



## Using Comfort Zone vs. Hiring an Independent Personal Attendant

	<b>Comfort Zone Home Care</b>	<b>Independent Personal Attendant</b>
<b>Caregiver backup for emergencies</b>	We are ready and able to fill the need with one phone call.	None. Home care backup is extra stress to your family.
<b>Bonding, liability &amp; workers comp. insurance</b>	Our staff are bonded and insured, giving you peace of mind that if the caregiver hurt themselves in your home they would not sue your home owners insurance policy.	Usually none. It's your responsibility to investigate any insurance held by these individuals. Private individuals can sue your home owners insurance policy if hurt on the job.
<b>Quality control &amp; supervision of home care staff</b>	<ul style="list-style-type: none"> <li>• All cases are carefully monitored and supervised by our care Managers and our management team.</li> <li>• Random visits made regularly.</li> <li>• Family members kept informed on a regular basis.</li> </ul>	These individuals are completely independent and lack formal supervision.
<b>Payroll, taxes, and IRS</b>	We assume responsibility.	You are responsible for reporting and remitting state, federal, and FICA taxes to the proper tax authorities.
<b>Criminal background and reference checks</b>	Our employees are carefully screened at the time of hire with several layers of thorough background checks. Approximately 80% of applicants do not meet our high standards.	It is your responsibility to check the background of the individual.
<b>Flexibility of home care services</b>	<ul style="list-style-type: none"> <li>• Your home care service requirements will rarely stay the same.</li> <li>• If the skill level or amount of care that you require increases or decreases, we can accommodate your needs.</li> </ul>	Skills are fixed to the particular individual, and you pay for the skills they can perform rather than the skills you need.
<b>Experience</b>	Our caregivers have been delivering quality home care to satisfied clients for an average of over three years.	
<b>General availability</b>	We can provide home care services to you and your family 24 hours/day, 365 days/year. Your caregiver is available on weekends and holidays.	One person means limited days and hours. You are responsible for staffing a replacement for sudden sickness, time off, emergencies, and vacations. Employment transitions mean that you start all over again.