



RPO

LEVERAGING 20 YEARS OF RECRUITMENT
PROCESS OUTSOURCING EXPERIENCE



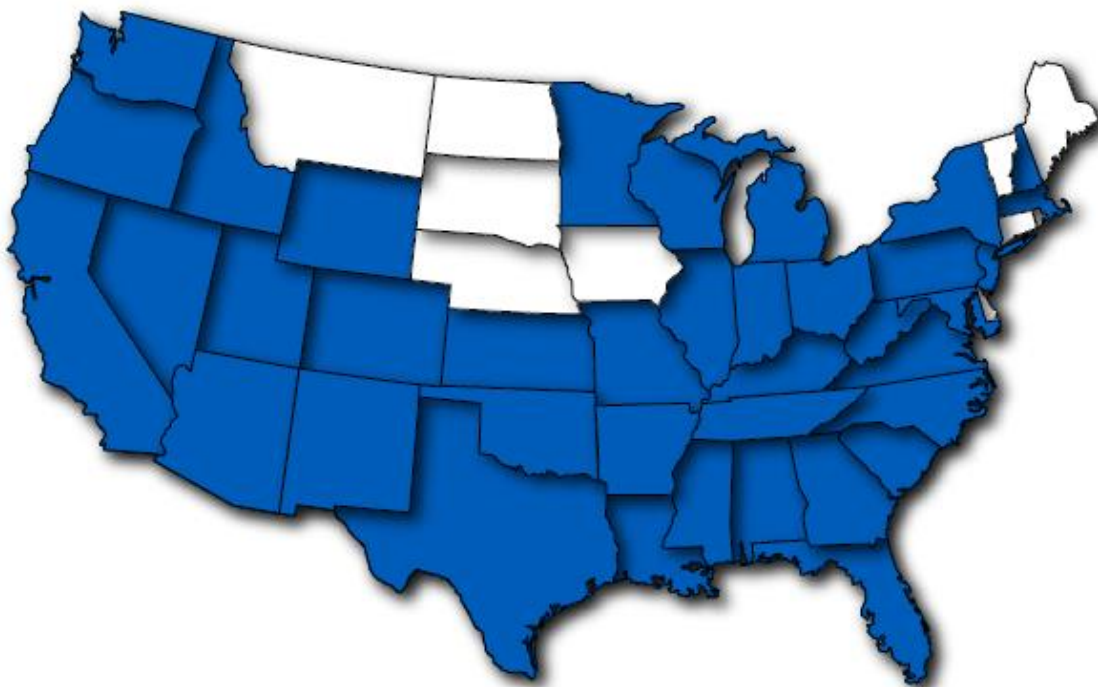
**EXECUTIVE
SOLUTIONS**

ABOUT US

DVB EXECUTIVE SOLUTIONS PROVIDES EXPERT CUSTOMIZED EXECUTIVE AND MANAGEMENT POSITION SEARCH STRATEGIES, HUMAN RESOURCES AND TALENT ACQUISITION CONSULTING SERVICES THROUGH A PROPRIETARY MODEL THAT DELIVERS PROVEN INCREASES IN ENTERPRISE-WIDE EFFECTIVENESS AND EFFICIENCIES. DVB FINDS OPTIMAL TALENT TO MEET THE CRITICAL NEEDS OF YOUR COMPANY'S VISION. WE UTILIZE OUR EXPERIENCE IN EVALUATING TALENT, STRUCTURE, AND CULTURE TO HELP ALIGN LEADERS AND "UP AND COMERS" TO IMPLEMENT YOUR STRATEGIC INITIATIVES.

DVB EXECUTIVE SOLUTIONS OFFERS FULL-SERVICE EXECUTIVE SEARCH, MANAGEMENT SEARCH, AS WELL AS HUMAN RESOURCE AND TALENT ACQUISITION CONSULTING SERVICES IN THE FOR PROFIT, NOT-FOR-PROFIT AND B2C MARKETS. BASED IN NASHVILLE, TENNESSEE, DVB EXECUTIVE SOLUTIONS WAS FOUNDED TO LEVERAGE THE 40+ YEARS OF BUSINESS MANAGEMENT, EXECUTIVE SEARCH AND CONSULTING EXPERIENCE AND SUCCESS OF ITS CO-FOUNDERS W. MARK DIXON, AND EILEEN MCCALLUM.

OUR ROOTS ARE IN THE HEALTHCARE, DISTRIBUTION AND MANUFACTURING SECTORS. CLIENT PARTNERS IN HEALTHCARE INCLUDE SOME OF THE NATION'S LEADING HEALTH SYSTEMS, HOSPITALS, POST-ACUTE, B2C HEALTHCARE AND PHYSICIAN PRACTICES. OUR WORK WITH THESE HEALTHCARE PROVIDERS STRETCHES BACK OVER 26 YEARS WITH 19 ADDITIONAL YEARS SERVING PRIVATE EQUITY, FINANCIAL SERVICES, CONSULTING, MANUFACTURING AND DISTRIBUTION.



THE DVB MANAGEMENT TEAM:

- CLIENTS IN 37 STATES
- CLIENTS IN 32 STATES HAVE DEPLOYED A CUSTOM RPO SOLUTION
- OVER 98,000 FACILITATED HEALTHCARE AND HOSPITAL DIRECT HIRES
- WITH OVER 4,800 OF THE HIRES IN MANAGEMENT AND EXECUTIVE POSITIONS

RPO: RECRUITMENT PROCESS OUTSOURCING

SINCE 2002, THE DVB MANAGEMENT TEAM HAS SUCCESSFULLY DEPLOYED ITS MODELS FOR A DIVERSE RANGE OF NONPROFIT AND FOR-PROFIT CLIENTS, INCLUDING INDEPENDENT FACILITIES, HOSPITAL SYSTEM DIVISIONS, AND STANDALONE FACILITIES IN BOTH URBAN AND NON-URBAN MARKETS. AN INTERNAL TALENT ACQUISITION TEAM MANAGED BY DVB IS A TEAM THAT:

- CAN PROVIDE FULL-CYCLE RECRUITMENT FROM REQUISITION CREATION THROUGH ORIENTATION
- CAN RECRUIT FOR ALL CLINICAL AND NON-CLINICAL POSITIONS WITHIN A FACILITY
- CAN SUPPORT SEGMENTED AREAS TO PROVIDE AN ENTERPRISE SOLUTION.

DVB PROGRAMS ARE 100% CUSTOM DESIGNED AND BUILT FOR EACH CLIENT FOLLOWING A DETAILED SPECIFICATION DEVELOPMENT PROCESS. ONCE DVB UNDERSTANDS A CLIENT'S CURRENT TALENT ACQUISITION PROCESS AND COST STRUCTURE, A PROGRAM IS BUILT THAT DELIVERS A MORE EFFECTIVE PROCESS WHILE REDUCING THE OVERALL EXPENSE. THIS IS DONE THROUGH A VARIETY OF PROCESS IMPROVEMENTS THAT GREATLY ENHANCE EFFICIENCIES AND SYSTEMATICALLY REDUCE THE BURDEN ON THE CLIENT'S HR STAFF AND HIRING MANAGERS. DVB SERVICES RANGE FROM VOP OUTSOURCED RECRUITING AT THE DIVISION OR FACILITY LEVEL TO CONTINGENCY SEARCH PLACEMENTS AND CANDIDATE SOURCING SOLUTIONS. DVB ALSO OFFERS FACILITY CONSULTING SERVICES, INCLUDING ONSITE TURNAROUNDS AND WHITE PAPER DEVELOPMENT (OUTLINING HOW TO IMPROVE YOUR RECRUITING RESULTS).

DVB OFFERS ALL THE ESTABLISHED TALENT ACQUISITION SERVICES EXCEPT FOR PER DIEM AND TRAVEL CONTRACT LABOR. PRIMARY SERVICES FROM DVB INCLUDE OUTSOURCED DIVISION AND FACILITY FULL CYCLE RECRUITING FOR PERMANENT STAFF, EXECUTIVE SEARCH, CANDIDATE SOURCING AND DIVISION OR INDIVIDUAL FACILITY CONSULTING SERVICES. HOWEVER, YEAR AFTER YEAR THE STRENGTH OF DVB'S PROGRAMS IS PERMANENT PLACEMENT OF CLINICAL STAFF FOR OUR CLIENTS THAT REDUCE VACANCY RATES AND ELIMINATES THE USE OF CONTRACT STAFF IN CORE POSITIONS.

HEALTHCARE TALENT AREAS:

THE AREAS OF TALENT ACQUISITION SUPPORT LISTED BELOW ARE THE MOST POPULAR AMONG OUR CLIENTS. HOWEVER, DVB WILL DISCUSS THE RECRUITMENT OF OTHER SPECIALTIES IF NEEDED.

- DEPARTMENT DIRECTORS AND MANAGERS
- REGISTERED NURSES
- LICENSED PRACTICAL/VOCATIONAL NURSES
- LABORATORY TECHNICIANS
- IMAGING TECHNICIANS
- PHARMACISTS
- PHYSICAL, OCCUPATIONAL, AND SPEECH THERAPISTS
- MEDICAL SOCIAL WORKERS
- CERTIFIED NURSING ASSISTANTS
- HOSPITAL ADMINISTRATORS
- CLINICAL RESEARCH STAFF
- INFORMATION TECHNOLOGY



RPO: RECRUITMENT PROCESS OUTSOURCING

IN 2002, DVB MANAGEMENT TEAM MEMBERS BEGAN IN HEALTHCARE AS AN OUTSOURCED SOLUTION FOR RECRUITMENT OF NURSES FOR HOSPITAL PERMANENT STAFF. SINCE THEN, WE HAVE DEVELOPED OUR SERVICE LINES TO BETTER REFLECT THE NEEDS OF OUR CLIENTS AND THE CHANGES CAUSED BY THE GROWING GAP BETWEEN AVAILABLE LICENSED HOSPITAL PERSONNEL AND DEMAND. WE WORK WITH EACH CLIENT TO CUSTOMIZE AND DESIGN THE BEST SOLUTION TO MEET THEIR RECRUITING NEEDS.

RECRUITMENT PROCESS OUTSOURCING [RPO]

THE FOLLOWING PROGRAMS ARE RECRUITMENT PROCESS OUTSOURCING (RPO) SOLUTIONS THAT HAVE BEEN USED SEPARATELY OR IN COMBINATION TO SUCCESSFULLY MEET THE HEALTHCARE FACILITY OR HOSPITAL DIVISION'S TALENT ACQUISITION NEEDS.

RPO: DIVISION OR SYSTEM OUTSOURCING

THE DVB MANAGEMENT TEAM HAS PROVIDED OUTSOURCED SYSTEM-WIDE TALENT ACQUISITION FOR FIVE HOSPITAL DIVISIONS OR SYSTEMS, FROM THREE DIFFERENT HEALTHCARE ORGANIZATIONS. THE PROGRAM IS ALSO PREDOMINANTLY EXPENSE NEUTRAL FOR THE CLIENT WITH DVB'S UPSIDE TIED DIRECTLY TO CLIENT SPECIFIC GOAL OBTAINMENT.

RPO: ONSITE RECRUITER OR TALENT ACQUISITION TEAM

THIS IS DVB'S ORIGINAL AND MOST SUCCESSFUL SOLUTION. DVB PROVIDES ALL NECESSARY ONSITE AND OFFSITE SUPPORT NECESSARY TO MEET THE CLIENT'S CURRENT AND ONGOING NEEDS.

RPO: SHORT TERM ONSITE RECRUITER FOR TALENT ACQUISITION

DVB PROVIDES TEMPORARY TALENT ACQUISITION SUPPORT FOR CLIENTS THROUGH THE SHORT-TERM RECRUITER PROGRAM. THIS PROGRAM IS GENERALLY USED FOR FACILITIES IN RURAL MARKETS WITH SPECIFIC SUPPORT NEEDS AS WELL AS SITUATIONS LIKE FMLA COVERAGE, RECRUITER LOSS, NEW DEPARTMENT, OR FLOOR SUPPORT AND DURING PERIODS OF UNUSUAL TURNOVER.

CANDIDATE SOURCING

DVB PROVIDES TEMPORARY TALENT ACQUISITION SUPPORT FOR CLIENTS THROUGH THE SWAT TEAM SOURCING PROGRAM AND CONTINGENCY SEARCH PROGRAM. THIS PROGRAM IS GENERALLY USED FOR SITUATION SUCH AS FMLA COVERAGE, RECRUITER LOSS, NEW DEPARTMENT, OR FLOOR SUPPORT AND DURING PERIODS OF UNUSUAL TURNOVER.



EXECUTIVE AND MANAGEMENT SEARCH

THE DVB INTEGRATED, SYSTEMIC APPROACH TO EXECUTIVE TALENT FOCUSES ON A CONNECTION TO THE CLIENT'S MISSION, VALUES AND CULTURE. FROM OUR GUIDANCE ON ASSESSMENT AND ORGANIZATIONAL STRUCTURE TO NAVIGATING AND MANAGING CHANGE, WE UNDERSTAND THAT TALENT NEEDS ARE NOT SIMPLY TRANSACTIONAL. EXECUTIVE TEAM PERFORMANCE IS CRITICAL FOR THE SUCCESSFUL FUTURE OF ANY ORGANIZATION, AND WE CAN FIND THE BEST CANDIDATE FOR YOUR TEAM.

MANAGEMENT SAMPLE SEARCHES

- VP OF EMPOWERMENT- SPECIALTY B2C HEALTHCARE COMPANY
- VP FINANCE –SPECIALTY FOR-PROFIT HOSPITAL
- VP OF IT APPLICATIONS- SPECIALTY FOR-PROFIT HOSPITAL SYSTEM
- VP OF MARKETING AND COMMUNICATIONS- SPECIALTY FOR-PROFIT HOSPITAL SYSTEM
- VP HUMAN RESOURCES- FOR-PROFIT HOSPITAL
- AVP COMPENSATION AND BENEFITS- SPECIALTY FOR-PROFIT HOSPITAL SYSTEM
- DIRECTORS ALL HOSPITAL UNITS- FOR PROFIT AND NOT-FOR-PROFIT HOSPITALS
- DIRECTOR OF COST ACCOUNTING- SPECIALTY FOR-PROFIT HOSPITAL SYSTEM
- DIRECTOR OF GROWTH- SPECIALTY FOR-PROFIT HOSPITAL
- DIRECTOR OF HUMAN RESOURCES- CONSULTING FIRM
- DIRECTOR OF HUMAN RESOURCES- FOR-PROFIT HOSPITAL
- DIRECTOR, HUMAN RESOURCE BUSINESS PARTNER- GLOBAL BUILDING PRODUCTS COMPANY
- DIRECTOR OF IMAGING AND RADIOLOGY- FOR-PROFIT HOSPITAL
- DIRECTOR OF LEAN SIX SIGMA- SPECIALTY FOR-PROFIT HOSPITAL
- DIRECTOR OF PHARMACY- SPECIALTY FOR-PROFIT HOSPITAL SYSTEM
- DIRECTOR OF QUALITY AND RISK MANAGEMENT- SPECIALTY FOR-PROFIT HOSPITAL SYSTEM
- DIRECTOR OF STRATEGIC OPERATIONS AND EXPLORATION- SPECIALTY FOR-PROFIT HOSPITAL SYSTEM
- REGIONAL MANAGER OF STRATEGIC MARKETS- SPECIALTY FOR-PROFIT HOSPITAL
- MANAGERS ALL HOSPITAL UNITS- FOR PROFIT AND NOT-FOR-PROFIT HOSPITALS CHANGE MANAGEMENT
- MANAGER- NOT- FOR-PROFIT MEDICAL CENTER

EXECUTIVE SAMPLE SEARCHES

- CEO- SPECIALTY FOR-PROFIT HOSPITAL
- CEO- NATIONAL FOR-PROFIT HOSPITAL
- CEO- FQHC SYSTEM (13 CLINICS)
- CEO DISTRIBUTION COMPANY
- COO- CORPORATE LEADER FOR NEW SYSTEM
- SERVICE LINE- SPECIALTY FOR-PROFIT HOSPITAL
- CORPORATE CFO- SPECIALTY FOR-PROFIT HOSPITAL SYSTEM
- CIO- INSURANCE COMPANY
- CTO- SOFTWARE COMPANY
- CNO- FOR PROFIT HOSPITAL
- CNO- NOT FOR PROFIT HOSPITAL
- CHIEF MEDICAL OFFICER- HEALTHCARE SERVICES START-UP
- CHIEF EMPOWERMENT OFFICER –SPECIALTY B2C HEALTHCARE COMPANY
- VP OF EMPOWERMENT- SPECIALTY B2C HEALTHCARE COMPANY
- SVP PATIENT CARE SERVICES- SPECIALTY FOR-PROFIT HOSPITAL SYSTEM
- CHIEF OF STAFF- NATIONAL FOR-PROFIT HOSPITAL SYSTEM
- SVP HUMAN CAPITAL MANAGEMENT- NATIONAL BANK HOLDING COMPANY
- SVP PATIENT CARE SERVICES- SPECIALTY FOR-PROFIT HOSPITAL SYSTEM

AS WITH OUR EXECUTIVE SEARCH, DVB'S INTEGRATED, SYSTEMIC APPROACH TO MANAGEMENT SEARCH FOCUSES ON A CONNECTION TO THE CLIENT'S MISSION, VALUES AND CULTURE. FROM OUR GUIDANCE ON ASSESSMENT AND ORGANIZATIONAL STRUCTURE TO NAVIGATING AND MANAGING CHANGE, WE UNDERSTAND THAT MID-LEVEL MANAGEMENT TALENT NEEDS ARE ALSO NOT SIMPLY TRANSACTIONAL. DVB HELPS CREATE ENTERPRISE COHESION THAT ASSISTS OUR CLIENTS IN BUILDING HIGH-PERFORMING TEAMS THAT NOT ONLY MEET EXISTING NEEDS BUT WHO WILL BECOME THE CLIENT'S ENTERPRISE LEADERS OF THE FUTURE.

CONSULTING SERVICES

THE HR AND TALENT ACQUISITION CONSULTING SERVICE LINE ALLOWS US TO ENGAGE WITH CLIENTS IN HUMAN RESOURCES AND TALENT ACQUISITION TO PINPOINT CHALLENGES AND OPPORTUNITIES FOR GREATER ORGANIZATIONAL SUCCESS. DVB UTILIZES OUR EXPERTISE IN EVALUATING TALENT, STRUCTURE AND CULTURE GAINED FROM OVER 40 YEARS OF EXPERIENCE WITH OVER 400 CLIENTS. WE HELP ORGANIZATIONS ALIGN PROVEN STRUCTURAL MODELS WITH THEIR STRATEGIC INITIATIVES TO ENSURE SUCCESS.



CONSULTING PROJECTS

- DVB PRINCIPALS ENGAGED CLIENTS IN THEIR TURNAROUNDS OF INTERNAL TALENT ACQUISITION TEAMS: NEW IMPROVED ENTERPRISE INTERNAL TALENT ACQUISITION TEAM STRUCTURES WERE DEVELOPED AND IMPLEMENTED FOR OVER 300 CLIENTS. THESE ENGAGEMENTS INVOLVED MAPPING EXISTING END TO END STRUCTURE, REMAPPING TO STREAMLINE THE PROCESSES TO MAXIMIZE EFFECTIVENESS, RECOMMEND NEW PROCESSES, DOCUMENTS, TECHNOLOGY, AND REPORTING.
- OUTSOURCED MANAGEMENT OF TALENT ACQUISITION TEAMS AT MULTIPLE ORGANIZATIONS
- MULTIPLE ENGAGEMENTS TO DEVELOP STRUCTURE (END TO END MODEL), HIRE AND TRAIN INTERNAL TALENT ACQUISITION TEAM
- HIRE AND TRAIN SALES TEAM FROM VP AND MANAGERS TO ACCOUNT EXECUTIVES
- PHYSICIAN RECRUITMENT ASSESSMENT AND REFINEMENT OF PHYSICIAN HIRING PROCESS

TALENT ACQUISITION TEAM MANAGEMENT

TALENT ACQUISITION MANAGEMENT IS AN ADD ON EXTENSION TO THE TALENT ACQUISITION CONSULTING SERVICE LINE AND CAN SUPPORT BOTH REMOTE TEAMS AS WELL AS CENTRALIZED TEAMS. THE CLIENTS TALENT ACQUISITION TEAM MEMBERS REMAIN EMPLOYEES OF THE CLIENT AND WILL BE RESPONSIBLE FOR THE RECRUITMENT OF POSITIONS AS DIRECTED BY THE DVB MANAGER, IN COLLABORATION WITH THE CLIENT AND ITS HR LEADERSHIP TEAM. UNDER DVB MANAGEMENT THE TEAM WILL CONTINUE TO WORK DIRECTLY WITH HR PERSONNEL AND HIRING MANAGERS FROM REQUISITION CREATION TO ORIENTATION, AT THE CLIENT'S DIRECTION. THE TEAM WILL WORK DIRECTLY WITH HR PERSONNEL AND HIRING MANAGERS. POSITION ASSIGNMENT WILL BE DETERMINED BY THE DVB MANAGER TO EMPHASIZE THE EXECUTION OF THE AGREED UPON TALENT ACQUISITION MODEL AND PROCESSES.

THE DVB EXECUTIVE SOLUTION VALUE PROPOSITION

IN TIMES OF INDUSTRY UNCERTAINTY AND CHANGE, AGILITY AND INNOVATION ARE CRITICAL. DVB UTILIZES OUR EXPERTISE IN EVALUATING TALENT, STRUCTURE, CULTURE, AND EXECUTION GAINED FROM OVER 40 YEARS OF EXPERIENCE WITH OVER 400 CLIENTS. WE HELP ORGANIZATIONS ALIGN PROVEN STRUCTURAL MODELS WITH THEIR STRATEGIC INITIATIVES TO ENSURE SUCCESS.

DVB EXECUTIVE SOLUTIONS DELIVERS STRONG VALUE AND ROI TO CLIENTS CONSISTING OF:

- COST REDUCTION
- SCALABILITY AND FLEXIBILITY
- ENHANCED QUALITY
- IMPROVED CANDIDATE EXPERIENCE
- REDUCED TIME TO HIRE



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