

From: **Williams, Edwina** <edwina.williams@dss.virginia.gov>  
Date: Tue, Jan 11, 2022 at 1:23 PM  
Subject: Updated - COVID-19 Isolation and Quarantine Guidance  
To: <DSS\_LICENSING@listserv.cov.virginia.gov>

The attached file is being sent to assisted living facilities from the Virginia Department of Social Services Email Distribution Service.

**\*\*\*Please do not reply to this email.\*\*\***

The attached memo is an updated version of what was sent to you Friday, January 7, 2022. That memo contained broken links, which have been corrected. We are sorry for the oversight and any inconvenience this may have caused.

---

To unsubscribe from the DSS\_LICENSING list, click the following link:  
[https://listserv.cov.virginia.gov/scripts/wa.exe?SUBED1=DSS\\_LICENSING&A=1](https://listserv.cov.virginia.gov/scripts/wa.exe?SUBED1=DSS_LICENSING&A=1)

**SCROLL DOWN TO VIEW ATTACHMENT**



# COMMONWEALTH of VIRGINIA

## DEPARTMENT OF SOCIAL SERVICES

**DATE:** January 7, 2022  
**TO:** Licensed Assisted Living Facilities  
**FROM:** Tara Ragland, Director, Division of Licensing Programs  
**RE:** COVID-19 Isolation and Quarantine Guidance

The following message was provided by the Virginia Department of Health (VDH) today and we wanted to share it with you.

All healthcare staff, **including long-term care facility (LTCF) staff**, should be following [CDC isolation and quarantine guidance for healthcare personnel issued December 23, 2021](#)

- Additional guidance to [mitigate healthcare staffing shortages](#) was also updated on December 23, 2021

The CDC isolation and quarantine guidance for the [general public](#) does not apply to the following groups:

- Healthcare workers
- Healthcare patients/residents
- Visitors to healthcare settings:
  - Persons with COVID-19 should stay away from assisted living facilities and other high-risk settings until at least 10 days after symptom onset (or date of positive test, if asymptomatic).
  - Those under quarantine should avoid assisted living facilities and other high-risk settings for at least 10 days after exposure.
- Those severely ill with COVID-19 or with a weakened immune system; these individuals must isolate for at least 10 and up to 20 days (consult treating provider)
- Higher-risk congregate settings, such as:
  - Correctional and detention facilities
  - Homeless shelters

A [VDH clinician letter](#) was released December 29, 2021, which provides additional information.

Please see the attached healthcare FAQs for up-to-date information from VDH on **testing resources for LTCFs, visitation** in LTCFs, training opportunities for **fit-testing**, and more. While VDH does not have surge staffing resources for healthcare facilities, we have attached staffing agency resource contacts for your review.

VDH is working on updating guidance documents and the [LTC Task Force website](#). Additional CDC changes are anticipated and guidance will be updated accordingly. Please send questions you may have to [hai@vdh.virginia.gov](mailto:hai@vdh.virginia.gov).

Thank you for your continued support and care for your residents and staff.

## FAQs Regarding Infection Prevention and Control in Healthcare Facilities and Centers for Disease Control and Prevention (CDC) Updated Isolation and Quarantine Guidance for Healthcare Personnel

*Note: CDC and the Centers for Medicare and Medicaid Services (CMS) are continually updating guidance and recommendations may change accordingly*

### **POPULATIONS AFFECTED**

#### **Does the new general population isolation and quarantine guidance apply to healthcare personnel (HCP)?**

No. CDC Division of Healthcare Quality Promotion issued a statement that the [CDC HCP guidance \(issued 12/23/21\)](#) stands. CDC acknowledges the difference between the 5-day general public versus 7-day conventional isolation period for HCP with SARS-CoV-2 infection. VDH is adopting the [current CDC recommendations](#) for HCP.

#### **Does the new general population isolation and quarantine guidance apply to patients/residents in healthcare facilities?**

A. No. VDH expects CDC to update isolation and quarantine guidance for healthcare patients/residents to more closely align with the [updated \(Dec 23\) HCP guidance](#). At this time, CDC recommends following September 10, 2021 guidance for [healthcare patients](#) and [nursing home residents](#).

Healthcare patients, including nursing home residents, are generally at higher risk for more severe disease compared to the general public; congregate settings are at higher risk for transmission.

#### **Does the isolation and quarantine [guidance for healthcare workers](#) apply to emergency medical services (EMS) personnel?**

Yes, EMS staff are considered healthcare personnel.

#### **If a healthcare facility is operating under contingency or crisis standards to mitigate staffing shortages, do the isolation and quarantine recommendations for healthcare personnel in that facility apply to return to work only or do they also apply to situations outside of work?**

Work restrictions for healthcare personnel outlined in the updated (12/23/2021) [CDC healthcare personnel isolation and quarantine](#) and [strategies to mitigate staffing shortages](#) guidance documents apply to work in healthcare facilities **only**. For example, if an individual has SARS-CoV-2 infection and works in a healthcare facility operating under **crisis** staffing standards, if asymptomatic or mildly symptomatic with improving symptoms, they would be able to work with prioritization of certain duties, per facility policy. However, they should still follow the [general public guidance](#) as it pertains to being out in the community. In this example, if the individual has asymptomatic or mild infection, the healthcare worker would need to stay at home for at least 5 days (*except to go to work*). If the healthcare worker is involved with another sector that has its own guidance then guidance for that setting would also need to be applied before returning to that setting following SARS-CoV-2 exposure or infection.

## **WORK RESTRICTIONS**

### **Are HCP who tested positive for COVID-19 but do not have symptoms allowed to work on the hot (COVID-19) unit?**

HCP (boosted, vaccinated, or unvaccinated) who test positive for COVID-19 should be excluded from work until all [Return to Work Criteria](#) are met. **Healthcare facilities must be prepared for potential staffing shortages and have plans and processes in place to mitigate them, including considerations for permitting HCP to return to work without meeting all return to work criteria.** For example, crisis staffing standards permit HCP with asymptomatic or mildly symptomatic SARS-CoV-2 infection to work, with prioritization considerations (e.g., may work on a hot unit but should not work with immunocompromised patients/residents). **Refer to the [Strategies to Mitigate Healthcare Personnel Staffing Shortages](#) document for more information.**

### **Can HCP continue to work after a higher-risk exposure?**

Unless they develop symptoms of COVID-19, OR are diagnosed with SARS-CoV-2 infection, under conventional staffing standards, **boosted** HCP with a higher-risk exposure can continue to work with a negative test on day 2 and day 5-7 (where day of exposure is day 0) and should wear a respirator or well-fitting facemask continuously while at work, even when they are in non-patient care areas such as breakrooms. All other HCP (**vaccinated or unvaccinated, even if within 90 days of prior COVID-19 infection**) who have had a higher-risk exposure should be excluded from work for 10 days if no testing is conducted or 7 days with a negative test. Work restriction for HCP with higher-risk exposure depends on the staffing capacity and may change if a healthcare facility moves to [contingency or crisis](#) staffing standards.

## **SPECIAL POPULATIONS**

### **What is the recommendation for quarantine if a healthcare worker is immunocompromised?**

If boosted and exposed to SARS-CoV-2, work restriction ([quarantine](#)) may be recommended for moderately to severely immunocompromised healthcare workers. Because of their altered immune response, it would be prudent to align quarantine recommendations with the same parameters as those for unvaccinated/vaccinated healthcare workers. In conventional staffing situations, this would involve returning to work after day 7 with a negative test or after day 10 with no test, where day 0 is the date of last exposure. Ultimately, the degree of immunosuppression for healthcare personnel is determined by the treating provider, and preventive actions are tailored to each individual and situation.

### **If HCP tested positive for COVID-19 within the previous 90 days, how does this impact the quarantine recommendations following a higher-risk exposure?**

For HCP, [quarantine recommendations](#) are the same for vaccinated or unvaccinated individuals, even if within 90 days of prior infection. However, if the HCP has been boosted (has received all COVID-19 vaccine doses, including booster dose, as recommended by CDC) and does not develop symptoms or test positive for SARS-CoV-2, in general, no work restrictions are required following a higher-risk exposure. Testing requirements for boosted asymptomatic HCP who have had a higher-risk exposure vary by staffing standards (e.g., tests on days 2 and 5-7 required for conventional staffing standards).

## **VACCINATION**

### **Has the definition of fully vaccinated changed?**

No; at this time a person is considered fully vaccinated against SARS-CoV-2 infection if  $\geq 2$  weeks after receipt of the second dose in a 2-dose series (Pfizer-BioNTech and Moderna) or  $\geq 2$  weeks after receipt of a single dose of the Janssen COVID-19 vaccine.

### **If a fully vaccinated resident in a nursing home has had close contact with someone with COVID-19 infection, can they leave their room? Should they attend communal activities or dining?**

[Per CMS guidance](#), during a COVID-19 outbreak investigation, **residents** in nursing homes who are fully vaccinated and residents who had COVID-19 in the last 90 days do not need to be quarantined or restricted to their room (unless they develop symptoms of COVID-19 or test positive for SARS-CoV-2). They should wear face coverings when leaving their room and may attend communal dining or group activities and they should practice physical distancing at all times. However, in the event of ongoing transmission or limited staffing within a facility or when directed by public health authorities, it may be recommended to restrict communal activities or dining for this population.

### **Do the [new quarantine recommendations for HCP](#) differentiate between HCP who are fully vaccinated and those who have received a booster dose?**

Yes. Under conventional staffing standards, asymptomatic HCP who have had a higher-risk exposure **do not require work restriction** if they are up to date on all COVID-19 vaccine doses, **including booster dose**, [as recommended by CDC](#) and do not develop symptoms or test positive for SARS-CoV-2. Other HCP, including those who are fully vaccinated but who have not had a booster dose, would be required to quarantine for 10 days or 7 days with a negative SARS-CoV-2 test. The duration of protection offered by booster doses of vaccine and their effect on emerging variants are not clear; additional updates will be provided as more information becomes available.

### **If a HCP has completed a primary vaccination series and is not yet eligible for a booster, which category do they fall into if they have a higher-risk exposure and are asymptomatic?**

A HCP being "[up to date](#)" on their COVID-19 vaccinations would place them in the "boosted" category when evaluating work restrictions for asymptomatic HCP following a higher-risk exposure. Although they have not received a booster, they are not yet eligible to do so.

## **TESTING**

### **What are the current testing recommendations or requirements in nursing homes?**

Please reference [CMS](#) testing guidelines (9/10/2021) for information on when to perform testing triggered by an outbreak investigation and routine testing in nursing homes. The new [CDC](#) healthcare personnel isolation and quarantine guidance (12/23/2021) provides additional information on when to test HCP following a higher-risk exposure.

### **What testing resources are available for long-term care facilities (LTCFs)?**

The Department of Health and Human Services (HHS) distributes BinaxNow tests directly to CMS regulated facilities for required testing of staff and during this surge we understand

supplies are strained. Questions regarding this HHS supply can be sent to email: [hhsbinax@hhs.gov](mailto:hhsbinax@hhs.gov).

VDH has developed a surge testing support plan for residential care facilities (i.e., skilled nursing facilities, assisted living facilities, and long-term care facilities). Utilizing grant funds, the VDH Testing Team is resourcing **supplemental point of care COVID-19 antigen tests through March 2022, or as supply lasts**. This is intended to provide a safety net for facilities that test staff to be in compliance with CMS regulations. These are Quidel QuickVue antigen tests that are over the counter and CLIA-waived. Facilities will be able to request tests through an online form; more information will be shared once the request process can begin. These tests will ship directly to facilities and will not come from the local health department.

VDH encourages SNFs and ALFs to develop and prepare a sustainable plan for future testing needs by finding a vendor to purchase tests or contract with to perform tests on the facility's behalf.

### **Is a point prevalence survey (PPS) required for all congregate settings during an outbreak?**

A PPS is not specifically needed for all outbreaks at congregate care facilities, unless the facility is seeing unusual or ongoing spread. During the current surge, testing resources are limited and a discussion may be needed about using testing resources judiciously. For all long-term care facility outbreaks, to the extent possible, VDH recommends that a sample of specimens (3-5 specimens on those with recent onset of illness) is collected and submitted to the Division of Consolidated Laboratory Services (DCLS) for SARS-CoV-2 testing and whole genome sequencing. Please work with your [local health department](#) to coordinate transport of specimens. Facilities should also test symptomatic individuals (staff and residents) and follow regulatory guidance for other testing. For nursing homes, see: <https://www.cms.gov/files/document/qso-20-38-nh-revised.pdf>

## **STAFFING**

### **What staffing resources are available for LTCFs?**

Virginia does not have staffing resources to deploy. VDH has provided staffing agency contacts to the healthcare community, and can share those lists upon request.

### **What triggers a healthcare facility to move to [contingency or crisis capacity](#)?**

CDC and VDH are concerned about overall healthcare staffing capacity, not just in care of COVID-19 patients. Facilities should make decisions based on their own capacity, and situations may be fluid. Strategies should be considered and implemented sequentially.

### **Are LTCFs required to notify anyone if they are operating under crisis staffing standards?**

If using crisis staffing standards that may jeopardize the health, safety, and well-being of residents of the facility, then nursing facilities licensed by the VDH Office of Licensure and Certification (OLC) and assisted living facilities licensed by the Virginia Department of Social Services are required to notify their licensing entity (the OLC or the DSS regional licensing office, respectively) of the conditions and status of the residents and the physical plant as soon as possible.



## **PERSONAL PROTECTIVE EQUIPMENT**

### **What personal protective equipment (PPE) guidance should healthcare facilities be following at this time?**

Given current availability of PPE supplies, [conventional use strategies](#) should be used related to PPE.

### **If HCP are permitted to return to work before meeting all conventional return to work criteria, what recommendations should be in place regarding respiratory protection?**

If HCP are permitted to return to work before meeting all conventional [Return to Work Criteria](#) due to staffing shortages, the following recommendations should be in place:

- HCP should wear a respirator or well-fitting facemask continuously, **even when they are in non-patient care areas such as breakrooms.**
  - If HCP must remove their respirator or well-fitting facemask, for example, in order to eat or drink, they should separate themselves from others.
- HCP should practice physical distancing from coworkers at all times.
- HCP should self-monitor for symptoms and seek re-evaluation from occupational health if symptoms recur or worsen.
- Patients/residents (if tolerated) should wear [well-fitting source control](#) while interacting with these HCP.

### **Is training available for N95 fit-testing?**

VDH is scheduling additional train-the-trainer sessions for respiratory fit testing. The attendee will be able to train others in the proper procedures for fit-testing. Information on upcoming sessions (date, time, location) and instructions for registration are available in [TRAIN, course ID 1046592](#). Additional sessions are being planned.

## **VISITATION**

### **Is visitation allowed in long-term care facilities (LTCFs) at this time?**

Per the Centers for Medicare and Medicaid Services (CMS), visitation should be permitted for all nursing home residents at all times. However, visitors must comply with the core principles of COVID-19 infection prevention and follow guidance outlined in a recent CMS [memo](#) (11/12/2021) and updated [CMS FAQs](#) (1/6/2022). Updated tips on how to safely comply with this guidance are available from VDH [here](#). If a resident with COVID-19 has a visitor, the LTCF is recommended to collect contact information for the visitor(s) and share that information with their [local health department](#) for contact tracing purposes.

The CDC recommends that individuals with COVID-19 stay away from nursing homes and other high-risk settings until at least 10 days after symptom onset (or date of positive test, if asymptomatic). Those under quarantine should avoid nursing homes for at least 10 days after exposure.



Contracted Healthcare Staffing Agencies								
Agency	Hospital	LTC	National/Local	Address	Website	Email/Contact Info	Phone	Positions/Facilities of Focus
24/7 Med Staff	yes	yes	National	1555 River Park Drive Suite 213 Sacramento, California 95815	<a href="https://247medstaff.com/contact">https://247medstaff.com/contact</a>	info@247medstaff.com	888-788-5424	Acute, LTC, School, Allied & Therapy
Access Staffing	yes		National	360 Lexington Avenue, 8th Floor New York, NY 10017	<a href="https://www.accessstaffing.com/about-us-contact-us">https://www.accessstaffing.com/about-us-contact-us</a>	info@accessstaffing.com	212-687-5440	HR, Admin, RN, LPN, CNAs, Billing, Dental, PCT, Therapies, UR, SW, OR, Lab Techs, Imaging Techs, Sonographers, Transport, Customer Service
ADEX Medical Staffing, LLC	yes		National	509 Madison Avenue Suite 1916 New York, New York 10022	<a href="https://adextravelnursing.com/what-we-do.php#contact-us">https://adextravelnursing.com/what-we-do.php#contact-us</a>	tloh@adexmedicalstaffing.com	212-695-0650	
Admiral	yes		National	402 S 333rd St, Suite 104 Federal Way, WA 98003	<a href="https://www.admiralstaffingsolutions.com/medical-staffing-services">https://www.admiralstaffingsolutions.com/medical-staffing-services</a>	Admiralstaffingllc@gmail.com	206-428-8435	RNs, LPNs, CNAs
Advantis Healthcare Solutions (Formerly Lloyd Healthcare Staffing)	yes		National	6565 West Loop South Suite 400 Bellaire, TX 77401	<a href="https://advantiscertified.com/">https://advantiscertified.com/</a>	joy@advantiscertified.com	281-280-9500	RNs, LPNs, Mental Health techs, OT, Radiologists, US Techs,
AEQUOR	yes	yes	National	377 Hoes Lane, 3rd floor, Piscataway NJ	<a href="https://www.aequorhc.com/">https://www.aequorhc.com/</a>	<a href="mailto:margaret@aequorhc.com">margaret@aequorhc.com</a>	732-494-4999	Nursing, MDs, Pharmacy, Therapists, Imaging, IT, Phlebotomy, Admin
AHVIA	yes		Local	591 Summit Avenue Suite 413, Jersey City, New Jersey 07306	<a href="https://www.ahviastaffing.com/">https://www.ahviastaffing.com/</a>	info@ahviastaffing.com	551-225-3449	MDs, RNs, LPNs, Management, CNAs, Therapy
Allen Thomas Associates	yes		National	40 Avenue at the Common, Suite 202 Shrewsbury NJ 07702	<a href="https://www.allenthomas.com/">https://www.allenthomas.com/</a>	dolores@allenthomas.com / Dolores Napolitano Senior Recruiter	732-542-1011	Executives and Management
American Health Care Services	yes		National	494 Broad St Suite 302 Newark, NJ 07102	<a href="https://www.aahcs.com/">https://www.aahcs.com/</a>	deepa@aaahcs.org; paul@aaahcs.org	866-629-2242	CNAs, LPNs, RNs
American Traveler Staffing Professionals, LLC	yes		National	N/A	<a href="https://www.americantraveler.com/">https://www.americantraveler.com/</a>	info@americantraveler.com	800-884-8788	CNAs, LPNs, RNs
AMN Staffing	yes		National	12400 High Bluff Drive San Diego, CA 92130	<a href="https://www.amnhealthcare.com/">https://www.amnhealthcare.com/</a>	Beth.Kisielius@AMNhealthcare.com	866-871-8519	Nursing and MDs

ATC	yes		National	1983 Marcus Ave North New Hyde Park NY 11042	<a href="https://atchealthcare.com/">https://atchealthcare.com/</a>	cstein@atchealthcare.com	888-981-8470	Not specified
Atlas Search	yes	yes	Local	1540 Broadway 10th Floor New York, NY 10036	<a href="https://atlassearchllc.com/">https://atlassearchllc.com/</a>	info@atlassearchllc.com	212-655-5477	Nursing, APRN, Manager, MDs, Physician Advisors, Non-clinical support staff, Executive Leaders
Aureus Medical	yes		National	2425 S 171st Street Omaha, NE 68130	<a href="https://www.aureusmedical.com/">https://www.aureusmedical.com/</a>	<a href="mailto:employers@aureusmedical.com">employers@aureusmedical.com</a>	N/A	RN, LPN, CNAs, Surg Techs, Management, Therapy, Imaging, APPs
Axelon Healthcare Services Corp.	yes		National	162 Main Street Massena, NY 13662	<a href="https://www.axelon.com/">https://www.axelon.com/</a>	reception.reception@axelon.com	212-306-0100	Not specified
Axion LLC	yes		National	1430 Broadway 7th Floor New York, NY 10018	<a href="http://www.axionhealthcare.com/">http://www.axionhealthcare.com/</a>	ebf@axionnj.com	212-972-1111	Nursing, Rehab
Aya Healthcare, Inc.	yes	yes	National	5930 Cornerstone Cour West Suit 300 San Diego, CA 92121	<a href="https://www.ayahealthcare.com">https://www.ayahealthcare.com</a>	business.development@ayahealthcare.com; sfierro@ayahealthcare.com	1-866-687-7390	All
Barton Associate / Barton Healthcare Staffing	yes		National (multiple locations; none in NY)	300 Jubilee Drive, Peabody, Massachusetts 01960	<a href="https://www.bartonassociates.com/">https://www.bartonassociates.com /</a>	ssa@bartonassociates.com	1-855-970-2001	Locum Tenens physician, PA, NP, dentist and CRNA staffing
Careline Services	yes	yes	Local (NY/NJ)	Careline Services Inc. 315 Fifth Avenue Ste. 806 New York, New York	<a href="https://carelineservices.com/">https://carelineservices.com/</a>	dlawler@carelineservices.com	212-686-8881	Registered Nurses, Licensed Practical Nurses, Physical Therapists, Certified Nursing Aids and allied medical professions
Clover Health Services	yes		Local (White Plains, NY)	Corporate Office 75 South Broadway 4th Floor White Plains, NY 10601	<a href="https://www.cloverstaffing.com/">https://www.cloverstaffing.com/</a>	contact@cloverstaffing.com	800-579-8807	Travel Nurses
Competent Nursing		yes	Local	Competent Nursing Agency 1279 50th Street Brooklyn, NY 11219	<a href="http://www.competentnursing.com/">http://www.competentnursing.com/</a>	info@competentnursing.com	718-431-8988	Permanent, Travel, Temporary and Per-Diem Nurses
CompUForce	yes		National	622 Third Ave. 39th Floor New York, NY 10017	<a href="https://www.tempositions.com/compuforce/">https://www.tempositions.com/compuforce/</a>	athomas@tempositions.com	212-490-7400	BA Counselors, BA Direct Care Staff, BA-Level Case Workers, BSWs, Care Coordinators, Child Care Workers, CSWs, Direct Care Support, Home Health Aides, Hospital Companions, LPNs, MSWs
CYNET	yes		National	100 Church St, 8th Floor, New York, NY 10007	<a href="https://www.cynetsystems.com/">https://www.cynetsystems.com/</a>	info@cynetsystems.com	1-855-502-9638	Healthcare IT, Medical Coding, EMR Implementation consultants, Hospital Administration and Management

DNG Placement	yes		Local	DNG Placement Services, Inc. P.O. Box 937, Long Beach, NY 11561 USA	<a href="https://dngplacement.com/">https://dngplacement.com/</a>	info@DNGPlacement.com	516-342-9169	Vice presidents, licensed nursing home administrators, directors of nursing, all levels of foreign and domestically trained nurses, as well as social workers, registered dietitians, physical, occupational, speech, and therapeutic recreation and creative arts therapists.
Elara		yes	National (NY Locations: Bronx, Brooklyn, Forest Hills, Hempsted, Mount Vernon,	1819 East 13th Street, 2nd Floor Brooklyn, NY 11229	<a href="https://elara.com/">https://elara.com/</a>	info@elara.com	718-575-9090	Personal care, Skilled home health, Hospice care and Behavioral health
Etech Healthcare	yes		Local	30 W 47th St #301, New York, NY 10036	etech7.com	eisanov@etech7.com	212-997-1202	Healthcare IT Support
Exclusive		yes	Local	EXCLUSIVE Nursing Staff Inc. 5519 New Utrecht Ave (2nd floor)	<a href="http://www.exclusivenursingstaff.com/">http://www.exclusivenursingstaff.com/</a>	info@exclusivenursingstaff.com	718-484-8280	Certified RNs, LPNs, CNAs, & Orderlies for nursing homes and long-term care facilities in the area
Execu Search			Local	675 3rd Ave 5th floor, New York, NY 10017	<a href="https://www.execu-search.com/">https://www.execu-search.com/</a>	KyleM@execu-search.com	212.204.5102	
Faststaff	yes		National	N/A	<a href="https://www.fastaff.com/about-fastaff/contacting-fastaff">https://www.fastaff.com/about-fastaff/contacting-fastaff</a>	Michelle.Garon@fastaff.com	800-736-8773	RN, hospitals
Five Star		yes	Local (NY/PA)	4714 Fort hamilton Pkwy Brooklyn, NY 11219	<a href="https://www.fsnursing.com/nursing-career-opportunities-usa/">https://www.fsnursing.com/nursing-career-opportunities-usa/</a>	Ben@fsnursing.com; Hindy@fsnursing.com	718-534-7400	RN, LPN, CNA, Housekeeping, OT/PT/ST, Dietary
floral		yes	Local- NY	6671 Broadway Riverdale, New York 10471	<a href="https://www.floralagencyllc.com/">https://www.floralagencyllc.com/</a>	Lrivera@floralagencyllc.com	718-708-7444	RN, LPN, CAN, Therapies, Dietary/Housekeeping/etc
Gotham	yes		Local- NY	75 Maiden Lane, New York, NY 10038	<a href="https://www.gothamcompanies.com/">https://www.gothamcompanies.com/</a>	acrowley@gothamcompanies.com	347-989-6948 (EDWIN)	All
GQRGM	yes		National with local office	360 Madison Avenue, New York, New York 10017	<a href="https://www.gqrgm.com/">https://www.gqrgm.com/</a>	samuel.totham@gqrgm.com	1-646-793-4427	
Health Care Recruitment Partners	yes			N/A	<a href="https://healthcarerecruitmentpartners.com/">https://healthcarerecruitmentpartners.com/</a>	Michelle@HealthcareRecruitmentPartners.com	615-465-0292	Case Management
Health Search Group	yes		Local- NY	109 Croton Ave, Ossining, NY 10562	<a href="https://healthsearchgroup.com/">https://healthsearchgroup.com/</a>	djagr@healthsearchgroup.com	914-941-6107	All
Healthcare Source	yes		National with local office	100 Sylvan Rd., Suite 100, Woburn, MA 01801; 800 Route 146, Suite 385, Clifton Park, NY 12065	healthcaresource.com	solutions@healthcaresource.com	800-869-5200	

Healthcare Staffing Professionals	yes		National	6914 Canby Ave. #109, Reseda, CA 91335	<a href="https://www.hsp-inc.com/">https://www.hsp-inc.com/</a>	Corneliusm@hsp-inc.com	866-975-3968	All
Healthlynx	yes		National	1404 Goodale Blvd. Suite 400, Columbus, Ohio 43212	<a href="https://healthlynx.com/">https://healthlynx.com/</a>	ckelly@healthlynx.com; Cfrakes@healthlynx.com	800-980-4820	
HeathSourcegroup	yes		Local- NY	80 Eighth Avenue, Suite 1106, New York, NY 10011	<a href="https://www.healthsourcegroup.com/">https://www.healthsourcegroup.com/</a>	Skaur@healthsourcegroup.com	646-895-6310; 888-98-NURSE	
Horizon Healthcare Staffing	yes		Local- NY/NJ	20 Jerusalem Avenue, 3rd Floor, Hicksville, New York 11801	<a href="https://www.hhstaff.com/">https://www.hhstaff.com/</a>	Nancy@hhstaff.com	516-326-2020	Hospital and LTC
Huffmaster	yes		National	1055 W Maple Rd, Clawson, MI 48017	<a href="https://huffmaster.com/healthcare-strikes-jobs/">https://huffmaster.com/healthcare-strikes-jobs/</a>	SCOLLAZO@HUFFMASTER.COM	1-800-446-1515	Hospital and LTC
Human Edge Staffing	yes		National with local office	144 East 44th St, Suite 705, New York, NY 10017	<a href="https://www.humanedge.com/">https://www.humanedge.com/</a>	TFABI@HUMANEDGE.COM	212-986-6800; 212-779-3333	All
Kirby Bates	yes		National	3452 Lake Lynda Drive Suite 200 Orlando, FL 32817	<a href="https://kirbybates.com/">https://kirbybates.com/</a>	corporate@kirbybates.com	1-888-522-5069	Nursing leadership, nurse managers, other managerial/executive roles
Krucial	yes		National	7240 W 98th Terrace Overland Park, KS 66212	<a href="https://krucialstaffing.com/">https://krucialstaffing.com/</a>	contracts@krucialstaffing.com bcleary@krucialstaffing.com	888-222-6359	Crisis staffing, nurses, LPN, MA, RT, Techs, EMT, paramedics
Lloyd Staffing	yes		National	445 Broadhollow Road, Suite 119, Melville, NY 11747	<a href="https://www.lloydstaffing.com/">https://www.lloydstaffing.com/</a>	CJames@lloydstaffing.com	631-777-7600	Not provided
Locum Tenens.Com	yes		National	2575 Northwinds Parkway Alpharetta, GA 30009	<a href="https://www.locumtenens.com/">https://www.locumtenens.com/</a>	Tpowers@locumtenens.com	800-930-0748	CRNA, physician, NP, DNP, DPM, PA, PHD, PsyD
LovingCare		yes	Only Maryland? Local	222 Milford Mill Road Pikesville, MD 21208	<a href="http://www.loving-care-md.com/">http://www.loving-care-md.com/</a>	lovingcareoncall@gmail.com	410-602-8666	RN, LPN in nursing homes, skilled nursing, etc.
Loyal Source	yes		National	12612 Challenger Parkway, Suite 365 Orlando, Florida 32826	<a href="https://www.loyalsource.com/">https://www.loyalsource.com/</a>	info@loyalsource.com	407-306-8441	Travel RN, EMT, MA, NP, PA, MD, CNA, LPN, others

Match One		yes	Local NY area	205-07 Hillside Avenue #26, Hollis, NY 11423	<a href="https://www.matchonestaffing.com/">https://www.matchonestaffing.com/</a>	gseiner@matchonestaffing.com	718-217-1666	RN LPN CNAs
Medical Solutions	yes		National	1010 n. 102nd st., suite 300 omaha, ne, 68114	<a href="https://www.medicalsolutions.com/">https://www.medicalsolutions.com/</a>	Stephen.sheehan@medicalsolutions.com	1-866-633-3548	RN, Tech, CMA, CNA, NP, LPN, OT, PA, Pharm, numerous tech roles, US, Social work, PT
Medical Staffing	yes		Local	25 Kennedy Blvd. East Brunswick, NJ 08816	<a href="http://www.medstaffservices.com/">http://www.medstaffservices.com/</a>	jourdan@staffingtheuniverse.com vicki@staffingtheuniverse.com	1-732-238-6050	RN, Techs, other
Medicus	yes		National	22 Roulston Rd, Windham, NH 03087	<a href="https://medicushcs.com/">https://medicushcs.com/</a>	info@medicushcs.com	1-855-301-0563	PA, Physician, NP, CRNA, APRN, midwife
Medistar		yes	National	1418-65th St. Brooklyn, NY 11219	<a href="https://www.medistarpersonnel.com/">https://www.medistarpersonnel.com/</a>	info@medistarpersonnel.com	718-435-6600	RN
Mint Physician Staffing	yes		National	10777 Westheimer Rd Suite 925 Houston, TX 77042	<a href="https://www.mintphysicians.com/">https://www.mintphysicians.com/</a>	info@mintphysicians.com	866-312-1177	Physicians, NP, PA
Mitchell Martin	yes		National	485 Route 1 South Bldg A Suite 260 Iselin, NJ 08830	<a href="https://www.mitchellmartin.com/healthcare-staffing/">https://www.mitchellmartin.com/healthcare-staffing/</a>	help@itmmi.com	732-917-2961	MA, NP, OT, PT, PA, RN, Social workers, Psych, Others
National Staffing		yes	National	603 6th St NW, Winter Haven, FL, 33881-4010	<a href="https://www.nationalstaff.com">https://www.nationalstaff.com</a>	amber@nationalstaff.com	321-947-8585	Advanced Practice, Locums, Nursing, Pharmacy, Rehab Services, HIM,
NSI Nursing Solutions	yes		National	2055 East State St., East Petersburg, PA 17520	<a href="mailto:macolosi@nsinursingsolutions.com">macolosi@nsinursingsolutions.com</a>	macolosi@nsinursingsolution.com	717-575-7817	RNs, Executive positions
Nurses 24/7	yes		National	585 Stewart Ave # 505, Garden City, NY 11530	<a href="https://www.nurses247.com/">https://www.nurses247.com/</a>	kmalecki@nurses247.com	516-222-5514	
Omega Staffing	yes	yes	National	3379 Peachtree Road Northeast, Ste 555, Atlanta, Georgia 30326,	<a href="https://omegonestaffing.com/">https://omegonestaffing.com/</a>	<a href="mailto:jtolliver@omegaONEstaffing.com">jtolliver@omegaONEstaffing.com</a>	404-479-1369	Healthcare and Business staffing resources (project management, HR, Finance, etc.)
PRIME	yes	yes	National	720 Saint Nazaire Rd Broussard, LA 70518	<a href="https://www.primestaffingllc.com/services">https://www.primestaffingllc.com/services</a>	primermg.com	337-849-7828	Nurse Assistants, Food, Housekeeping
Princeton One	yes		East Coast	23 Orchard Road Skillman, NJ 08558	<a href="https://princetonone.com/specialties/healthcare-life-sciences/">https://princetonone.com/specialties/healthcare-life-sciences/</a>	<a href="mailto:anne.mendez@princetonone.com">anne.mendez@princetonone.com</a>	609-924-3444	Executive recruitment, Nursing, Providers and Allied Health
Priority Care Staffing	yes	yes	Local	241 W 37th St Suite 718, New York, NY 10018	<a href="http://prioritycarestaffing.com/">http://prioritycarestaffing.com/</a>	jobs@prioritycarestaffing.com	212-580-3355	Nursing and Allied Health, HH Aides, Pharmacy

PROCARE THERAPY	yes	yes	Midwest and East Coast	N/A	<a href="https://www.procaretherapy.com/">https://www.procaretherapy.com/</a>	info@procaretherapy.com	1-888-899-1331	School-based services: Nursing, HH Aides, therapist, social work
Procure USA	yes	yes	National	N/A	<a href="https://www.procureus.com/">https://www.procureus.com/</a>	<a href="mailto:Dominic@procareus.com">Dominic@procareus.com</a>	646-703-3576	RN's
ProMed Staffing Resource	yes	yes	Local	16 West 36th Street 7th Floor New York, NY 10018	<a href="http://www.promedstaffingresources.com/">http://www.promedstaffingresources.com/</a>	<a href="mailto:ttas@promedsr.com">ttas@promedsr.com</a>	212-719-9600	RN, LPN, PCT, APNP, Admin, SW, Pharmacy, Rehab/Therapy, Lab Source, Imaging, EVS, Clerical
Quest Staffing	yes	yes	Local	169 S 9th St, Brooklyn, NY 11211	<a href="http://www.queststaffing.net/">http://www.queststaffing.net/</a>	mmeisels@queststaffing.net	718-388-2600	Nursing and Allied Health, Providers
RAM Healthcare	yes		National	Thousands Oak, CA	<a href="http://ramhcg.com/">http://ramhcg.com/</a>	<a href="mailto:info@ramhcg.com">info@ramhcg.com</a>	800-351-7119	Care Management, HIM, CDI, Rev Cycle
RCI Advancement				4500 W. Eldorado Pkwy Suite 2800 McKinney, TX 75070		agreider@rciars.com	Bryan Rothrock; ; 972.427.5042 Direct; 214.207.6721 Cell	
RCM Health Care Services	yes	yes	National with local office	123 Hodencamp Road, Suite 104	<a href="https://www.jobs.net/jobs/rcmhealthcare/en-us/">https://www.jobs.net/jobs/rcmhealthcare/en-us/</a>	<a href="mailto:marc.chafetz@rcmt.com">marc.chafetz@rcmt.com</a>	(212) 221-1544	Nursing, Allied, Therapy, Providers, non-clinical staff
Remede	yes		National with local office	99 Tulip Ave # 105, Floral Park, NY 11001	<a href="https://remedegroup.com/">https://remedegroup.com/</a>	jdaniel@remedegroup.com	516-616-6800	Nursing, Allied, Therapy, Providers
RN Express	yes	yes	Local	71 W 23rd St #1622, New York, NY 10010	<a href="https://www.rnexpressregistry.com/">https://www.rnexpressregistry.com/</a>	<a href="mailto:info@rnexpressregistry.com">info@rnexpressregistry.com</a>	212-675-7318	Nursing and therapists
RN Staffing Solutions	yes	yes	Local	1672 Victory Blvd, Staten Island, NY 10314	<a href="https://rnstaffingsolutions.com/">https://rnstaffingsolutions.com/</a>	smaguire@rnstaffingsolutions.com	718-720-7242	Nursing, Allied, Therapy, Providers, non-clinical, TeleMedicine
RPh On The Go	yes	yes	National	8430 West Bryn Mawr Avenue, Chicago IL	<a href="https://www.rphonthego.com/">https://www.rphonthego.com/</a>	luis.balaguer@soliant.com	847-588-7170	Pharmacist, Pharmacist Techs, Pharmacy Management
RSC Health Care	yes	yes	National with local office	One Penn Plaza, 36th Floor, NY	<a href="https://www.rscsolutions.com/healthcare/about-rsc-healthcare/">https://www.rscsolutions.com/healthcare/about-rsc-healthcare/</a>	<a href="mailto:mstux@rschealthcare.com">mstux@rschealthcare.com</a>	212-991-0900	Nursing, Allied, Therapy, Providers
Safe Harbor Healthcare Services	yes	yes	Local	1477 Hylan Blvd, Staten Island, NY 10305	<a href="http://safehrbr.com/">http://safehrbr.com/</a>	Adm@sisaseharbor.com	718-979-6900	Nursing (LPN/RN/CAN)- private skilled care for home and hospital settings
Sat Healthcare	yes	yes	National	5201 Great America Pkwy, Santa Clara, CA 95054	<a href="https://www.sathealthcare.com/?gclid=Cj0KCQjwzZj2BRDVARisABs3I9J-SKjWyKkOkzDCdz9acAMvoWd5JT7Gr3LKnDopge9-YNk0V7glVKMaAiFoEALw_wcB">https://www.sathealthcare.com/?gclid=Cj0KCQjwzZj2BRDVARisABs3I9J-SKjWyKkOkzDCdz9acAMvoWd5JT7Gr3LKnDopge9-YNk0V7glVKMaAiFoEALw_wcB</a>	raj.parekh@sathealthcare.com	408-457-8557	Nursing, Allied, Therapy, Providers, Administration
Social Work PRN	yes		Local	540 Pennsylvania Avenue, Suite 120 Fort Washington, PA 19034	N/A	<a href="mailto:joann@socialworkprn.com">joann@socialworkprn.com</a>	215-641-2311	Social Workers

Specialty Professional Services	yes	yes	Local	17-20 Whitestone Expy #303, Whitestone, NY 11357	<a href="http://www.thespecialty.com/">http://www.thespecialty.com/</a>	NYC@TheSpecialty.com	718-428-3600	Nursing, Allied, Therapy, Providers
Staff Blue	yes	yes	local	1418 65th St, Brooklyn, NY 11219	<a href="http://www.staffblue.com/medical-staffing-contact-us">http://www.staffblue.com/medical-staffing-contact-us</a>	<a href="mailto:allen@staffblue.com">allen@staffblue.com</a>	718-232-2583 Ext. 208	RN's
Stallion	yes	yes	local	126 Nostrand Ave, Brooklyn, NY 11205	<a href="http://www.stallionnursing.com/">http://www.stallionnursing.com/</a>	<a href="mailto:info@stallionnursing.com">info@stallionnursing.com</a>	718-435-4646	Nursing and therapists
Sunbelt Staffing LLC	yes		National	3687 Tampa Rd #200, Oldsmar, FL 34677	<a href="https://www.sunbeltstaffing.com/">https://www.sunbeltstaffing.com/</a>	<a href="mailto:Jena.zander@sunbeltstaffing.com">Jena.zander@sunbeltstaffing.com</a>	813-471-0152	Nursing, Allied, Therapy, Providers
Supplemental (SHC)	yes	yes	National	1640 Redstone Center, Park City Utah	<a href="https://www.shccares.com/staffing-nursing">https://www.shccares.com/staffing-nursing</a>	<a href="mailto:Avdovyuk@travelnurses.com">Avdovyuk@travelnurses.com</a>	866-474-6677	Nursing, Allied, Therapy, Providers, non-clinical staff
TACT Medical	yes		Local	50 Broad St. Suite 1137 New York NY 10004	<a href="https://www.tactstaff.com/">https://www.tactstaff.com/</a>	<a href="mailto:rabrams@tactstaff.com">rabrams@tactstaff.com</a>	212-766-0899	RNs, NPs, PAs, CM, Non Clinical prof, IT, Executive, Medical Directors
Tal Healthcare	yes		National	43 Kensico Dr, Mt Kisco, NY 10549	<a href="https://talhealthcare.com/">https://talhealthcare.com/</a>	<a href="mailto:operations@talhealthcare.com">operations@talhealthcare.com</a>	914-244-7100	Physician, APP, Nursing, Exec, QA, Finance, Admin, Management, IT, Sales
Temp Positions			Local	622 Third Ave. 39th Floor New York, NY 10017	<a href="https://www.tempositions.com/">https://www.tempositions.com/</a>	NYC@tempositions.com	(212) 490-7400; 203-613-5307	all
The ARRA Group	yes		National	24700 Chagrin Blvd, Ste 105 Beachwood, Ohio 44122	<a href="https://thearragroup.com">https://thearragroup.com</a>	<a href="mailto:acravotta@thearragroup.com">acravotta@thearragroup.com</a>	216-255-9249	Not specified
The Execu/Search Group	yes		National	675 3rd Avenue, 5th Floor New York, NY 10017	<a href="http://www.execu-search.com">www.execu-search.com</a>	<a href="mailto:kylem@execu-search.com">kylem@execu-search.com</a>	212-922-1001	Nursing, APP, Allied Health, IT, Non-clinical, Physicians
The Healthcare Initiative	yes		National	6855 S. Havana St, #650 Centennial, CO 80112	<a href="https://thehealthcareinitiative.com">https://thehealthcareinitiative.com</a>	<a href="mailto:info@thehealthcareinitiative.com">info@thehealthcareinitiative.com</a>	303-799-8188	healthcare leadership recruitment, healthcare staffing, and interim healthcare placement
The Roman Healthcare Group	yes		National	1100 Market Street, Suite 906 Chattanooga, TN 37402	<a href="https://romanhealth.com/">https://romanhealth.com/</a>	<a href="mailto:zachw@romanhealth.com">zachw@romanhealth.com</a>	N/A	Healthcare Quality positions
Therapia Staffing	yes		National	7451 Wiles Road Suite #107 Coral Springs, Florida 33067	<a href="https://therapiastaffing.com/">https://therapiastaffing.com/</a>	<a href="mailto:joel@therapiastaffing.com">joel@therapiastaffing.com</a>	866-678-9449	Physical Therapy, Speech Therapy, Occupational Therapy, MSW/Psychologist, Special Education Teachers, Sign Language Interpreters
Thornbury Nursing Services	yes		National	HQ in United Kingdom	<a href="https://www.thornburynursing.us/">https://www.thornburynursing.us/</a>	<a href="mailto:jeffrey.errico@thornburynursing.com">jeffrey.errico@thornburynursing.com</a>	646-844-1235	Nursing, Midwives, School Nurses, Surgical First Assistants



Townes Staffing	yes	yes	Local	1413 38th Street 2nd Floor Brooklyn NY 11218	<a href="https://townenursing.com">https://townenursing.com</a>	<a href="mailto:info@townenursing.com">info@townenursing.com</a>	718-998-4660	LTC, Nursing Home
TPF Nursing	yes	yes	Local	121 W 11th St, New York, NY 10011	<a href="https://TPFNursing.com">https://TPFNursing.com</a>	<a href="mailto:timothy_ferguson@tpfnursing.com">timothy_ferguson@tpfnursing.com</a>	212-219-2677	APP, RNs, LPNs, PCT, CNAs, Medical Assistants
Travel Nurses Across America			National	5020 Northshore Drive, Suite 2 North Little Rock, AR 72118	<a href="https://tnaa.com/?gclid=CjwKCAjw8df2BRA3EiwAvfZWaA8gbuKt4g4_hDPYco_gfRZi_gOy3XVjTG6wQMMq807XRzQS0WwdCBocBoQA_VBwE&amp;gclidsrc=aw.ds">https://tnaa.com/?gclid=CjwKCAjw8df2BRA3EiwAvfZWaA8gbuKt4g4_hDPYco_gfRZi_gOy3XVjTG6wQMMq807XRzQS0WwdCBocBoQA_VBwE&amp;gclidsrc=aw.ds</a>	<a href="mailto:bcargues@tnaa.com">bcargues@tnaa.com</a>	1 (800) 240-2526	Nursing
Trustaff Management, Inc.	yes		National	4675 Cornell Road, Suite 100 Cincinnati, OH 45241	<a href="https://www.trustaff.com">https://www.trustaff.com</a>	<a href="mailto:rcarmen@trustaff.com">rcarmen@trustaff.com</a>	877-880-0346	Nursing
Trusted Nurse Staffing	yes		National	500 Seneca Street Suite 501 Buffalo, NY 14204	<a href="https://www.trustednursestaffing.com/">https://www.trustednursestaffing.com/</a>	<a href="mailto:wthomas@trustednursestaffing.com">wthomas@trustednursestaffing.com</a> <a href="mailto:nmorin@trustednursestaffing.com">nmorin@trustednursestaffing.com</a>	1-877-853-5010	Nursing, Therapy
United Staffing Systems	yes	yes	Local	1385 Broadway, Suite 1005, New York, NY 10018	<a href="https://www.unitedstaffingsolutions.net/">https://www.unitedstaffingsolutions.net/</a>	<a href="mailto:Peter@unitedstaffing.com">Peter@unitedstaffing.com</a>	800-972-9725	Nursing, Behavioral Health, Allied Health
Vertical		yes	Local	333 East 34th Street Suite 1E, New York NY 10016	<a href="https://verticalstaffings.com/">https://verticalstaffings.com/</a>	<a href="mailto:atupaq@verticalstaffings.com">atupaq@verticalstaffings.com</a>	212-951-0430	
Weatherby	yes		National	6451 North Federal Highway, Suite 700, Fort Lauderdale, FL 33308	<a href="https://weatherbyhealthcare.com/inquiry/general/ppc/weatherby-healthcare?gclid=Cj0KCQjwzJ2BRDVARIsABs3I9KNoBBQuCdtOzklyms8Y0Dkt_KuUhXfXAgR6wfAkRwbEoqAQGf9KQaAvM4EALw_wcB&amp;source=ppc-Brand&amp;ef_id=Cj0KCQjwzJ2BRDVARIsABs3I9KNoBBQuCdtOzklyms8Y0Dkt_KuUhXfXAgR6wfAkRwbEoqAQGf9KQaAvM4EALw_wcB:G:s&amp;s_kwcid=AL14463!3!42345666674!e!!g!!weatherby%20staffing">https://weatherbyhealthcare.com/inquiry/general/ppc/weatherby-healthcare?gclid=Cj0KCQjwzJ2BRDVARIsABs3I9KNoBBQuCdtOzklyms8Y0Dkt_KuUhXfXAgR6wfAkRwbEoqAQGf9KQaAvM4EALw_wcB&amp;source=ppc-Brand&amp;ef_id=Cj0KCQjwzJ2BRDVARIsABs3I9KNoBBQuCdtOzklyms8Y0Dkt_KuUhXfXAgR6wfAkRwbEoqAQGf9KQaAvM4EALw_wcB:G:s&amp;s_kwcid=AL14463!3!42345666674!e!!g!!weatherby%20staffing</a>	<a href="mailto:jennifer.simler@weatherbyhealthcare.com">jennifer.simler@weatherbyhealthcare.com</a>	855-864-9049	physicians
White Cap	yes		National	2600 S Michigan Ave # 216, Chicago, IL 60616	<a href="http://whitecapnursing.com/">http://whitecapnursing.com/</a>	<a href="mailto:Jonbrar@whitecapnursing.com">Jonbrar@whitecapnursing.com</a>	312-528-0566	
White Glove	yes	yes	Local	89 Bartlett Street, Brooklyn, NY 11206	<a href="https://www.whiteglovecare.com/">https://www.whiteglovecare.com/</a>	<a href="mailto:RECRUIT@WHITEGLOVECARE.NET">RECRUIT@WHITEGLOVECARE.NET</a>	718-387-8181	RNs, LPN's, CNA's at hospitals
Winston Staffing	yes		Local	122 East 42nd Street, Suite 320, New York, NY 10168	<a href="https://www.winstonresources.com/divisions/healthcare-direct-hire-temporary/">https://www.winstonresources.com/divisions/healthcare-direct-hire-temporary/</a>	<a href="mailto:TKAYE@WINSTONSTAFFING.COM">TKAYE@WINSTONSTAFFING.COM</a>	212-557-5000	all

Worldwide Travel Staffing, Ltd.	yes		National with local office	2829 Sheridan Drive, Tonawanda, New York 14150	<a href="https://worldwidetravelstaffing.com/">https://worldwidetravelstaffing.com/</a>	<a href="mailto:lblatt@worldwidetravelstaffing.com">lblatt@worldwidetravelstaffing.com</a>	716-821-9001	all
---------------------------------	-----	--	----------------------------	--	---	--	--------------	-----