



dean's professional services - Smith & Dean, Inc.

National & Award-Winning Staffing Solutions

Our partnership extends beyond traditional staffing opportunities into a more customized and fitted solution. Our goal is to become a seamless extension of your organization by understanding your business needs.

From streamlining compliance to anticipating your seasonal labor needs, we provide a unique and fresh approach to traditional staffing.

- ✓ Temp & Temp to Hire Solutions
- ✓ Direct Hire Staffing Solutions
- ✓ Workforce Staffing Solutions

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deansprofessionalservices.com

Dean's Professional Services' partnership extends beyond staffing opportunities to a more customized and fitted solution.

In America today, customer & patient experience ratings, communication tools and technology solutions are at the top of the priority list for most organizations. Dean's Professional Services not only recognizes this but embraces it.

Staffing SOLUTIONS



Solution Based

Our goal is to partner with our clients to understand their needs and provide solutions. Our solutions include customized tools, work-flows, strategies, and programs to create an efficient, yet effective partnership with your organization.

Customer Service Oriented

Our goal is to partner with our clients to understand their needs and provide solutions. Our solutions include customized tools, work-flows, strategies, and programs to create an efficient, yet effective partnership with your organization.

Technology Driven

Our company thrives on new technology to make the staffing and hiring process more efficient. Simple, mobile-friendly web options are available to our clients, from on-line order management to temporary time approval systems.

Traditional Staffing Solutions

- ✓ Temporary Staffing
- ✓ Temporary-to-Hire (Conversion)
- ✓ Direct Hire Staffing

Temporary & Temp to Hire Solutions

- ✓ 24 hours a day, 7 days a week service
- ✓ Customized rates based on volume
- ✓ 5-Point check system for vetting
- ✓ Customized skill evaluations
- ✓ Clinical onboarding and orientation
- ✓ Dedicated staffing representative
- ✓ Utilization reporting options
- ✓ Online time entry and approval system
- ✓ ACA compliant benefits for employees
- ✓ E-Verify Compliant employees

Direct Hire Solutions

- ✓ 24 hours a day, 7 days a week service
- ✓ 4 hour guarantee on direct hires
- ✓ Complimentary working interviews
- ✓ Flat Direct Hire rates for positions
- ✓ Standard 90-day guarantee

Professional
Staffing Solutions

Total Care
Staffing Solutions

Healthcare
Staffing Solutions

Direct Hire
Staffing Solutions

Dean's Professional Services Workforce Solutions Programs support gig, temporary, temp-to-hire, and direct hire administration, labor management engagements and other complex services across all skill categories and geographic locations.

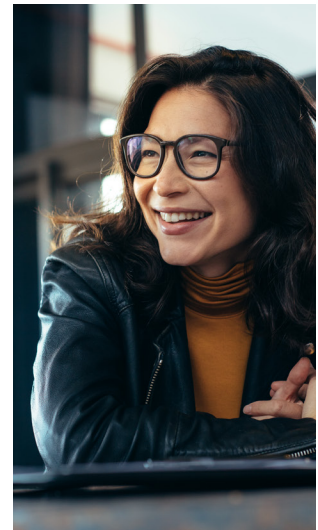
Our Workforce Solutions programs combine our expertise in staffing and supplier management with leading Vendor Management System (VMS) technology to meet your business requirements. Every solution is customized to provide quality talent, seamless implementation, strong governance and compliance, comprehensive program management and tangible savings with a goal of creating operational excellence and yielding sustainable value.

Workforce SOLUTIONS



- ✓ On-call / PRN Solutions
- ✓ Full Time Pool Management
- ✓ Customized Technology Solutions
- ✓ Pre-Employment & Healthcare Compliance Management
- ✓ Customized On-Boarding & Vacancy Workflow Solutions
- ✓ Online Orientation & Education Development
- ✓ Utilization Tracking & Analytics for Multi-Level Management
- ✓ Employee Quality Assurance Program Management
- ✓ Thought Leadership & Executive Consulting

Recruiting and interviewing applicants is only the beginning of our vetting process for potential new hires. We take time to review and verify all essential qualifying factors for our applicants. Every applicant is processed through our DPS 5-Point Check System as well as the client's specific compliance requirements before being placed. We have achieved and maintained the highest level of accreditation as a Joint Commission Certified Healthcare Staffing Company since 2010.



1. Interview

Our trained professionals conduct a thorough interview utilizing behavioral and skill-based questions to determine applicant viability.



2. Specialty Evaluation

Applicants are evaluated based on an assessment of skills and experience to determine the candidate's competency and their ability to perform the job applied for.

3. Background Check

A comprehensive criminal history check, including exclusions and sanction screenings are performed for all applicants during the application process and thereafter as required.

4. Education & License Verification

Primary source verification of education, license or certification and credentials are conducted on every application. If licensed or certified by the state or governing body, verifications are conducted on an on-going basis.

5. Employment Verification

Employment and professional references are verified for each application. This process allows us to thoroughly and accurately assess the applicant's soft skills and job stability.



Determining Applicant VIABILITY



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In 1993, I had an idea that was designed from a higher power. I set out to move through time and space to make this goal a reality. Realizing that without the client as my first priority, I would not be able to deliver the quality of service that would edify my dream and make DPS the success it is today.

Through the years, I have not only built a successful client base, but also a partnership with my clients. As time passes, the partnership turns into a friendship.

I continue to believe my blessings were given and deemed necessary for a reason. I consistently believe that our clients come first in all we do at DPS.

Since 1993, DPS has grown to have thousands of employees in Texas. We are continually dedicated to giving our clients 150%, and delivering the services necessary to develop a partnership with our “boss”, you - the client.

I would like to first that God and the clients of DPS who have given us the ability to be one of the top full-service solution companies.

As we expand our services and locations, I would like to say “Thank you” for being a part of a dream that became a reality. You are the reason we are in business.

Respectfully,

Jennifer Dean
Founder & President

