

ALWAYS-CARE ® Nursing Service “FEES For Services” WHAT - IS INCLUDED IN THEM ?

QUALITY CARE GIVER WAGES: Our largest expense is our Quality Care Giver Wages which average about 60% of our fees. The nation is now at a time of High unemployment. This means that many care-givers are unemployed. However those who are let go first, are not usually the best. Usually it is the opposite. Thus a major part of the Always-Care task is to screen for the best caregivers. And when found and hired we must pay a fair wage to keep the best staff. ALL of our Care Givers are W-2 Employees and we therefore pay Federal Taxes, State Taxes, Social Security (matching), Medicare Tax, State & Federal Unemployment Taxes on them. *However if you hire independent contractors, {many of whom are rejects from better agencies} even if they are hired through an Independent Contractor Placement Agency, especially if they are non-licensed, and they do not pay their taxes [It Frequently Happens] YOU may be responsible for them. (It's called the Nanny Tax).*

INSURANCES: In addition we protect YOU and our Care Givers, through insurances such as Bonding, Malpractice/Liability Insurance and Workers Compensation Insurance, none of which is paid for by our employees. The cost of most of our insurance coverage's continues to increase from year to year.

RECRUITING - SCREENING OF CARE GIVERS & ASSIGNING THEM FOR YOUR CARE: Your care-giver does not just magically show up and care for you! There are the Staff Nurses (Supervisors) in our office, with whom you have talked. You will always be able to talk with a Nurse in our office, and on-call after office hours. These Nurses must also be paid. Their job is to recruit and screen our employees, which means an expense for Recruiting Advertising. **Before we send you a Care Giver Employee she/he must be interviewed, reference checked, drugs screened and criminal records checked, orientated & trained, matched to your needs, and scheduled for your care.** Weekly we must pay your care-givers, withhold and remit their taxes, pay our portion of the payroll taxes, and invoice you and/or your payor sources, so we can continue to serve you, which is why you are expected to pay us weekly, unless other arrangements are made. **Major Credit Cards are accepted!**

QUALITY ASSURANCE & NURSE SUPERVISION: Always-Care must pay the State a License Fee in order to provide you services. This is good - because the Law helps to deter non ethical providers from doing business in GA. In fact Always-Care ® was one of the companies that petitioned the state to pass the Private Home Care Provider Licensing Law, which became effective in 1995, and it has rules about supervision of your care in the home, but the State does not require Nurse Supervision for all cases. **However it is the policy of Always-Care ® to only use Nurse Supervisors for all In-Home Supervision, Initial & Routine, at no additional charge in most cases. It's our way of saying we appreciate “the trust” of your business!**

OFFICE EXPENSES: This means that we must have an office to work in, and for it, we have expenses for Rent, Telephone (Land & Cell) Yellow Pages, Electricity, Property Taxes, Equipment, Computers & Computer Services to Invoice & Pay. Office Supplies, and we could go on and on.

QUALITY AND PROFITS: QUALITY IS NOT FREE ! It cost \$'s to maintain good quality of care, therefore when choosing Health Care Services, low prices is not the best option, just as most of us don't buy the lowest price auto. We consider other factors such as, quality, safety, ECT. In fact, if you see prices that are way lower than ours, beware, as it usually means that the agency is using Care Givers that are Independent Contractors, {which are many times rejects from better providers} or that the provider is new, maybe not experienced, or maybe not even not licensed. **Profits are not a dirty word. We have to earn our way every day in order to make a reasonable profit so as to maintain our Quality of Care, and to do this we must hire and pay rates to attract and keep Quality Care Givers. This is why we have continued to exist, and have provided In-home services to Thousands of Clients, SINCE 1974.** Profits are necessary in order to stay in business to help you and others in the future. **See the actual “Client Testimony” on our HOME page.**

OTHER QUESTIONS: Contact our Office NURSES at **404 26 NURSE (404-266-8773)** during normal business hours (M-F, 9A-5P ET), or after office hours for immediate service needs.