

<b>Roles and Responsibilities Under Payroll Model</b>	<b>Common Law Employer</b>	<b>Robland HHC</b>
<b>Recruiting, interviewing Hiring Own Support</b>	X	
<b>Supervision, Managing of Employees</b>	X	
<b>Create Work Schedules</b>	X	
<b>Complete Necessary Employment Paperwork</b>	X	
<b>Setting Wages</b>	X	
<b>Evaluating Employees Job Performance</b>	X	
<b>Observe and Comply with Department of Labor Laws, and Federal and State Employment Laws</b>	X	X
<b>Provide Initial and On-going Training to Employees</b>	X	
<b>Background Checks and Motor Vehicle Report's</b>	X	
<b>Liability Insurance</b>	X	
<b>Monitor Spending, Staying Within Budget Limits</b>	X	
<b>Terminating Employees</b>	X	
<b>Enroll with Workers Compensation Insurance Carrier</b>	X	
<b>Pay and Maintain Workers Compensation Insurance Payments</b>	X o r	X
<b>Keeping Employment Records, Maintaining Employee Files</b>	X o r	X
<b>Issue Paychecks Based on Submitted Time Records and Pay Employees on Time and on a Regular Schedule</b>		X
<b>Withhold all appropriate taxes from Workers Salaries and Pay Those Withheld Amounts to the Government, including Medicare, Social Security, Federal and State Unemployment, and Federal Income Tax ( FICA, FUTA, SUDA)</b>		X
<b>Issue Wage and Tax Statements to Workers and Submit Income and Tax Statements to the Social Security Administration (W-2)</b>		X
<b>Expense Reimbursement</b>		X