

VIVENTIUM  
PAY

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# Case Study.

**On-Demand Pay is Just One Way Homewatch CareGivers  
Appreciate Their Employees**

*Michael Mitchell and Janeice Jennings work at Homewatch CareGivers of South Orange, a company that offers home health aids for elderly clients or people recovering from surgery. Founded in 2009, Homewatch CareGivers has serviced over 1,100 clients for over 3,000,000 hours of care. Michael Mitchell is the Chief Operating Officer and Janeice Jennings is the Business Operations Manager who controls payroll. They sat with us to discuss their experience and what brought Viventium Pay to Homewatch CareGivers.*

## HOW HAS VIVENTIUM PAY MET YOUR EMPLOYEES' NEEDS?

“In these troubling times, people are living paycheck to paycheck and tools like Viventium Pay can help them tremendously.

Our goal last year was to implement two new value benefits, AAA and Viventium Pay for our employees. Both of these help our employees, so they can get assistance if their car breaks down on the way to work or they can get access to the money they have already earned when they need it. One of our caregivers was at the car dealership and was able to get the car off the lot thanks to Viventium Pay.”

## HOW DID YOU THINK ON-DEMAND PAY WOULD WORK?

“It almost sounded too good to be true. But we’ve been pleasantly surprised with how it has not disrupted our payroll process, it’s actually made it better.

We were nervous because payroll can be complicated and Caregivers generally do not embrace change and language barriers exist. But it came to the point where we thought “why not offer it?” It helps our caregiver community with no risk. We have no involvement so it doesn’t disturb our payroll process at all. There were also so few questions by our employees and they understood how to use it way easier than we expected.”

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**Client:** Homewatch CareGivers of South Orange

**US Headquarters:** South Orange, NJ

**Industry:** Home-Based Care

**Number of Employees:** 100+

**Payroll Platform:** Viventium

**Time & Attendance Platform:** KanTime

## HOW DOES VIVENTIUM PAY COMPARE TO OTHER BENEFITS?

“Viventium Pay is definitely one of the better benefits we offer because whether you’re in a crunch at the gas station or grocery line, BOOM you can get your earned money!

It’s a great program because you are accessing money you’ve already earned. We love that it allows employees to get access without damaging their personal or future finances. It’s a no-brainer to add this service because of that lack of risk it has and the fact that it helps our caregivers and office employees alike.”

## WHAT ARE SOME OF YOUR FAVORITE ASPECTS OF VIVENTIUM PAY?

“The customer service team is so quick and responsive. The only time an employee had a hard time registering, they worked on it until he was able to get his account up and running.

Plus, there is also a level of privacy in the service that is commendable. Employees don’t have to explain why they need their money. It’s a good level of financial control where you can get your money without getting into reasons why you need it.”

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