



To Whom It May Concern:

In order to meet Joint Commission certification requirements for Health Care Staffing, Joint Commission requires that we provide our clients with an annual Conflict of Interest Statement. We appreciate your acceptance of this notification.

Conflicts of Interest:

A conflict of interest may arise when our personal interests or responsibilities, or that of a family member or friend, interferes with our obligations as employees to do what is in the best interest of our company. All actual and potential conflicts of interest are to be communicated to the Company's management so resolution can be achieved in a reasonable and timely manner.

Specific situations that could be considered conflicts of interest include, but not limited to:

- Accepting lavish gifts and services from customers and/or suppliers that may give the appearance of undue influence;
- Dealings with relatives – as a fellow employee or as a supplier, vendor or customer;
- Employment by or ownership of a business that supplies goods or services to our company or a business that competes against Triage Staffing in any of the products or line of business that Triage Staffing is currently selling or anticipating selling or developing;
- Controlling interest or substantial stock ownership in an actual or potential supplier, except for public, widely-held securities where the amount the employee holds is insignificant in relation to the total amount of publicly held securities of that company;
- Improper communications with suppliers or competitors such as providing confidential information about our company.

It is not feasible to list every type of potential conflict of interest. If unsure, employees are to direct concerns and facts of the situation in question with his/her supervisor and/or other management personnel at the Anders Group.

***How to Report Concerns Regarding Patient Care & Safety:***

As an employee, patient, family member or other, if you have any concern(s), we encourage that you contact our corporate office immediately. We pride ourselves on quality placements and want to immediately address concerns.

If you feel Anders Group, LLC has not properly addressed your concerns, we encourage you to contact The Joint Commission (JCAHO) directly to report your concerns.

**The Joint Commission Website:**

<http://www.jointcommission.org>

**Phone:** (800) 994-6610 or (630) 792-5000

**Fax:** (630) 792-5636

**Email:** [complaint@jointcommission.org](mailto:complaint@jointcommission.org)

**Mail:**

Office of Quality Monitoring

The Joint Commission

One Renaissance Boulevard

Oakbrook Terrace, IL 60181

Sincerely,

Anders Group, LLC.