



PRESS ANNOUNCEMENT

For Immediate Release

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Albert Einstein Healthcare Network Cracks the Code on Healthcare Recruiting with DoubleStar's Recruitment Process Outsourcing

*One of the Industry's Longest and Largest RPO Contracts
Delivers Ten Years of Positive Results.*

West Chester, PA, (PRWEB) July 14, 2008—DoubleStar, Inc., a leader in Talent Acquisition and Talent Measurement solutions, today announced that Albert Einstein Healthcare Network has renewed their Recruitment Process Outsourcing (RPO) agreement through 2010, extending their ten-year relationship an additional two years. Throughout the tenure of the contract, DoubleStar has been responsible for building and executing the recruiting initiatives required for Einstein to fill approximately 1,500 positions per year.

When the relationship began, it was the first of its kind in the US, as the term “Recruitment Process Outsourcing” did not exist because the service had not been invented yet. While outsourcing the recruiting function, or portions of it, has become a more common practice since about 2003, ten years ago it was a particularly bold, daring move – especially in the healthcare industry where the focus is properly on medical advances rather than emerging recruiting trends.

At the time, Einstein had the unusual insight to recognize that their HR team had neither the time nor the in-depth expertise to absorb recruiting into their HR delivery duties. With the organization's demand for talent increasing, Einstein concluded that finding an external expert to reinvigorate, reorganize, and bring modern practices to their recruiting function was the best way of servicing the organization's staffing needs.

“Believe me, we were apprehensive about taking this step,” notes Lynne Kornblatt, Einstein's Chief Human Resources Officer. “At the time, our colleagues at other hospitals thought we were crazy, and we couldn't find a benchmark or model anywhere in or out of our industry. DoubleStar brought such strong staffing knowledge combined with their deep healthcare and nurse recruiting experience. They were clearly the right partner for us, and that helped us overcome some of our initial nervousness.”

“I remember when Lynne told me that they had selected us; I was a little shocked,” recalls Harry Griendling, Founder and CEO of DoubleStar. “I couldn't believe they were going to let us try to outsource their whole function. Although our project work had prepared us for taking recruiting over quickly, we had no experience handling something of this size. And worse, since no one else was doing it;

we had no one to copy. The only logical path forward was to form a very close partnership with our client and figure it out as a team.”

The Einstein-DoubleStar partnership has created impressive results.

- Einstein fills over 1,500 positions annually across all areas of the health system, including over 350 RN roles, at a cost well below industry benchmarks.
- Einstein’s recruiting process grows more efficient each year. In 2008, the recruitment function is delivering professional clinical hires (including RNs) in an average of 32 days; non-clinical hires are closed in 21 days on average.
- The RN vacancy rate has dropped from 17% to as low as 9%.
- Einstein managers are continually trained by DoubleStar consultants on best practices in interviewing, staffing, candidate care, and selection techniques.
- Over its 10-year history, the DoubleStar-Einstein Partnership has filled over 10,000 positions at a cost-per hire that has increased by less than the inflation rate each year. This virtually fixes the cost of recruitment for the health system and allows them to reliably predict staffing costs to help optimize their headcount and staff utilization.
- The overall manager client satisfaction rate with recruitment has grown to 93%.

“We are very proud of our strong, unique partnership with Einstein and the results we have been able to achieve,” continued Griendling. “Our partnership with Einstein has made both of our organizations better and stronger. It is very rewarding to have that kind of impact on our client’s business and their financial success.”

More information about DoubleStar’s services is available at www.doublestarinc.com.

About DoubleStar

DoubleStar, Inc, a leading provider of Recruitment Process Outsourcing, Talent Acquisition and Talent Measurement solutions, helps clients optimize their staffing and HR practices for enhanced operational and financial performance. A two-time INC. 500 consulting firm, DoubleStar has appeared a record six times in the Philly 100 list of fastest-growing companies, has been named by Benchmark Communications as one of the top 25 companies in the world for Best Practices in Human Capital Management, and was named by Gartner as one of the “Cool Vendors” for Talent Management solutions. More information can be found at www.doublestarinc.com.

About Albert Einstein Healthcare Network

Albert Einstein Healthcare Network is a private, not-for-profit organization with six major facilities and many outpatient centers and physician offices. Our Mission is: **With humanity, humility and honor, to heal by providing exceptionally intelligent and responsive healthcare and education for as many as we can reach.** More information can be found at <http://www.einstein.edu/>.