactly where you have been. You don't have to explain the basics or justify what you need in order to do a good job. We get it.</b></p>			
✓	<b>Your Employment Agreement is NOT a Secret!</b>		
✓	If you want to review an SOS Employment Agreement, we'll send it to you.		
✓	Your final employment agreement will specify the assignments you will be placed in. School therapists will have the name(s) of the school systems/districts specified in the contract.		
✓	Your hourly compensation rate is clearly stated. It's not a range or formula or subject to reductions.		
✓	Simple language, no fine print, no standard contractual pay back clauses.		
✓	You will receive a thorough company orientation and we'll answer all of your questions.		
✓	No pressure to make a decision before you are ready. No deadline for signing.		
✓	You know all of the terms of your employment before you commit to a job or an assignment with SOS.		
✓	You will interview for a position as an SOS employee staffing in one of our client contracts. Your work hours will be guaranteed each week.		
✓	You know what your weekly paycheck will be. No surprise shortfalls because of reduced contract hours.		
<p><b>You decide how you want to work with SOS. You can sign an open ended employment agreement based on who we are as a company and then interview for specific assignments or you can interview for specific assignments and sign an employment agreement when you are sure we have a position that you want. We want you to be comfortable with the SOS employment process every step of the way.</b></p>			
✓	<b>Job Matching is Based on YOUR Criteria!</b>		
✓	The entire SOS team is committed to YOU from day one!		
✓	SOS will qualify your skills, discuss your clinical interests and identify suitable vacancies in the states in which you are seeking employment.		
✓	We'll let you know right away if we don't have a suitable vacancy for you.		
✓	You can consider jobs confidentially in order to protect your professional reputation and privacy.		

✓	Your resume will only be submitted for positions we have discussed with you and have received your authorization to send your resume for inclusion on the interview roster.		
✓	Your resume will not be sent anywhere without your knowledge. It will never be distributed on a broadcast basis.		
✓	You are never committed to accepting a position you do not want.		
✓	You retain full autonomy to choose your employment regardless of working with SOS to identify opportunities.		
✓	SOS has contract positions in your back yard and across the country so you can work with us year after year regardless of your situation!		

**You can find out a lot about a company by the way they communicate with you during the interview process. When you work with SOS you'll find us to be professional, open, honest, and flexible. You can trust us to back up the employment promises that we make to you.**

✓	<b>The Interview Process is Straightforward and OPEN!</b>		
✓	You will know exactly which contract assignment you are interviewing for before you interview.		
✓	We will give you details on the position before you interview and provide general background information about the geographic area if you are not familiar with the part of the county in which you will be working.		
✓	SOS will send you an interview preparation packet prior to interviewing for any of our positions. We want you to make the most of your interview time!		
✓	SOS allows you to interview privately. We do not listen in to the call. Just let us know if this is the job for you afterwards!		

**You will not be pressured or required to suspend your independent job search when you interview with SOS. We understand how hard you worked to get to where you are. It's your career. (We do recommend that you select a single contract company to work with so that you are not presented for the same contract position by two different staffing agencies. If you are considering more than one staffing company, ask for their policies and decide which one better represents your needs.)**

✓	<b>Your Compensation is GREAT!</b>		
✓	You get great pay as an SOS employee!		
✓	You can elect to receive higher pay in lieu of benefits that you don't need.		
✓	SOS Employees who are not eligible or do not choose to have company paid housing will also receive additional pay in lieu of housing.		
✓	Increases can occur as you move between geographic areas, if you acquire special training or have special skills, or with additional responsibility in an assignment.		
✓	Compensation is reviewed annually to determine if a raise is appropriate.		
✓	SOS new grad sign-on bonus helps you transition from student to professional.		
✓	SOS staff are paid by direct deposit every two weeks.		

**As an SOS employee you have access to our ipay online pay check and retirement planning web site, where you can view payroll information and use the FREE financial planning tools.**

✓	<b>SOS Benefits and Health Insurance are OUTSTANDING!</b>		
✓	SOS pays 100% of your insurance premiums if you are a full time employee.		
✓	Our compensation packages allow you to custom fit the available options to best fit your needs.		
✓	You will receive an increase in your hourly rate in lieu of optional benefits that you do not need.		
✓	SOS will guarantee your hours during your work week. NO being "sent home early" or being evaluated poorly for not meeting productivity requirements when the census is low. You know in advance what your daily rate of pay will be without surprise shortfalls in your pay because of reduced contract hours.		
✓	SOS offers our school-based therapists the option to extend their pay over 12 months – Keep the Paycheck. Take the Summer Off!		
✓	Your SOS health insurance is with Anthem/Blue Cross Blue Shield – one of the nation's largest provider networks.		

✓	Coverage is provided through a PPO which allows you to choose your physician, and not through an HMO which would limit your choices for health services.		
✓	Your primary and specialist Doctor co-pay is only \$30.00 each visit.		
✓	Your prescription coverage allows you pay as little as \$10 for the prescriptions you need.		
✓	Your annual deductible for major medical is a low \$750.00 per year. Your maximum annual out-of-pocket expenses are \$3,000.00.		
✓	Your dental coverage includes free preventative care, teeth cleaning and polishing every six months, with SOS paying 100% of your premiums.		
✓	The vision insurance coverage includes eye exams, lenses and frames or contacts and SOS pays 100% of your insurance premiums.		
✓	For our school based therapists, your health insurance coverage will continue over the summer when you have committed to an assignment with SOS for the next school year.		
✓	Your selected benefits can include earned paid time off (PTO) that you accrue throughout the year and is paid to you at the end of your school assignment, or between medical assignments.		
✓	You will be eligible to participate in the SOS 401K plan after one year. We match your 401K Plan contributions dollar for dollar up to 4% of your gross pay each year, and you are 100% vested in the SOS matching contributions from the first day of participation.		

**Despite rising health care costs we still provide top quality insurance coverage to our staff. You will receive the same insurance as the owners of the company receive! PLUS we pay 100% of your monthly premiums. In addition, your retirement savings (up to the SOS 4% maximum match) are immediately doubled through our employer match! We treat you the way we want to be treated ourselves! WOW!**

✓	<b>We help you complete the License process or DO IT FOR YOU!</b>		
✓	We have a licensing department to help you!		
✓	You are not left on your own to figure out the common mistakes, system glitches and red tape so that you can focus on therapy. We do what we do so that you can do what you love.		
✓	SOS will review your license application packet prior to submission to ensure that your forms are complete and accurate.		
✓	We will directly pay for 100% of necessary license fees in any state in which you accept an SOS assignment.		
✓	SOS will monitor your application throughout the process so that you receive the license/certification that you need as quickly as possible.		
✓	You will receive notices from SOS when regulations affecting you change and we will assist you in meeting the new requirements.		
✓	We'll send you reminders when any of your licenses, certifications or required health forms are expiring.		
✓	We can answer your questions regarding Professional Exam Requirements, License Application, State Certification, Transcripts, Scope of Practice Information, Fingerprint, Drug Screens, Health Forms, and every quirky situation you can imagine. We can help!		

**We do it all for you! It's confusing to get licensed for the first time or to get accredited in a new state. Scope of practice regulations, procedures, and supervisory requirements change from state to state! We guide you every step of the way through the process or do it for you when possible.**

✓	<b>Housing is FULLY PAID if you are Travel Status Eligible!</b>		
✓	You choose: SOS pays for your housing directly or reimburses you for your housing expenses.		
✓	When SOS pays for your housing, we find the apartment, sign the leases, pay the deposit and directly pay for the rent, utilities and furniture rental. No need to sign a 12 month lease for a 9 month assignment!		
✓	SOS finds professional housing near your travel assignment so you can focus on wrapping things up back home.		
✓	SOS negotiates the rental lease in our name and pays the deposits. You have better things to do with your time and money!		

✓	SOS pays 100% cost of housing, utilities and furnishings for every month you are in an assignment. We make your life easy so you can focus on your job.		
✓	We do not charge back any housing fees over school breaks or if you miss work. We keep life easy when you're focused on your time off, too!		
<p>Unlike other companies, our standard housing plan absorbs the cost and liability of housing should the assignment end early through no fault of yours, so you can keep your budget balanced even when the unexpected happens. Its just another way we work to maximize your income, keep the logistical details off your To Do list and ensure that you can focus on providing therapy for those assigned to your care. The majority of our travel therapists let us handle all of their housing needs but if you decide to arrange your own accommodations, SOS has very generous housing reimbursement plans.</p>			
✓	<b>SOS Offers a wide SELECTION of Clinical Settings!</b>		
✓	SOS provides employment opportunities in schools for regular and special education, and in medical settings including hospitals, rehab centers, nursing homes and clinics.		
✓	SOS offers a wide range of school opportunities for both contract and travel therapists, including positions working with all age groups and medically complex caseloads.		
✓	All clinical settings, school and medical, are available for qualified travel therapists.		
✓	It is possible for you to select a school position for your first year with SOS and then explore SOS medical travel opportunities once you have acquired permanent licensure and established yourself professionally.		
✓	Summer jobs are available to school therapists who are open to travel assignments during the summer.		
<p>SOS employees love to talk with candidates interested in hearing what it is like to work for SOS on a travel or contract basis! Ask to talk to an SOS therapist!</p>			
✓	<b>SOS Gives You GREAT Mentorship and Support!</b>		
✓	From the owners of the company down, we offer you an unparalleled level of expertise and understanding of all aspects of your career and the challenges and opportunities that exist in today's health care environment.		
✓	SOS Therapists are available to consultant with you and to offer you all of the support you need.		
✓	SOS keeps you informed about resource materials, clinical support, specialty training information and CEU options available. The answer to your unique need is a phone call, e-mail or text message away.		
✓	If you begin working on a provisional or limited license, we verify your supervisor is in good standing and monitor your progress until your permanent license has been issued.		
✓	SOS therapists who have the exact experience you need are available to provide specialty information while on assignment.		
<p>We are here to help you. SOS offers you real mentorship at the exact level you need. Your Regional Manager is here to help you manage the demands of the new work place. Plus you will have assistance from our in-office therapists. An SOS therapy consultant is available to be a sounding board or technical resource if you have any clinical questions. We know who you are when you call. We support your career goals for yourself and celebrate life's milestones with you. Our bottom line is you – not the dollars you generate. When you compare, the difference is obvious!</p> <p style="text-align: center;"><b>Welcome to SOS!</b></p>			

Little differences have a big impact!



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