



## PremiumShifts.com

### Pay Transparency Explainer

#### **Fair Pay. Clear Terms. Informed Choices.**

At PremiumShifts.com, we believe healthcare professionals deserve transparency and clarity about compensation before accepting any shift. This Pay Transparency Explainer is designed to help you understand how pay is determined, disclosed, and processed.

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#### **How Pay Is Determined**

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Compensation for each shift may vary based on:

- Role and license level
- Facility type
- Shift length and demand
- Experience, credentials, or certifications

PremiumShifts strives to offer competitive market rates while maintaining responsible operating margins and long-term sustainability.

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#### **Pay Disclosure Before Acceptance**

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All applicable pay rates, differentials, and assignment details are disclosed before you accept a shift.



Rates, terms, and classification details are confirmed at the time of shift posting and acceptance.

Rates are not guaranteed until a shift is accepted and confirmed.

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### **Voluntary Shift Acceptance**

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Accepting shifts through PremiumShifts is always voluntary.

You may choose which shifts to accept or decline without penalty.

PremiumShifts does not guarantee:

- Minimum hours
- Ongoing assignments
- Repeat placements

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### **Pay Timing**

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Clinicians are typically paid weekly, subject to:

- Completion of the scheduled shift
- Accurate and timely submission of hours worked
- Facility approval

Where available, accelerated pay options may be offered and are disclosed prior to shift acceptance.



Availability and eligibility may vary.

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## **Classification & Pay**

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Your work classification (W-2 employee or independent contractor/1099, where permitted by law) may affect:

- Tax withholding
- Benefits eligibility
- Insurance coverage

Classification is determined in accordance with state and federal regulations and is disclosed before you accept an assignment.

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## **No Hidden Fees**

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PremiumShifts does not charge clinicians hidden fees related to shift participation.

Any required deductions (such as taxes for W-2 employees) are handled in accordance with applicable law and disclosed transparently.

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## **Cancellations & Changes**

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Cancellation policies vary by facility and assignment.

Any applicable cancellation terms are disclosed in advance for each shift.



PremiumShifts does not guarantee compensation for canceled shifts unless expressly stated in writing.

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### **Important Notice**

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This document is provided for informational purposes only and does not constitute an offer of employment, a guarantee of work, or a guarantee of compensation.

Assignment-specific disclosures control.

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### **Questions?**

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Our team is available to help clarify pay, classification, and assignment details before you accept a shift.

[PremiumShifts.com](https://PremiumShifts.com)

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