





**ATTESTATIONS: See instructions and regulations ( 20 CFR Part 655, Subparts L & M)**

Sections III through X on this form are the required attestations.  
*Place an X in the appropriate boxes below:*

**III. Eligibility**

(1)  The hospital meets all of the following facility requirements: 1) it is a "subpart (d) hospital," 2) which was located in a health professional shortage area on March 31, 1997, and 3) had at least 190 acute care beds with at least 35% of its acute care inpatient days reimbursed by Medicare and at least 28% of its acute care inpatient days reimbursed by Medicaid as reported on the hospital's Form HCFA-2552-92, Worksheet S-3 for the fiscal year 1994 cost reporting period.

**AND** Mark the one appropriate circle below:

(2)  (a) This facility was determined to meet the eligibility requirements on a previous attestation certified as DOL Case Number :  -  -   
**OR**  
 (b) The facility's Form HCFA-2552, Worksheet S-3, Part I, and Worksheet S, Parts I and II, are attached.

**IV. No Adverse Effect**

The employment of the H-1C nurse(s) will not adversely affect the wages and working conditions of registered nurses similarly employed.

**V. Facility Wage**

The H-1C nurses employed at the facility will be paid the wage rate for registered nurses similarly employed by the facility.

**VI. Recruitment and Retention of Registered Nurses**

**Timely and Significant Steps** (Mark (X) all of the appropriate boxes.)

The facility has taken and is taking timely and significant steps designed to recruit and retain sufficient registered nurses who are United States citizens or immigrants who are authorized to perform nursing services, in order to remove as quickly as reasonably possible the dependence of the facility on nonimmigrant registered nurses.

*The following timely and significant steps are being taken by this facility (mark two of items 1 through 9, unless item 10 is marked, in which case mark one of items (1) through (9); or unless item (11)(B) is marked, in which case, items (1) through (10) need not be marked):*

- (1)  Operating a training program for registered nurses at the facility or financing (or providing participation in) a training program for registered nurses elsewhere.
- (2)  Providing career development programs and other methods of facilitating health care workers to become registered nurses.
- (3)  Paying registered nurses wages at a rate higher than currently being paid to registered nurses similarly employed in the geographic area.
- (4)  Providing reasonable opportunities for meaningful salary advancement by registered nurses.
- (5)  Providing monetary incentives to nurses for additional education, and for efforts by the nurses leading to increased recruitment and retention of U.S. nurses.
- (6)  Providing nurses with special perquisites for dependent care or housing assistance of a nature and/or extent that constitute a significant factor in inducing employment and retention of U.S. nurses.
- (7)  Providing nurses with non-mandatory work schedule options of a nature and/or extent that constitute a significant factor in inducing employment and retention of U.S. nurses.
- (8)  Providing training opportunities to U.S. workers not currently in health care occupations to become registered nurses by means of financial assistance (e.g., scholarship, loan or pay-back programs).
- (9)  Other step of comparable timeliness and significance in promoting the development, recruitment and retention of U.S. nurses (attach explanation).
- (10)  Only one timely and significant step has been and is being taken by this facility because a second step is unreasonable (attach explanation) -- Mark one of the above boxes 1 to 9.
- (11)  This facility will reduce or has reduced the number of nonimmigrant nurses it utilizes by at least 10%.
  - (A)  This facility will, within the next year, reduce the number of nonimmigrant nurses it utilizes by at least 10% without reducing the quality and quantity of services provided. (Mark in first year and all succeeding years).
  - (B)  Pursuant to its prior Attestation, this facility has reduced the number of nonimmigrant nurses it uses by 10% within one year of the date of such prior Attestation, without reducing the quality and quantity of services provided. (Mark in second and subsequent years) (If this item is marked, items (1) through (10) need not be marked).

DOL Case Number for the prior Attestation:  -  -

Employer's Control Number



