

Comparison of Services

Comparison of services offered by TheKey versus privately hired caregivers.

Service	 THEKEY	Privately Hire/Self Employed
Status of worker	Worker is employed by TheKey, on its payroll, for hours you authorize him or her to work.	Worker is employed by the client or their family, paid in cash or personal check weekly or daily.
Professional Liability Coverage	This is something we provide for our caregivers and clients.	Client must provide his or her own coverage for the worker.
Workers' Compensation	We provide coverage which is built into the hourly rate.	Client must withhold and also pay the employer's share for the worker.
Social Security Taxes (FICA)	We pay social security as part of its hourly rate.	Client must withhold and also pay the employer's share for the worker.
State and Federal Payroll Taxes	We pay all taxes as part of their hourly rate.	Client must withhold and also pay the employer's share for the worker.
Payment for Services	We submit an itemized statement to the client based on the hours authorized at agreed upon rates.	Client must pay worker directly on a daily or weekly basis. If the caregiver wants an increase, the client will need to negotiate with him/her directly.
Other Charges	Usually none. If other charges are to be made they will be disclosed in advance.	Registry or placement fees may be charged in addition to wages. Caregiver may request payment for other expenses such as transportation.
Resolving Problems	The Client Care Manager will handle and resolve all concerns.	Client/family and caregiver must resolve problems themselves.
Coordination or Services	We will take care of coordination, keep client records, and will arrange for a new caregiver to fill a shift if their primary caregiver is out sick or unable to work.	Client/family and caregiver will need to coordinate services and arrange for coverage if the caregiver is out sick or unable to work.