

# CASE STUDY



BENEFITS &  
COMPENSATION



SCHEDULING  
& FLEXIBILITY



PROFESSIONAL  
DEVELOPMENT



WORK SUPPORT  
& RESOURCES



FINANCIAL  
WELLNESS

## RELIEF FUND HELPS EMPLOYEES IN TIMES OF CRISIS

All Ways Caring, a nationwide home health care company, strongly believes that their employees are their greatest asset. As a “caring company,” leadership implemented SHARE (Support Help Assistance Relief Effort), an employer sponsored emergency fund designed to help employees weather unexpected emergencies. Employees can apply to the fund for an immediate grant to cover the cost of an emergent emergency. This effort helped mitigate issues that were disrupting employees’ lives and hindering their ability to work. Here’s how it worked:

**The fund structure.** Employees can voluntarily contribute to SHARE via payroll deduction. Contributions can be as small as \$2 per paycheck and are tax deductible. The company covers all costs associated with administering the program. To receive assistance from the fund, employees need only apply. All applications are consideration by the program’s governing board, which consists of employees. Distributions are made in accordance with an established set of governing guidelines.

**Promote a culture of caring.** Since its inception in 1993, the SHARE program has collected hundreds of thousands of dollars and has supported thousands of co-workers, family members, and even outside organizations. The investment promotes a sense of community and support among the staff and has established a culture where employees feel like they are ‘in it together’.

## COMPANY INFORMATION

All Ways Caring HomeCare is based in Kentucky, with locations in 24 states including New Jersey. They offer the resources, the experience, and the caregivers to provide quality, compassionate care at home. To learn more, visit <https://www.allwayscaring.com/>.

