

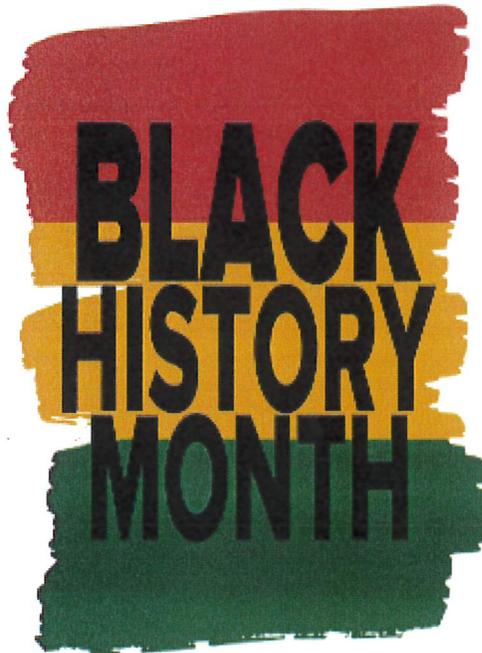


FEBRUARY



LIVING HANDS NEWSLETTER

Hey Everyone! It's February already! Can you believe it? That being said, it's time to revisit those New Year's resolutions that we made. How are you doing with your goals? Did you start working towards them yet? Have you changed them or are they still the same? On a scale of 1 - 10, 10 being the best that you can do, how would you rate your effort towards your goals?



As we move through this year, let's try to make sure that we stay focused on the affirmations that we've made for ourselves on January 1. Let's hold ourselves accountable. We can't always depend on others to make sure that we are progressing in the way that we should. We have to check ourselves because no one benefits from our progress but us! Hopefully you guys are accomplishing your resolutions. Continue to push forward! You got this!!

BIG CHANGES FOR 2026!! TIMESHEETS WILL NO LONGER BE ACCEPTED FOR MISSED SHIFTS



Starting on January 1, 2026, we will no longer be able to accept timesheets for missed shifts. This decision is not ours. The insurance companies are cracking down on fraud. They are banning timesheets because they can be manipulated to state time that wasn't actually worked. There will be exceptions for emergency purposes but regular use of timesheets is no longer allowed. We encourage all of our employees to make every effort to clock in and out properly and notify us immediately when you are having problems with the app. You guys have been doing great as a whole with clocking in and out, with a few exceptions. Let's keep it up!!



In recognition of Black History Month, here is a reminder of our amazing achievements!!

Top 50 Inventions by Black Inventors

1. **Traffic Light** – Garrett Morgan
2. **Gas Mask (Safety Hood)** – Garrett Morgan
3. **Carbon Filament for Light Bulbs** – Lewis Latimer
4. **Multiplex Telegraph** – Granville T. Woods
5. **Blood Bank System** – Dr. Charles Drew
6. **Automatic Elevator Doors** – Alexander Miles
7. **Refrigerated Truck (Reefer)** – Frederick McKinley Jones
8. **Folding Cabinet Bed (Murphy-style)** – Sarah E. Goode
9. **Ice Cream Scoop** – Alfred L. Cralle
10. **Automatic Lubricator for Engines** – Elijah McCoy
11. **Potato Chips (commercial recipe)** – George Crum
12. **Clothes Dryer** – George T. Sampson
13. **Electric Railway Communication System** – Granville T. Woods
14. **Super Soaker Water Gun** – Lonnie G. Johnson
15. **Hair Straightening Comb** – Madame C.J. Walker
16. **Walker Hair Care System** – Madame C.J. Walker
17. **Mechanical Egg Beater** – Willis Johnson
18. **Folding Chair** – Nathaniel Alexander
19. **Improved Bicycle Frame** – Isaac R. Johnson
20. **Portable X-Ray Machine Improvements** – Marie Van Brittan Brown
21. **Home Security System (First Closed-Circuit TV)** – Marie Van Brittan Brown
22. **Shoelace Aglet Machine** – Jan Matzeliger
23. **Shoe Lasting Machine** – Jan Matzeliger
24. **Mailbox (Protective Design)** – Philip B. Downing
25. **Street Sweeper** – C.B. Brooks
26. **Rotary Engine Improvements** – Frederick Douglas Patterson
27. **Electric Hair Roller** – Solomon Harper
28. **Permanent Waving Machine** – Marjorie Stewart Joyner
29. **Automatic Gear Shift** – Richard Spikes
30. **Improved Telephone Transmitter** – Granville T. Woods
31. **Dry Cleaning Process** – Thomas L. Jennings
32. **Gas Heating Furnace** – Alice H. Parker
33. **Automatic Fire Extinguishing System** – Marie Van Brittan Brown

34. **Coin Changer** – James R. Cooper
35. **Improved Railroad Signal System** – Granville T. Woods
36. **Self-Feeding Device for Amputees** – Bessie Blount Griffin
37. **Refrigeration Controls** – Frederick McKinley Jones
38. **Mechanical Bread Kneader** – Joseph Lee
39. **Bread Crumb Maker** – Joseph Lee
40. **Biscuit Cutter** – Alexander P. Ashbourne
41. **Foldable Ironing Board** – Sarah Boone
42. **Toilet Tissue Holder** – Thomas Elkins
43. **Automatic Railroad Braking System** – Elijah McCoy
44. **Gasoline Gauge** – Charles B. Brooks
45. **Improved Lawn Sprinkler** – Joseph Smith
46. **Mechanical Lubrication Cup** – Elijah McCoy
47. **Electric Railway Power Collection System** – Granville T. Woods
48. **Airship / Early Aviation Concepts** – John Stanard
49. **Color PC Monitor Improvements** – Mark Dean
50. **IBM Personal Computer Architecture (co-inventor)** – Mark Dean

**HONOR.
REFLECT.
CELEBRATE.**

**BLACK
HISTORY
MONTH**



HUMAN RESOURCES COMPLIANCE

Most of you have seen emails from Loving Hands regarding 2 Step PPDs, Competency Tests, or other items that are needed for your employee files. The items that we are requesting are all requirements from the State and must be in EVERY caregiver's file. The State and the insurance companies have the right to audit your file and check to see if the required items are there. If they are not all there, they can request the missing items within 24-48 hours. We do our best to work with you guys. We let you start work without some of these items with the agreement that you will get them soon. We also do regular file audits and send notifications to all the caregivers that are currently missing items for their files. Please pay attention to the messages that we send you and submit the information we request from you as soon as possible. We want to make sure that no one can say that YOU are missing anything.

ANNUAL TRAINING

Annual Training is required of all caregivers that work in this industry. Loving Hands has made this requirement as easy as possible for our caregivers. Just visit www.lovinghandsphilly.com, go to the Continuing Education tab, and complete the training. Send us the certificates of completion when you complete each module. This too is a requirement by the State and it's one that you don't want to come up on an audit. We give you guys months to do this training. If the State audits your file and you don't have any training there, they will give you days to complete it. No one wants to be in that position so let's get this training done! Call us if you have any questions!





SPOTLIGHT

**CAREGIVER OF THE MONTH
MICHAEL HARDY**

Loving Hands would like to recognize Michael Hardy as our February 2026 Caregiver of the Month!! Michael has been with us for 8 years with the same client and is our longest tenured employee. Michael stays in compliance and has been a pleasure to work with over the years. Michael, Loving Hands appreciates you!!

Stay in touch with us!!

**LUVING HANDS
HOME HEALTH CARE AGENCY**

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Fax us at (484) 472-7056

Email us at Lovinghandsphilly@gmail.com

Visit us at www.lovinghandsphilly.com

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We provide the service you deserve!”**