

EXHIBIT A

Washington job-vacancy report shows first gains in three years - July 19, 2010**10-038****Media contacts:** Sheryl Hutchison, communications director, 360-902-9289
Dave Wallace, acting chief economist, 360-438-4818**Audio:** </newsandinformation/releases/audio/index.php>**OLYMPIA** – Job openings in Washington increased for the first time in nearly three years, according to the Employment Security Department’s “Spring 2010 Washington Job-Vacancy Survey.”

The survey is conducted twice a year, in the spring and fall. The latest survey showed a 21 percent increase in job openings since the previous survey, in fall 2009.

An estimated 38,732 vacancies were identified, compared to 32,037 in fall 2009 and 32,635 in spring 2009. The record high was 90,000 vacancies in fall 2006.

The survey looks primarily at the private sector, but public-sector health care and education also are included.

“This is positive news for the thousands of people in our state who are hungry to get back to work,” said Employment Security Commissioner Karen Lee. “It will take a long time to create enough new jobs for the hundreds of thousands of unemployed people in our state, but at least we’re turning in the right direction.”

An estimated 44 percent of all openings were in King County, 9 percent in Snohomish County and 8 percent in Pierce County. About 6 percent of the vacancies were in Spokane County.

In terms of industries, vacancies were highest in health care, retail, and accommodation and food services. Registered nurses were in highest demand, with 2,318 openings. Software engineers were second with 1,929 openings.

According to the survey, there is a strong correlation between level of education and wages. The median wage rises with each increase in the level of education, peaking at \$29.41 per hour for openings requiring a graduate degree.

An estimated 23 percent of job openings offered less than \$10 per hour, 15 percent offered \$10 to \$15 per hour, and 4 percent offered \$30 or more per hour.

Jobs that had no educational requirements had a median wage of \$8.75 per hour, compared to \$10.20 per hour for jobs requiring a high school diploma. The median hourly wage for openings requiring a bachelor’s degree was \$25.74.

The full report is available online at http://www.workforceexplorer.com/admin/uploadedPublications/10486_JVSApril_2010Rep.pdf#zoom=100

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Regional economists - <http://www.workforceexplorer.com/Article.asp?ARTICLEID=1688>**Employment Security Web site** - www.esd.wa.gov**WorkSource Web site** - www.go2worksource.com**Numbers & Trends online tool** - <https://fortress.wa.gov/esd/lmea/countydashboard/>**Broadcast version**

Job openings in Washington increased for the first time in nearly three years, according to the Employment Security Department’s spring job-vacancy survey.

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The latest survey showed a twenty-one percent increase in job openings since last fall.

Nearly 39-thousand vacancies were identified in April.

Registered nurses were in highest demand, followed by software engineers.

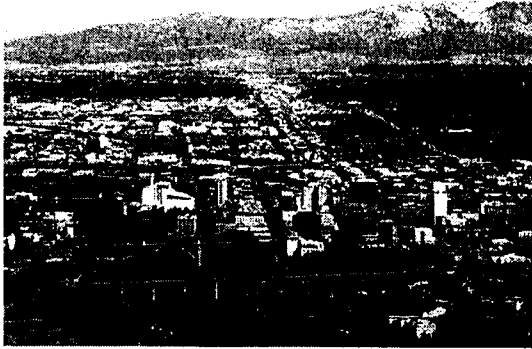
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+1 Registered Nursing Jobs In Demand in Washington

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The Spokesman-Review
July 20, 2010

July 20 – More “Help Wanted” signs popped up around Washington this spring, the first increase since fall 2006.

A Washington Employment Security Department survey indicated employers were looking for 38,732 workers, up 21 percent since fall 2009, and up 19 percent from spring 2009.

The high was 90,000 vacancies in fall 2006. Almost half this spring’s vacancies were in King County. Spokane County, with 2,475 openings, had 6 percent of

the vacant positions.

Doug Tweedy, the department’s Spokane labor economist, said the openings represent a 30 percent jump from the 1,900 of spring 2009. Looking one year back eliminates distortions created by seasonal swings in sectors like retail and hospitality, he said.

Tweedy said the biggest jobs gains have been in security, 227; registered nurses, 169; customer service, mainly call centers, 155; nurse aides and orderlies, 98; and retail, 72. Vacancies in the professional, scientific, accounting and legal category more than doubled, from 72 to 148.

“We seem to be doing well with legal in the county,” Tweedy said. “We also have some smaller research and development companies.”

Despite the increased demand for labor, wages have remained flat, he said.

The ESD survey found median wage for vacant positions was \$9.50 in the county, \$10.60 in the state. Pay levels tracked education. Those with a graduate education could expect \$29.41 per hour, those with less than a high school degree \$8.75, 20 cents higher than the state minimum. Almost one-quarter of the open jobs pay less than \$10 an hour.

Registered nurses were in greatest demand, with 2,318 openings, followed by software engineers, with 1,929.

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ASST NURSE MGR OR SVC LINE

RN - Assistant Nurse Manager -->

Job Requisition Number: 64236
 Posting Title: RN - Assistant Nurse Manager
 Shift: 2 - Evening Shift
 Department: SURGICAL SERVICES
 Employment Status: Full-Time
 Location: 101 WEST 8TH AVE
 SPOKANE, Washington 99220-0000
 Salary Minimum:
 Salary Maximum:
 External Description:

Providence is calling Assistant Nurse Manager

Providence is calling an Assistant Nurse Manager Responsible for operations, supervision and management of the Nursing Unit.

Provides continuity of operational management (including staffing and scheduling) and patient care management of a specified unit. Facilitates the implementation of clinical goals/programs, including development of staff participation in performance improvement activities, shared governance, and staff directed team activities and all other management goals. May serve as a representative on department committees, governance structure, and will conduct select unit committees, task forces and care conferences as delegated by the Nurse Manager.

This position is located at Providence Sacred Heart Medical Center in Spokane, WA.

REQUIREMENTS

- Education:** Graduate of an Accredited School of Nursing. BSN preferred.
- Licenses/Certifications:** Current Washington State Registered Nurse license required. CCRN, ACLS required.
- Experience:** 2-3 years of critical care nursing experience required. Supervisory/management experience preferred.

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In more than 40 locations in Washington and Montana, career opportunities are available in a wide-range of facilities and services, including large, award-winning medical centers, smaller community hospitals, skilled nursing facilities and hospice & home health programs, each known for their high quality care. Whether you're interested in working near the ocean, the mountains, wide open spaces or urban settings, we have a ministry for you.

Providence Health & Services is an Equal Opportunity Employer who provides competitive benefits, a drug-free workplace and supports work/life balance.



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GENERAL STAFF NURSE

RN - Pediatrics -->

Job Requisition Number: 64296
 Posting Title: RN - Pediatrics
 Shift: 4 - Rotating/Variable Shift
 Department: PEDS PRE-OP RECOVERY
 Employment Status: On Call
 Location: 101 WEST 8TH AVE
 SPOKANE, Washington 99220-0000
 Salary Minimum: 25.52
 Salary Maximum: 46.92
 External Description:

Providence is calling a Registered Nurse

Works to promote health and wellness and prevent disease using substantial, specialized knowledge, judgment and skill based on the principles of the biological, physiological, behavioral and sociological sciences. Increasingly, nurses specialize in one area of practice, provide education and training or work in the administration of healthcare programs.

Position Specifics.

This position is located at Providence Sacred Heart Medical Center in Spokane, WA. Supplemental position, scheduled as needed. Works all shifts, variable start times. 10 hour shifts..

REQUIREMENTS

- Education:** Graduate of an accredited school of nursing.
- Licenses/Certifications:** Current Washington State Registered Nurse. PALS on hire or within 1 year.
- Experience:** Previous PEDS ICU experience preferred.

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ADMINISTRATIVE SUPERVISOR

RN - Administrative Supervisor -->

Job Requisition Number: 64232
 Posting Title: RN - Administrative Supervisor
 Shift: 4 - Rotating/Variable Shift
 Department: NURSING ADMINISTRATION
 Employment Status: On Call
 Location: 101 WEST 8TH AVE
 SPOKANE, Washington 99220-0000
 Salary Minimum: 34.18
 Salary Maximum: 58.58
 External Description:

Providence is calling an Administrative Supervisor.

Assumes Medical Center operational accountability for a specified shift. Includes human resource management, operational management, and quality patient care management throughout Providence Sacred Heart Medical Center. Communicates with charge nurses and ancillary department supervisors assisting in problem solving within and between departments when patient flow is affected. Assures adequate allocation of staff throughout the nursing department and ancillary departments. Informs Asst. VP of emergent or unusual events, trends, problems perceived, and suggestions for resolution and/or improvement for departmental operations.

Position Specifics.

This position is located at Providence Sacred Heart Medical Center in Spokane, WA. Supplemental, Scheduled as needed.

REQUIREMENTS

Education: BSN required
Licenses/Certifications: Current Washington State RN licensure
Experience: Must have excellent organizational skills and communication skills. Able to manage, prioritize and problem solve multiple issues at one time. Work well with others and instill confidence in others while dealing with stressful situations. Learn access and use computer programs unique to SHMC. Nurse manager or assistant nurse manager experience preferred. Works every other weekend. Must be flexible to work additional hours for coverage of other supervisors. Ability to walk long distances and/or stand the majority of each shift. Able to work any shift.

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GENERAL STAFF NURSE

RN - Operating Room -->

Job Requisition Number: 64325

Posting Title: RN - Operating Room

Shift: 4 - Rotating/Variable Shift

Department: SURGICAL SERVICES

Employment Status: On Call

Location: 101 WEST 8TH AVE
SPOKANE, Washington 99220-0000

Salary Minimum: 25.52

Salary Maximum: 46.92

External Description:

Providence is calling an OR Registered Nurse.

The Registered Nurse for the Operating Room (OR) service is a skilled Registered Nurse who has completed the SHMC operating room orientation. The Registered Nurse for the operating room service assumes independent responsibility/accountability for the direct care of intraoperative patients who are dependent upon the nurse for surgical care and intervention or a patient requiring Operating Room standards of care as well as the efficient movement of the patient through the OR experience. The registered nurse provides these patients with skills including observation, technology and interventions to meet their physiological and emotional needs. She/He assumes independent responsibility and authority to function as a charge nurse (after completion of leadership orientation) by assessing the needs of the patients having surgical procedures and providing nursing care either by personal intervention or through assignment and delegation to team members. She/He has a basic understanding of adult learning/patient teaching principles and offers input for evaluation of work performance for self and peers.

Position Specifics.

This position is located at Providence Sacred Heart Medical Center in Spokane, WA. Supplemental position. Scheduled as needed. Ability to work in a variety of specialties in the main operating room with an emphasis in cardiovascular surgery. Available to take call on evenings, weekends, and holidays as part of the CVOR specialty group. 8 hour shifts.

REQUIREMENTS

Education: Graduate of an accredited School of Nursing. Graduate of perioperative program in lieu of experience may be acceptable.

Licenses/Certifications: WA State Nurse License

Experience:

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Community Health Systems: Registered Nurse - OR Job Description

Company	Community Health Systems
Job Title	Registered Nurse - OR
Job Type	Full-time, Part-time
Hours	Not Specified
Location	Spokane, WA Spokane, WA 99201

Registered Nurse - OR

Responsible for the delivery of patient care through the nursing process of assessment, diagnosis, planning, implementation and evaluation. Responsible for directing, coordinating all nursing care based on established clinical nursing practices. Collaborates with other professional disciplines to ensure effective and efficient patient care delivery and the achievement of desired patient outcomes.

Additional Info

Additional

Registered Nurse - OR1011764

Responsible for the delivery of patient care through the nursing process of assessment, diagnosis, planning, implementation and evaluation. Responsible for directing, coordinating all nursing care based on established clinical nursing practices. Collaborates with other professional disciplines to ensure effective and efficient patient care delivery and the achievement of desired patient outcomes.

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REGISTERED NURSE

Department: TBI Nursing

Schedule: Part Time

Shift: Night

Hours: 10:00p.m.-6:30a.m. (72 hrs every 2 weeks)

Job Details:

Provides skilled, creative nursing care to patients within an assigned program of the Institute, actively participate as a member of the health care team and to supervise care given by LPNs and NACs and non-licensed personnel. Graduation from a school of nursing and a current Washington State RN license.

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THE #1 SOURCE FOR EVERY EMPLOYMENT

Community Health Systems: Case Management Registered Nurse Job Description

Company	Community Health Systems
Job Title	Case Management Registered Nurse
Job Type	Full-time, Part-time
Hours	Not Specified
Location	SPOKANE VALLEY, WA Greenacres, WA 99016

Case Management Registered Nurse

The Case Manager is responsible to assist in the development, planning, coordination and administration of the activities of Utilization Review and Discharge Planning. Including but not limited to daily review of medical records to determine appropriateness and medical necessity of admission, continued hospital stay and use of ancillary services.

Additional Info

Additional

Case Management Registered Nurse1011825

The Case Manager is responsible to assist in the development, planning, coordination and administration of the activities of Utilization Review and Discharge Planning. Including but not limited to daily review of medical records to determine appropriateness and medical necessity of admission, continued hospital stay and use of ancillary services.

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Licences/Certifications:

- Registered Nurse license

Experience/Skills:

- Minimum of three years nursing experience required.
- Excellent communication skills and ability to work collaboratively with all members of the health care team.
- Prior experience in UR or Case Management preferred

Job

Case Management

Primary Location

Washington-Spokane Valley

Organization

Valley Hospital and Medical Center

Shift

Afternoon Shift

Forecasted paid hours per shift

Forecasted hours per pay week

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RN - Nurse Supervisor Job

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Date: Jul 30, 2010
Location: Spokane, WA, 99205, US

HCR ManorCare provides a range of services, including skilled nursing care, assisted living, post-acute medical and rehabilitation care, hospice care, home health care and rehabilitation therapy. Supervises nursing personnel to deliver nursing care and within the scope of practice, coordinates care delivery which will ensure that residents' needs are met in accordance with professional standards of practice through physician orders, center policies and procedures, and federal, state and local guidelines. In return for your expertise, you'll enjoy excellent training, industry-leading benefits and unlimited opportunities to learn and grow. Be a part of the team leading the nation in healthcare.

One year prior nursing management experience preferred.

Currently holds a RN license in this state.

ExpDate

544 - MCHS (Spokane)**, Spokane, WA

Nearest Major Market: Spokane

Job Segments: Clinic, Healthcare, Hospice, Management, Manager, Nursing, Palliative, Registered Nurse, Rehabilitation

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Job Description

RN - Care Management-101461

Description

The Care Manager will perform the job responsibilities and duties outlined below primarily over the telephone. The Care Manager's (CM) primary responsibility is to focus on achievement of optimal patient health care outcomes while ensuring appropriate utilization of health care resources for those patients. CM's will provide intensive coordination of care for patients at high risk for complications of chronic illness or high cost utilization. Working closely with primary care teams, specialty care teams and medical providers, the CM's will establish a collaborative plan of care to assure adherence to the medical plan, improvement in functional status, and improved ability to self manage. Interactions with patients are time limited and guided by entrance and exit criteria.

Through use of the nursing process, care coordination, and case management principles, the CM collaborates with the patient, family, physician, and other members of the multidisciplinary health care team to assess current and future health care needs; plan short term and long term interventions; coordinate care to maximize the timing and sequencing of multiple, complex care activities; monitor and evaluate outcomes; and adjust plan(s) as needed to meet ongoing and evolving needs. The CM assures continuity and coordination of care for patients and eases transitions for patients and families across the continuum of care. The CM assists the member in meeting these goals through the development of strong self management skills.

The CM serves as the liaison across the internal GHC care continuum and between GHC and all externally contracted providers, facilities, and resources and provides feedback to the organization regarding the service and quality of contracted services. The CM collects data and provides input to leadership regarding issues or concerns related to utilization, cost, quality, service and care delivery to patients.

Qualifications

Experience requirements

Minimum: 2 years RN experience in ambulatory case management, care coordination, or disease management. 3 years recent RN clinical experience. *Preferred:* None

Knowledge requirements

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- Demonstrated effective, independent nursing judgment and skills. and use of evidence based clinical decision making criteria.
- Demonstrated knowledge in management of chronic disease process, nursing process and collaborative care planning Demonstrated skill and experience in effectively collaborating with care team members, using a high level of expertise in written, oral and interpersonal communication.
- Must demonstrate an exceptional level of easily understood verbal communication on the phone. Intermediate computer and keyboarding skills in a Windows based environment. Experience with Electronic Medical Record, preferred.
- Sufficient computer and keyboarding speed and accuracy to maintain service and productivity standards.
- Excellent communication and customer service skills.
- Demonstrates ability to organize, prioritize, managing assignments with minimal oversight and direction.
- Demonstrates courteous, professional demeanor and team spirit and the ability to work in a collaborative effective manner.

Education requirements

Minimum: Bachelor's Degree.

Preferred: BSN.

Certification requirements

Minimum: Current Washington State RN license. Case Management certification within 2 years of hire. CPR within 6 months of hire.

Preferred: None

Physical requirements

Able to tolerate extended sitting and prolonged keyboarding. Adequate verbal, hearing, and visual capacities necessary to perform the essential job functions are required, with or without assistive devices. May include travel to GHC or Non GHC contracted facilities.

Job: Nursing Management

Organization: Insurance

Primary Location: WA - Eastern Washington-Spokane-Administrative and Conference North

Bargaining unit: EWA Admin NonExempt (non-union)

FTE: 0.44

Schedule: Part-time

Shift: Variable

Days of shift: Variable

Hours of shift: 8:00 AM - 5:00 PM

Travel: No

Job level: Individual Contributor

Job type: Standard

Employee status: Regular

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RN - Nurse Supervisor Job

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Date: Jul 30, 2010
Location: Spokane, WA, 99205, US

HCR ManorCare provides a range of services, including skilled nursing care, assisted living, post-acute medical and rehabilitation care, hospice care, home health care and rehabilitation therapy. Supervises nursing personnel to deliver nursing care and within the scope of practice, coordinates care delivery which will ensure that residents' needs are met in accordance with professional standards of practice through physician orders, center policies and procedures, and federal, state and local guidelines. In return for your expertise, you'll enjoy excellent training, industry-leading benefits and unlimited opportunities to learn and grow. Be a part of the team leading the nation in healthcare

One year prior nursing management experience preferred.

Currently holds a RN license in this state.

ExpDate:

544 - MCHS (Spokane)**, Spokane, WA

Nearest Major Market: Spokane

Job Segments: Clinic, Healthcare, Hospice, Management, Manager, Nursing, Palliative, Registered Nurse, Rehabilitation

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RN

RN - Providence VNA Home Health

Job Requisition Number: 64750

Posting Title: RN - Providence VNA Home Health

Shift: 1 - Day Shift

Department: SKILLED NURSING CARE SRVC

Employment Status: Full-Time

Location: 611 N. PERRY
SPOKANE, Washington 99202-0000

Salary Minimum: 22.52

Salary Maximum: 40.73

[External Description](#)

Providence is calling Registered Nurses ☐ Home Health.

Get ready to explore the unique satisfaction of a home health practice. Nurses at Providence VNA Home Health enjoy the benefits of flexibility & independence; opportunities to use and expand a wide range of nursing skills; one on one patient teaching; and working in a values & mission-oriented environment.

Position Specifics.

This position is located at Providence VNA Home Health in Spokane, WA. This is a full time position (negotiable from 32 - 40 hours a week).

REQUIREMENTS

Education: Graduation from an accredited school of nursing.

Licenses/Certifications: Current RN licensure in the State of Washington. Valid drivers license.

Experience: Minimum 1 year related experience.

We're seeking an individual who performs all duties in a manner that promotes teamwork and reflects the Mission and Philosophy of our founders, the Sisters of Providence.

Answer the call to help the greater good.

Providence Health & Services is comprised of 60 medical facilities in five states with more than 51,000 employees carrying out its mission of meeting the health needs of the communities we serve. For more than 150 years, this not-for-profit healthcare network has called professionals to work together to live our mission of compassionate care, quality service and commitment to excellence established by our founders, the Sisters of Providence.

In more than 40 locations in Washington and Montana, career opportunities are available in a wide-range of facilities and services, including large, award-winning medical centers, smaller community hospitals, skilled nursing facilities and hospice & home health programs, each known for their high quality care. Whether you're interested in working near the ocean, the mountains, wide open spaces or urban settings, we have a ministry for you.

Providence Health & Services is an Equal Opportunity Employer who provides competitive benefits, a drug-free workplace and supports work/life balance.



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