

## **Announcement for Kindred Employees**

The Indiana Family & Social Services Administration (FSSA) has approved our request for the Direct Service Workforce Investment Grant.

Kindred Consulting, LLC submitted a plan to directly disburse available funds to be utilized in the form of bonuses, raises, to the implementation of a 401K, and to Employee Appreciation Activities for our Direct Support Professionals. These funds are going to be used as an incentive to reward our hard-working staff that are dedicated to keeping up with their eligibility and training requirements as well as attendance. The first round of bonuses is scheduled to be paid on April 20th, 2023, for those who have remained eligible during the first quarter of the year. (Eligibility is determined by hours worked face to face serving the individuals, staying compliant with training and with state requirements, i.e., driver's license, insurance etc.) For those who qualify, a lump sum amount will be calculated based on the number of hours worked during the period of 1/1/2023 through 3/31/2023.

Kindred Consulting, LLC has to follow the following rules set forth by the FSSA, to participate in this grant. The rules we agreed to are:

- a. Direct 95% of the grant funding to direct service workers.
- b. Develop a plan for how they will direct grant funding to direct service workers. Completed plans must be posted to the provider's public-facing website and submitted in the attestation no later than December 22, 2022.
- c. Respond to a final grant impact survey that captures how the dollars were spent. The impact survey will be issued in June 2023 at the same time as the third round of grand funding.
- d. Obligate money from each round prior to receiving the next round of funding.
- e. Comply fully with the HCBS Settings Rule.

***Employees must continue to stay eligible to perform waiver service hours and to earn bonuses.***

*Continue to check the Web Site for updates.*

**Thank You for Making a Difference in Every Life We Touch!!**