

## eShift™ Award Points

### Benefits

- Allows management to offer incentives to staff who volunteer for extra shifts, thereby reducing the expensive labor costs associated with agency and traveling healthcare providers
- Enables organizations to focus on human resource management by relieving the administrative burden of running a home-grown awards program
- Improves staff morale by enabling program participants to make proactive scheduling decisions to meet their financial needs, personal desires and career objectives

Providing tangible rewards to employees for taking on more shifts is challenging. Monetary rewards often get absorbed into employees' monthly budget and forgotten. And administering a comprehensive reward program can be burdensome to an already overworked administrative staff.

McKesson offers eShift™ Award Points, a highly flexible incentive program created for eShift, the open shift management and communication solution. Managers can use the Web-based solution to award points to employees who pick up extra or hard-to-fill shifts. Employees can then redeem their eShift Award Points for rewards administered by the hospital, such as free educational seminars, prime parking spots and discounted cafeteria meals. Employees also can choose rewards from an online catalog of more than 3,000 items.

### Offer Employees Control and Variety

With eShift Award Points, employees experience the excitement of shopping based on their personal preferences, needs and interests. The online shopping site gives employees enormous variety, allowing them to exchange their eShift Award Points for valuable merchandise delivered directly to their homes. Whether they want a new kitchen appliance, an iPod® or games for their children, employees can find them in the online awards catalog.

Seasonal items, online promotions and a personalized wish list keep the online experience fresh. Plus, the Web-based award site is convenient, allowing employees to cash in award points whenever they wish – from virtually anywhere.

### Gain Seamless Program Administration

The eShift Awards Points program takes the burden of rewards program administration off the hospital's shoulders. Awards points, merchandise redemption and points balances are all managed by eShift. Employees control the way they use their points, and the hospital doesn't have to be involved in administrative tasks, such as determining an employee's award selection or documenting the number of points an employee has earned or redeemed. Since incentives may be subject to tax laws, the solution's merchandise provider makes detailed accounting and tax information available on a monthly basis so the hospital always knows the status of the program.

### Meet Everyone's Needs with One Reward Program

Since employees can select the rewards that are most valuable to them, eShift Award Points meets everyone's needs. With 3,000+ items in the online catalog, hospitals no longer need to bulk order and store items such as T-shirts and mugs.

## Features

- Gives the option to offer internal rewards or rewards from an online catalog
- Automates the tracking of points earned and redeemed
- Enables employees to redeem points on an online catalog featuring more than 3,000 items
- Provides detailed accounting and tax information on a monthly basis
- Allows hospital to run online promotions
- Enables employees to maintain a personalized wish list
- Incorporates the cost of shipping and handling into the merchandise

Employees who have already earned the hospital's incentive items still have a wide selection of additional incentives, including luxury merchandise. The eShift Awards Points program keeps all employees motivated to continue filling open shifts.

With eShift Award Points automating an effective, efficient incentive program, hospitals can focus on providing top-quality care with the assurance that their employees will continue to seek and fill open shifts.

## For More Information

**For more information on the eShift Award Points program, contact your sales executive or call 1-800-442-6767, option 2.**

**McKesson Provider Technologies**

5995 Windward Parkway  
Alpharetta, GA 30005

<http://www.mckesson.com>  
1.800.981.8601

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