**Care4Now**

**Business Plan**

**Finance and Accounting**

**May 2018**



**Introduction**

**General**

Opening in July 2020 Care4Now is led by Courtney Rieniets, our founder and CEO. Courtney can be reached at the following address 6607 Atasca Creek Drive and her daytime phone number is 281-348-7380. Furthermore, you may contact Courtney through email at Courtney.Rieniets@hcahealthcare.com. The facility will be located at the following address:

Care4Now

6935 Kirby Drive

Houston, TX 77030

713-123-4567

**Description**

Care4Now is an extended hour daycare facility with exclusivity directed to healthcare professionals. Care4Now strives to provide healthcare workers excellent child care facilities with optimal convenience and accessibility. Hours of operation will begin at 4 a.m. until 9 p.m.; Monday through Sunday. Care4Now will accept children ages 6 weeks to 12 years of age (5th grade level). Transportation by bus will be available to take all school aged children to school and back. Parents will be able to view real-time facility activities through live feed cameras at all working hours accessible via our website (4 a.m. – 9 p.m.). Daycare activities will include age appropriate educational sessions/programs with a goal of creating a fun, simulating environment for our children. Our extended hours and healthcare focus strategy will target healthcare workers who struggle to find facilities that will accommodate longer shifts, last minute schedule changes and provide services that are currently unavailable in the surrounding market. Healthcare workers support facilities that require staffing longer shifts and around the clock care which our facility will exclusively cater to; ultimately boosting our profitability. Strategically located near the Texas Medical Center, in Houston, Texas, to serve health care workers from more than 54 healthcare facilities in the vicinity, including world renowned hospitals such as MD Anderson Cancer Center, Texas Children’s Hospital, Memorial Hermann Hospital and other exceptional facilities. Care4Now targets healthcare workers in the 21- 65 age bracket with an annual household income of at least $60,000. Our logo is “We Care While You Care” as that is exactly what we aim to do by caring for the children of healthcare providers and in return they can provide high quality healthcare services to the community.

As with any successful company, there must be a dedicated team at its foundation to see the business aspect and ongoing planning and assessment throughout. The management team at Care 4 Now consists of Courtney Rieniets, the CEO, Rejeesh Vasudev, COO, Daniel Gonzalez, CFO, Joshua LaMontagne, the Director of Education/Activities and Bianca Cook, the Director of Marketing.

**Business History**

The idea for Care4Now originated with the founder, Courtney Rieniets. Courtney wanted to expand her business background. Working in the healthcare industry made her conscious of the need for a child care center for hospital workers due to the fluctuating schedules and odd shifts that healthcare professionals share. With her 10-year background in healthcare, quality and leadership she sought out a group of individuals to help start and manage a new business endeavor with the mission to provide safe, compassionate quality childcare services specifically catering to healthcare employees.

In April of 2018, we found a storefront property located at the southeast corner of Kirby Drive at Dorrington Street, one block south of Holcomb Boulevard. The property holds a good transit score and is conveniently located near the heart of the Texas Medical Center consisting of 54 healthcare facilities and roughly 106,000 healthcare providers with world renowned hospitals. Having come across such an excellent location for the daycare, planning began right away. We projected we could open the daycare center by July of 2020. In May of 2018, consultations with contractors and architects began in addition to research to comprehend the necessary regulations and requirements vital to operating a daycare center. We did assess the competition near the location and although we found Primrose School of Upper Kirby, Little Miracles and Its Playtime to be our direct competitors in the area we had more to offer to consumers. These centers only operate Monday to Friday and close their doors at 6pm. What makes our daycare facility rise above the rest is our extended hours of operation (4am – 9pm), as well as being open on weekends with a variety of services offered for children ages 6 weeks to 12 years. Furthermore, we will be the only facility in Houston to exclusively focus on healthcare professionals as a consumer base.

**Future Plans**

We plan to be the first daycare center in Houston to offer services exclusively to healthcare professionals. Achieving financial and developmental growth by offering the upmost quality childcare services in Houston. We will develop and initiate marketing and advertising campaigns to capture the adult population, ages 21 to 65, within the first year of business. To reach these consumers we plan to advertise through radio, mail, newspaper, develop promotional items and create our own website on top of marketing through social media. We plan to have 100% of the Care4Now staff CPR certified and have them complete an employee training program for childhood development and crisis management within 12 months of hire as well as verifying licensure and qualifications of the staff. We plan to maintain a customer retention rate of 90% after the first year of operation and measure customer satisfaction by developing a customer service survey after the first year. Our goal is to maintain a minimum attendance of 30 children per week to reach sales goal for the first year of $2,030,600 and increase enrollment by 5% annually. We will increase revenue by having a markup of 15% per year. As part of our cost containment strategy, we plan to reduce expenses by 5% every 12 months. We also plan to gain recognition and achieve accreditation from the National Association for Education of Young Children. We believe our facility will meet all the eligibility requirements as we abide by all regulations and accreditations accompanied by the qualifications of our staff and educational programs. This will strengthen our facilities credibility and lead us to the feat of executing an affiliation agreement with HCA Healthcare within the first two years of business. Affiliating with HCA will help us attract more clients, strengthen our position and increase our profitability. Within 5 years of operation we plan to obtain the Texas Rising 4 -Star status by exceeding in quality standards in addition to keeping a good standing record with the Texas Department of Family and Protective Services. In due course we plan on expanding the business by adding an additional location near the Woodlands, Texas by 2025 if our business model proves to be successful.

**V. Finance and Accounting**

1. **Turn-key Costs**

The start-up costs of Care4Now will be provided by a business loan through a commercial bank and by the founders of the company. The estimated start up costs for the daycare are projected to be $4,520,000, and will be financed as follows:

* The amount of $4,040,000 will be financed through Bank of America with an interest rate of 5%.
* The founders of Care4Now will provide $480,000.

The required start-up expenses are:

|  |  |
| --- | --- |
| Type of Expense: | Total: |
| Property | $2,500,000 |
| Renovation (indoor) | $180,000 |
| Playground (outdoor) | $100,000 |
| Construction | $100,000 |
| Architect/design | $50,000 |
| Landscaping  | $25,000 |
| Fencing, security system | $25,000 |
| Daycare furnishing | $5,000 |
| Annual salaries and wages  | $1,345,000 |
| Legal fees & taxes | $9,000 |
| Advertising | $142,142 |
| Insurance  | $3,450 |
| Training/Education | $330 |
| Computer & software | $8,000 |
| Utilities | $5,000 |
| Daycare Buses | $15,630 |
| Cash | $2,000 |
| Miscellaneous  | $4,448 |
| Total required for start up | $4,520,000 |

Initial daycare equipment and necessary items:

* Play materials (ranging from ages 18months – 12years)
* Infant gear (Swings, bouncers, playpen, cribs, play mats, highchairs, changing tables)
* Technology
* First aid & safety
* Feeding/kitchen supplies
* Shelving & storage
* Cleaning/maintenance supplies
* Washroom equipment
* Library/books
* Educational/learning material
* 6 telephones
* 30 Desks
* 10 computers
* School supplies
* 2 fax/copy machines
* 30 Chairs
* 2 cash registers

All items listed are necessary for Care4Now to begin operations.

1. **Equity or Unencumbered Cash**

The startup costs for Care4Now are estimated to be about $4,520,000. This will be divided into:

* Long term business loan of $4,040,000.
* The equity or cash provided by the founding members amounting to $480,000

Since our business structure is an LLC taxed as an S corporation, the founding members of the company will be able to bypass employment taxes on distributions and claim profits and losses directly on their personal tax returns.

1. **Collateral**

We will provide the following collaterals for securing the loan: real estate, including equity, cash accounts, investments, equipment future payments from customers (receivables) and insurance policies.

1. **Current Loans**

As mentioned earlier, we will be securing a long-term loan of $4,040,000 payable over 30-year period at an interest rate of 5%. The loan will be financed at Bank of America and secured by the collaterals listed above.

The amortization schedule for the loan of $4,040,000 is as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Interest** | **Repayment** | **Total** | **Principal**  |
|  |  |  |  | **$4,040,000** |
| 1 | $200,646.36 | $59,604.72 | $260,251.08 | $3,980,395.24 |
| 2 | $197,596.87 | $62,654.21 | $260,251.08 | $3,917,740.99 |
| 3 | $194,391.36 | $65,859.75 | $260,251.08 | $3,851,881.22 |
| 4 | $191,021.85 | $69,229.23 | $260,251.08 | $3,782,651.95 |
| 5 | $187,479.95  | $72,771.13 | $260,251.08 | $3,709,880.78 |
| 6 | $183,756.84  | $76,494.24 | $260,251.08 | $3,633,386.49 |
| 7 | $179,843.24  | $80,407.84 | $260,251.08 | $3,552,978.61 |
| 8 | $175,729.42  | $84,521.66 | $260,251.08 | $3,468,456.91 |
| 9 | $171,405.13  | $88,845.95 | $260,251.08 | $3,379,610.92 |
| 10 | $166,859.60 | $93,391.48 | $260,251.08 | $3,286,219.41 |
| 11 | $162,081.52 | $98,169.56 | $260,251.08 | $3,188,049.80 |
| 12 | $157,058.97 | $103,192.11 | $260,251.08 | $3,084,857.65 |
| 13 | $151,779.47 | $108,471.61 | $260,251.08 | $2,976,386.00 |
| 14 | $146,229.85 | $114,021.23 | $260,251.08 | $2,862,364.72 |
| 15 | $140,396.31 | $119,854.77 | $260,251.08 | $2,742,509.91 |
| 16 | $134,264.31 | $125,986.77 | $260,251.08 | $2,616,523.09 |
| 17 | $127,818.58 | $132,432.50 | $260,251.08 | $2,484,090.55 |
| 18 | $121,043.08 | $139,208.00 | $260,251.08 | $2,344,882.51 |
| 19 | $113,920.94 | $146,330.14 | $260,251.08 | $2,198,552.32 |
| 20 | $106,434.40 | $153,816.68 | $260,251.08 | $2,044,735.61 |
| 21 | $98,564.85 | $161,686.23 | $260,251.08 | $1,883,049.33 |
| 22 | $90,292.67 | $169,958.41 | $260,251.08 | $1,713,090.88 |
| 23 | $81,597.28 | $178,653.80 | $260,251.08 | $1,534,437.04 |
| 24 | $72,457.01 | $187,794.07 | $260,251.08 | $1,346,642.92 |
| 25 | $62,849.10 | $197,401.98 | $260,251.08 | $1,149,240.90 |
| 26 | $52,749.64 | $207,501.44 | $260,251.08 | $941,739.42 |
| 27 | $42,133.47 | $218,117.61 | $260,251.08 | $723,621.77 |
| 28 | $30,974.16 | $229,276.92 | $260,251.08 | $494,344.80 |
| 29 | $19,243.91 | $241,007.17 | $260,251.08 | $253,337.60 |
| 30 | $6,913.59 | $253,337.60 | $260,251.08 | $0.00 |
| **Total** | $3,767,533.69  | $4,040,000 | $7,807,532.40 |  |

The monthly payments for the first three years are broken out into monthly payments below:

|  |  |  |
| --- | --- | --- |
| **Year** |  **Annual payment** | **Monthly payment** |
| 1. | $260,251.08 | $21,687.59 |
| 2. | $260,251.08 | $21,687.59 |
| 3. | $260,251.08 | $21,687.59 |

1. **Proforma Balance Sheets - Josh**
2. **Proforma Income Statements - Josh**
3. **Projected Cash Flow - Josh**
4. **Breakeven Analysis - Bianca**
5. **Ratio Analysis - Bianca**
6. **Suggested Bookkeeping Method(s) and Basis**

The Billing and Accounts Receivable Coordinators will be responsible for tracking Care4Now’s financial records electronically using the double entry accounting system. Double entry accounting systems allow for debits and credits to be categorized accordingly for each financial transaction. Each entry will be input in either as an asset, liability, expense or revenue to allow for adequate bookkeeping. Utilizing this method also lessens the amount of errors and provides a detailed log for audit purposes. Care4Now may be considered a small company, but because we take pride in quality care and services, we chose to utilize the double-entry method to reduce potential errors and maintain accuracy and stability in our financial endeavors. We will have two employees managing our finances in addition to the CFO and due to the lack of manpower, a double-entry system will lessen the manual entry and balancing that a single-entry method would require.

Care4Now has purchased the FreshBooks Cloud Accounting software. FreshBooks is a double-entry software that achieved the Best Accounting Software Award in 2017 and provides small and medium sized businesses simplified features with a flexible pricing plan. Features included in this software package include:

* Saves time and ease of use. Perfect for small businesses that do not need extensive accounting and reporting.
* Online payment options to accept payments via Google Checkout, PayPal, and credit cards (Visa, Discover, American Express).
* Downloadable mobile app feature for iPhone, BlackBerry, Android and Windows to allow for on-the-go accounting and financial needs on the users phone or tablet at any location.
* Professional electronic invoices are easily produced with the Care4Now logo included and can be emailed or faxed electronically.

The above user-friendly features and impressive innovative technology makes FreshBooks the best option for all accounting and financial responsibilities.

1. **Provisions for Taxation – Federal, State, Social Security, Workmen’s Comp, etc.**

**Appendices:**

**Resumes:**

Courtney Rieniets

**Executive Summary**

Administrative healthcare professional with 10 years of experience in hospital administration and compliance enforcement. Expert in Medical Staff credentialing and physician services. Excels at project management, analyzing data and orchestrating effective response to demanding circumstances. Passionate about communication management and content creation to achieve business strategy and organizational objectives.

**Academic Credentials**

|  |  |  |  |
| --- | --- | --- | --- |
| **Bachelor of Healthcare Administration** | Texas State University, San Marcos, TX  |  |  2008 |
| **Associates of Science**  | North Harris Community College, Spring, TX  |  |  2006 |

**Professional Skill set**

|  |  |  |
| --- | --- | --- |
| **Database**  | : | MSOW, Crimson, Cactus, Meditech, Healthline, CentralLogic  |
| **Operating system** | : | Windows |
| **Software**  | : | MS-Office: PowerPoint, Excel, Word, Access, Outlook  |

**Work Experience**

|  |  |  |
| --- | --- | --- |
| **Director of Medical Staff Services****Kingwood Medical Center – HCA** **Kingwood, TX** ***Jul 2014 to Current*****Medical Staff Coordinator / Interim Manager** |  |  |
| **Memorial Hermann Hospital-TW****The Woodlands, TX** ***Jul 2009 to Jul 2014*** |  |  |
| **Medical Staff Coordinator**Spring Branch Medical CenterHouston, TX *Dec 2008 to Oct 2009***Medical Staff Services - Resident**Methodist Sugar Land HospitalSugar Land, TX*May 2008 to Dec 2008* |  |  |
|  |

**Professional Memberships / Awards / Certifications:**

**Certifications:**

**Certified Professional in Medical Services Management (CPMSM) – 2014 – Current**

**Professional Memberships:**

**2018: Director at Large Board Member of TSMSS**

**2018: Texas Society for Medical Services Specialists (TSMSS), *Member since 2015***

**Awards:**

**Director Of The Year, Kingwood Medical Center, 2018**

 **REJEESH VIJAYA VASUDEV, MD, FACP, FASN, FASH, FNKF**

Email : drrejeeshvasudev@hotmail.com

FELLOWSHIP - NEPHROLOGY

West Virginia University Health Science Center, Morgantown, WV*2010-2012*

RESIDENCY – INTERNAL MEDICINE

Texas Tech University Health Science Center, Amarillo, TX *2007-2010*

MEDICAL EDUCATION

Government Medical College, Thiruvananthapuram, Kerala, India *1998-2004*

PROFESSIONAL EXPERIENCE

Clinical Nephrologist, BCS Kidney Clinic, Bryan, Texas *7/2012 - present*

Clinical Assistant Professor, Texas A&M College of Medicine, College Station, Texas *7/2012 - present*

Medical Director, Davita Dialysis Clinic, Brenham, Texas *7/2012 - present*

Medical Director, Davita Dialysis Clinic, Hearne, Texas *5/2015 - present*

Medical Staff, St Joseph Regional Health Center, Bryan, Texas

Medical Staff, College Station Medical Center, College Station, Texas

Medical Staff, Baylor- Scott and White hospital, College Station, Texas

Hospitalist, St Joseph Regional Health Center, Bryan, Texas

Internist, Dave and Dave Associates, Bryan, Texas

Former Medical Staff, Christus-Dubuis Hospital of Bryan, Texas

Former Medical Officer, Primary Health Center, India

BOARD CERTIFICATIONS

Diplomate, American Board of Internal Medicine -Nephrology *10/2012*

Diplomate, American Board of Internal Medicine *8/2010*

National Board of Physicians and Surgeons *8/2016*

ANCILLARY CERTIFICATIONS

Specialist in Clinical Hypertension

CKD nutrition management certification

Renal Ultrasound for Nephrologists

NLA Masters in Lipidology

CAREER ACCOMPLISHMENTS

Chair, Department of Medicine, CHI-St Joseph Regional Health Center, Bryan, TX *1/2017- present*

Vice-Chair, Department of Medicine, St Joseph Regional Health Center, Bryan, Texas *7/2015 – 12/2016*

Co-Chair, Department of Medicine, College Station Medical Center, Texas *2014-2015*

Co-Chair, P&T Committee, College Station Medical Center, Texas *2014 – 2016*

Chair, P&T Committee, College Station Medical Center, Texas *2017 ­­- present*

Member, Medical Executive Committee, St Joseph Regional Health Center, Bryan, TX *1/2017- present*

Member, Physician Performance Improvement Committee, SJRHC, Bryan, Texas *7/2015 – present*

Member, Credential Committee, St Joseph Regional Health Center, Bryan, Texas 7/2015 - present

Member, Medical Executive Committee, College Station Medical Center, Texas 2014-2015

Fellow, American Society of Nephrology 2014

Fellow, American College of Physicians 2014

Fellow, American Society of Hypertension 2016

Fellow, National Kidney Foundation 2014

Member, Planning Committee for *Brazos Valley AHA Heart Ball* 2016

Texas Super Doctors - Rising Star Award in *Texas Monthly* 2017

Top Nephrologists in Brazos County from Top-doctor-awards.com 2016

American Medical Association Physician Recognition Award with Commendation 2015

Judge, Texas A&M Medical Student’s Poster Competition, Bryan, TX 2014

Top Nephrologists in Texas – *Consumer’s Research Council of America* 2013

American Medical Association - *Physician Recognition Award* 2012

Member, Texas Tech Amarillo Medical Jeopardy Team 2007-2009

Organizing Secretary, Student's Union, Medical College, Thiruvananthapuram 2002-2003

Cofounder, FAITH - charitable organization for free public health screening & awareness 2000-2004

PROFESSIONAL ASSOCIATIONS

Member, Renal Physician Association

Member, Cardio Renal Society of America

Member, American Heart Association

Member, AHA Council on the Kidney in Cardiovascular Disease

Member, AHA Council on Hypertension

Member, American Association of Physician Leadership

Member, Young Professionals of Aggieland

Former Member, American Medical Association

Former Member, American Public Health Association

Former Member, American Diabetes Association

Former Member, Caduceus Society of St Joseph Foundation, Bryan, TX

COMMUNITY SERVICE

‘KEEP Healthy’ Screening by National Kidney Foundation – Reviewed on-site test results of the participants, counseled on risk factors associated with CKD and motivated to get further testing as required.

Friend of Heart Sponsor – Brazos Valley AHA Heart Ball 2017

Member, Brazos Men Go Red For Women 2017

The Luv Thy Kidney Walkathon at Brazos Valley – Fundraiser for National Kidney Foundation 2017

Public awareness Talk on ‘Hypertension and complications’ at Shiloh Baptist Church, Bryan, TX 2014

National Kidney Foundation Kidney Walk and Car Wash Fundraiser, College Station, TX 4/2014

Daniel Gonzalez

713-363-3327

Objective

 Caring and devoted healthcare professional seeking to leverage nursing experience and passion

 toward a career in care management.

Proficiencies

|  |  |  |
| --- | --- | --- |
| * *Assessing, planning, implementing and evaluating patient care*
* *Processing and applying new skills promptly*
* *Multi-tasking and problem resolution*
 | * *Auditing & performance improvement*
* *Patient/family education*
* *Discharge planning*
* *Utilization review*
 | * *Facility to facility transfers*
* *Orienting new staff/preceptor*
* *Customer Service*
* *Microsoft Office*
 |

Professional Experience

##  Providing care for patients suffering from a broad range of diagnosis. Acquiring and recording patient information, assessing, planning, implementing and evaluating patient care. Encouraging health and wellness; providing support to patients and families coping with illness. Promoting education and safety.

Employment History

 Memorial Hermann Hospital – Houston, TX CM, Apr. 2017- Currently

 Memorial Hermann Hospital – Houston, TX Staff Nurse, Nov. 2012 –2017

 Clear Lake Regional Medical Center – Webster, TX Staff Nurse, Dec. 2009-2012

Education

 UNIVERSITY OF TEXAS MEDICAL BRACH- Galveston, TX
 Bachelor’s Degree in Nursing, 2013

 San Jacinto college central – Pasadena, TX
 Associate Degree in Nursing, 2009

Languages

## Fluent in English and Spanish

References

 Available upon request

**Joshua M. LaMontagne**

Email: jmlamont@ncsu.edu

***EDUCATION***

UT Tyler **In Progress-2018**

**M.B.A. in Healthcare Management**

Areas of Concentration: Business Fundamentals,

 Marketing, Leadership Development, Lean Six Sigma,

 Process Improvement

North Carolina State University, Raleigh, NC **Incomplete**

**M.A. in Anthropology**

 Areas of Concentration: Overall Forensics,

Bioarchaeology, Stable Isotope Analysis,
 Forensic Anthropology/Osteology

Arizona State University, Tempe, AZ

**B.S. in Anthropology** GPA: 3.6 Magna cum Laude **2013**

Areas of Concentration: Biological Anthropology, Osteology,

Human Anatomy & Development, Genetics

Minor: Biology

Willow Canyon High School, Surprise, AZ **2009**

Distinctions: Valedictorian, Multiple International Baccalaureate Certificates

***PRESENTATIONS/PUBLICATIONS***

American Academy of Physical Anthropologists **March 2015**

Poster Presentation

Title: “Identifying Recent Migrants to an 18th Century Charleston Slave Cemetery Using

Carbon And Oxygen Stable Isotopes”

***TEACHING EXPERIENCE***

Arizona State University, Tempe, AZ

**Lab Teaching Assistant – “General Biology II”** **2011-2013**

Supervisor: Miles Orchinik/Kim Michel

Instructed 50 students per semester in a lab based setting. Developed and implemented

all lab based lessons, including assessments.

***LAB/WORK EXPERIENCE***

*UT Southwestern Medical Center*

**AP Coordinator/Supervisor Nov. 2016-Current**

**Anatomic Pathology**

Manager: George John

Supervising two departments: Slides/Blocks file room and AP Central Receiving. Re-

structuring and organizing departments Based on LEAN Six Sigma principles,

Coordinating all AP research

*UT Southwestern Medical Center-Biocenter*

**Clinical Lab Assistant Oct. 2015-Nov. 2016**

**Molecular Diagnostics/Anatomic Pathology**

Supervisor: Pei Irwin

Providing assistance to molecular technicians through specimen management,

maintaining inventory and creating ergonomic work spaces.

*North Carolina State University*

**Total Station Training 2015**

Instructor: Sarah Voeller M.A.

Obtained basic training in the utilization of the total station with respect to Sarah’s

master’s thesis which was to seriate commingled remains.

**BIANCA COOK, RN, BS**

**Bn.cook@yahoo.com**

**SUMMARY**

Compassionate Labor and Delivery Nurse. Skilled in providing exceptional care to diverse patient populations with a passion for women’s health issues and obstetric care. Strong skills in leadership, communication, and multidisciplinary collaboration. Excels in organizational planning; delivers excellence in managing personnel, projects, and training.

**PROFESSIONAL EXPERIENCE**

MAY 2016 – PRESENT

**Labor and Delivery Nurse: Lafayette General Medical Center**

▪ **Work Projects/ Committees**

▪ “Be a Heart Starter” Volunteer (03/2018)

• Taught bystander CPR training for adult and infant/child victims, as well as, how to use an automated external defibrillator.

▪ Care Connect Project (03/2018)

• Trained employees on the Care Connect phones (goal: improve employee communication on unit)

▪ Capacity Manager Project (06/2017)

• Trained employees on the Capacity Manager program (goal: help improve patient satisfaction by improving the efficiency of custodial services.)

▪ Employee Engagement Expo 2- Labor & Delivery Representative (04/2017)

• Goal: Share how employee engagement strategies have helped each unit reach its’ goals

▪ Employee Engagement Expo 1- Labor & Delivery Representative (12/2016)

• Goal: Improve employee engagement by sharing strategies with other hospital units

FEBURARY 2015 – MAY 2016

**Labor and Delivery Nurse Tech: Lafayette General Medical Center**

**EDUCATION**

EXPECTED GRADUATION: AUGUST 2018 Masters of Business Administration in Healthcare Management: University of Texas at Tyler ▪ Current GPA: 4.0

GRADUATED: MAY 2016 Bachelors of Science in Nursing: University of Louisiana at Lafayette

**▪ Research Projects**

▪ 12/2015. “Prevention of Early- Onset Group Beta Streptococcal Disease in Newborns” • Researched protocols for the prevention of early-onset group beta streptococcal disease in newborns.

▪ 05/2015. “Community as a Client: Grand Coteau, LA” • Implemented a hand washing educational session to third and fourth graders at Grand Coteau Elementary.

▪ 04/2015. “Lateral Violence: War Amongst Allies” • Researched best practices and concepts to develop recommendations for new standards to increase nurses’ understanding of what lateral violence is, how to maintain a safe work environment, and how to promote a healthy atmosphere.

**References:**

1. TDFPS. (October 14, 2016).Contract Insurance Requirements. *Texas Department of Family and Protective Services, Texas Govt. Code 2254.* Retrieved from <https://www.dfps.state.tx.us/PCS/Contract_Handbook/Chapter_3/3-09-contract_insurance_requirements.asp>
2. Child Care Aware of America. (2018). Insurance for Your Business. *ChildCare Aware of America*. Retrieved from <http://childcareaware.org/providers/planning-for-success/insurance-for-your-business/>
3. TDI. (April 10, 2018) Employer Resources. *Texas Department of Insurance*. Retrieved from <https://www.tdi.texas.gov/wc/employer/index.html>
4. Thune, K. (March 28, 2018) Daycare Insurance Cost, Coverage & More. *FitSmallBusiness.com*. Retrieved from <https://fitsmallbusiness.com/daycare-insurance-cost-coverage/>
5. Department of Homeland Security. FEMA Flood Map Service Center: Search By Address*. Federal Emergency Management Agency (FEMA)*. Retrieved from <https://msc.fema.gov/portal/search#searchresultsanchor>
6. Hopkins, C. (April 24, 2017) How to Offer Life Insurance As An Employee Benefit. *FitSmallBusiness.com*.Retrieved from <https://fitsmallbusiness.com/how-to-offer-life-insurance/>
7. Office & HR. (2018). Should You Offer Employees Health Care Benefits? *BizFilings*. Retrieved from <https://www.bizfilings.com/toolkit/research-topics/office-hr/should-you-offer-employees-health-care-benefits>
8. III. (2018). Will my employer provide disability coverage. *Insurance Information Institute*. Retrieved from <https://www.iii.org/article/will-my-employer-provide-disability-coverage>