



## What Does My Referral Fee Pay For?

- Office staffed by professionals Monday-Thursday (9-5) Friday (9-4).
- 100+ man-hours per week committed to finding nannies for families who are members on our service.
- Advertising in all major and local newspapers
- Screening and Pre-qualifying nannies on the phone
- Scheduling and conducting nanny interviews
- Calling nanny references/multiple calls, leaving messages
- Final evaluation of each nanny after interview and references are completed
- Computer entry and faxing or mailing nanny profile sheets to parents
- Phone follow-ups to both nannies and families
- Complete criminal and background investigation of hired nannies
- On-going support (counseling) to parents and nannies after placement
- Consulting parents as to what works and what doesn't work in the nanny employment Industry. We'll help you keep a good nanny.
- A full service agency that offers occasional evening care at no extra charge to members.

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### **PERFORMED BY A CHOICE NANNY CHILD CARE CONSULTANTS:**

- In-person interview with the nanny
- Child-care references and / or
- Other employment references and /or
- Personal reference(s)

### **PERFORMED BY PROFESSIONAL INDEPENDENT LICENSED INVESTIGATORS AT THE TIME OF HIRE:**

- National Criminal Records Search
- Statewide Criminal Search in area of residence
- County Level Criminal Search
- Motor Vehicle Record verified and interpreted.
- Social Security Number verified.
- National Sex Offender Registry Search
- Employment & Academic Verification

Our approved nannies undergo the above screening and background investigation, which is more comprehensive than most in the industry. Specialty and more in-depth investigations are available for an additional charge. It is important to note that NO background investigation is foolproof.

**Note: Most jurisdictions go back 7 years by law, but some only go back 3 years, while others go back 10 or more years.**