



# PREMIUMSHIFTS.COM

## Pay & Benefits



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

At PremiumShifts.com, we believe healthcare professionals should clearly understand their pay, work classification, and available benefits before accepting any shift.

Our model is designed to provide competitive compensation and flexibility while complying with applicable state and federal labor regulations.



## Compensation Structure

### Competitive, Pre-Disclosed Rates

Compensation for each shift is clearly disclosed prior to acceptance and may vary based on:

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

PremiumShifts strives to offer competitive market rates by maintaining responsible operating margins while prioritizing clinician compensation.

*Rates are subject to change and are not guaranteed until a shift is accepted.*



### Per-Diem and Contract Opportunities



PremiumShifts facilitates access to:

- Per-diem shifts
- Short-term assignments
- Block scheduling opportunities

Participation is voluntary, and clinicians retain the ability to accept or decline available shifts at their discretion.

---

## Pay Timing

### Standard Pay Schedule

Clinicians are typically paid on a weekly basis, subject to:

- Timely submission and approval of hours worked
- Facility confirmation of completed shifts

### Accelerated Pay Options

Where available, expedited pay options may be offered for certain shifts or facilities.

*Availability, timing, eligibility, and continued offering of accelerated pay vary and are disclosed prior to shift acceptance.*

---

## Shift Reliability & Facility Standards

### Facility Screening

PremiumShifts works with healthcare facilities that meet established participation standards. While no staffing environment is risk-free, this process is intended to support:

- Reasonable working conditions
  - Professional standards of care
  - Operational reliability
- 

### Shift Changes & Cancellations

Shift cancellation policies vary by facility and assignment type.



*Any applicable cancellation terms are disclosed in advance. PremiumShifts does not guarantee compensation for canceled shifts unless expressly stated in writing.*

*(This avoids implied wage claims.)*

---

## **Incentives & Differential Pay**

PremiumShifts may offer additional compensation opportunities, including:

- Differential rates for high-demand shifts
- Incentives for repeat assignments or block scheduling
- Performance-based or availability-based incentives

*Incentives are discretionary, subject to change, and not guaranteed.*

---

## **Benefits & Coverage (Eligibility-Based)**

Benefits availability depends on employment classification, hours worked, and applicable law.

### **For W-2 Employees (Where Applicable)**

Eligible W-2 clinicians may have access to:

- Workers' compensation insurance
- Unemployment insurance
- Employer-required tax withholdings
- Professional liability coverage, where required or provided

### **For Independent Contractors (1099, Where Permitted)**

Independent contractors:

- Are responsible for their own taxes and benefits
- May be required to carry professional liability insurance
- Are not eligible for employee benefits unless expressly stated

*Classification is determined based on assignment structure, regulatory requirements, and applicable law.*

This language is important for Wisconsin DWD audits.

---

## **Support & Communication**

PremiumShifts provides operational support related to:

- Shift details and expectations
- Time submission processes
- Issue escalation and resolution

PremiumShifts does not direct or control clinical decision-making, which remains the responsibility of the licensed professional and the facility.

(This protects against control-based misclassification.)

---

## **Compliance & Sustainability**

PremiumShifts operates in accordance with applicable Wisconsin and federal employment, tax, and labor laws.

Our compensation approach balances:

- Competitive clinician pay
- Facility affordability
- Long-term business sustainability

This ensures consistent access to shifts and reliable payment structures for participating clinicians.

---

## **Summary**

- Compensation disclosed upfront
  - Voluntary shift acceptance
  - Classification-based benefits
  - Clear cancellation terms
  - Compliance-focused operations
-