

WELCOME TO THE FIRST ONLINE ELDERLY DOMESTIC EMPLOYEE PLACEMENT SERVICE

Hire your domestic employee through the Internet. This is the fastest, least expensive way possible to procure placement of a direct hire employee. The process is also safe, and ICONNEL guarantees every candidate if you are not happy with them.

You may also call us to set up an appointment to interview candidates in person.

Our licensed agents are experienced human resource managers who have combined experience of over 30 years in this business. For this reason, we guarantee that you will be satisfied with the performance of our registered candidates available for hire because our licensed employment agents have done a thorough interview and check of each person's abilities and mindset. Our standards far exceed what is required by the New Jersey State Division of Consumer Affairs regarding Certified Home-maker-Home Health Aides.

ABOUT US

ICONNEL was established based on a core philosophy called *Personalizm*. This philosophy was written by Pope John Paul II, and we have applied it to our way of doing business. *Personalizm* is the belief that The Person, or Human Being, is the highest value known to us. This value rules the entire environment of one's existence including the institutions that we create, our tools of communication, and all of our actions. Bringing domestic employees together with those in need of help during the interview is part of the process of discovering "mutual goodness." This is where every person's needs are respected, especially those whose personal freedom is currently limited by a disability, old age, or illness. White Glove has been in business to maintain your freedom since 1992, and ICONNEL® continues this legacy through its "iconic" personnel, the best in the industry. The picture of the ICONNEL icon has 5 rings, which represent the following principles (inside ring to the outside ring, respectively):



1. **Person** – The environment needed for the person's existence should be governed by the Human Being, not the other way around. Human Being is the highest value known to us.
2. **Institution** – Reinvent the institutions (i.e., government, social structure, organizations, culture, practices, tradition) to respect the person's needs, especially those persons whose freedoms are limited by disability, illness, or old age.
3. **Understanding** - Understand the person by teaching and learning from a shared experience between generations
4. **Engagement** - Engage everyone with everything available for the Person.
5. **Contentment** - Reach Contentment of discovering the "mutual goodness" where every person's needs are respected.

Karol Wojtyla (a.k.a. Pope John Paul II) described in his book: "Love and Responsibility" in 1960 the personalistic norm as follows: "the person is the kind of good which does not admit of use and cannot be treated as an object of use and as such the means to an end, the person is a good towards which the only proper and adequate attitude is love".

ICONNEL
246 West 38th St. #110th
NY, NY 10018



Placing Compassionate,
Responsible Private Duty
Domestic Employees for
our Seniors and their
Families on 24 Hour
Live-in or Hourly Bases
since 1992

Hiring your domestic employee can be done in person, by phone, or online at

iconnel.com

Hire Someone Within 2 Hours!



ICONNEL helps you to hire:

- Companions & Housekeepers
- Office Help
- IT Specialists
- Medical Professionals
- Everyone else except astronauts

Candidate profiles, video interviews, resumes, and references available online.

Tel: 973-340-1818

“Love is the Only Proper and Adequate Attitude Towards Every Person” - St. John Paul II

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Est. 1992

www.iconnel.com

1-800-915-4266 or 973-340-1818

info@iconnel.com

Who We Are

We started in 1992 and in 2008 trademarked: **ICONNEL®** - new entity that uses most modern IT technology in order to serve you better and to continue the legacy of helping our clients to maintain their freedom by employing icon personnel, the best domestic employees in the industry.

What We Do

We provide hourly and live-in domestic personnel to elderly individuals who are in need of help with their activities of daily living.

Why our People are Different

Our experienced domestic employees who have passed stringent ICONNEL standards, which often exceed the skills and experience level requirements of a state certified home health aide. Many are nurses and doctors from other countries, and average between 5 to 10 years of experience with clients placed by our agency. Therefore, we have first hand knowledge of their abilities based on the feedback received by our prior clients.

The Strength of our Network

Our intimate knowledge of our candidates, their reliance upon us to help manage their personal concerns in the workplace, direct compensation by their clients, and our ever growing relationship with each client has proven time and time to be a more effective, trustworthy, safer and cost effective solution when compared to certified home health aides employed by a staffing agency.

Using Our Service

We will need two forms completed by the Client, legal guardian or Power of Attorney.

1. Job Description Intake Form

2. Hiring Agreement

These forms can be completed by contacting us at 1-800-915-4266 so that we can mail, e-mail, or fax the forms to you. For fastest service, you can also go to our Internet site at [iconnel.com](http://www.iconnel.com) and complete the required forms on-line. **As soon as we receive the forms, your domestic employee can be ready to work within 2 to 24 hours.**

Can We Interview Them Before We Hire Them?

Absolutely. You can even preview them beforehand at [iconnel.com](http://www.iconnel.com). We post candidate summaries, pictures, video interviews and references to give you an idea of who they are.

Regardless, we guarantee any domestic employee you hire through us whether it's through an interview process, or if we send you someone to you using the job description you provide us. If the hired person does not satisfy your needs, we will replace them to the best of our abilities. If you need assistance within a week and would like to meet the candidates beforehand, please call us as soon as possible to schedule an appointment. Some of these potential hires travel long distances with great hopes of being hired, and we want to make sure that we can present the best people available for you.

Where are the Interviews Conducted?

Interviews are conducted either by phone, or in person at our offices. We do not allow interviews to be conducted at your home for safety and insurance reasons.

How Much Does this Cost?

There are two components that make up the

total cost of employing domestic employees through us:

1. **Domestic employee Wages.** These wages are based on a mutually agreed amount and paid directly by you, the employer, to the domestic employee. Live in domestic employees currently range from \$130 per day to \$190 per day, and hourly domestic employees average approximately \$15 per hour but can be as high as \$20 per hour.
2. **Administrative fee.** This fee, due to the agency, is calculated equal to 10% of the average domestic employee wages paid for the week. For example, if the daily live-in rate is \$150 per day, then the administrative fee is \$15 per day. Your total cost for a live-in for this example is \$165 per day.

The first four weeks of the administrative fee is due up front and prior to the start of services by the domestic employee. The fees cannot be refunded, but can be credited and/or adjusted towards future unused service at any time. This fee covers our minimum costs and ensures that we are able to fulfilling your needs with the appropriate domestic employee.

Fine Print

- Our fee covers a continuous employment guarantee by **ICONNEL** for as long as assistance is required.
- Service can be stopped at any time and resumed depending on client's changing needs.
- We will replace your employee for vacation, holidays, weekends, personal days off. (This option is offered to clients using the current fee schedule).
- You can request an immediate employee replacement anytime. For example: for unsatisfactory performance or if you need employee with different qualifications.
- Weekend replacements: Replacement per-

sonnel work between Friday night and Sunday night **ONLY**. One week's notice is required in order to provide the weekend relief.

- Our candidates are introduced based upon their history of reliability in this line of work. You can view a complete list of available candidates at any time, 24 hours/7days online at [iconnel.com](http://www.iconnel.com) or review original records when you visit our office.
- Insuring your domestic employee: Your homeowner's insurance may already have coverage for a private duty employee. Please check with your insurance agent.
- Paying your domestic employee: NJ and NY requires that you withhold taxes from your employee. Your accountant may help you with tax compliance and payroll processing. In addition, we have payroll service providers who charge a nominal fee for administering your payroll needs.

We are always interested in hearing about your special needs and situations and we will do our best to accommodate you.



ICONNEL

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