



WELCOME
Packet



PLACEMENT *Packages*

PREMIUM

\$4200 | Full Time
\$3700 | Part Time

- All services listed in our Standard Package
- An in-depth background check on (2) final candidates
- Virtual and/or in-person interview coordination with up to (9) candidates
- Assistance with home prep (copy keys, program garage codes, etc.)
- Optional shadow day with a Hive Team staff member
- First two payroll fees waived (\$90.00 value!)

STANDARD

\$3700 | Full Time
\$3200 | Part Time

- 90 day contract with The Hive
- Professional vetting of all candidates
- Virtual and/or in-person interview coordination with up to (6) candidates
- Basic contract tailored to each family, PLUS assistance with negotiations
- Quarterly follow ups after the first week of nanny's employment

TEMPORARY

\$2800 | Full Time
\$2500 | Part Time

- 90 day contract with The Hive
- Professional vetting of all candidates
- Virtual and/or in-person interview coordination
- Basic contract tailored to each family PLUS assistance with negotiations

Temp. packages are for placements lasting 6 months or less



ADDITIONAL *Services*

ADD'L HOURS

Additional \$500

- Allows after-hours communication and interview facilitation between client and Hive Team staff as late as 8PM EST
- Allows for communication/interview facilitation on Sundays when the office is typically closed!

Great for parents with busy weekday schedules

EXPEDITED SERVICE

Additional \$800

- Expedites your package from (90) days to (75) days start to finish
- PLUS after-hours communication with The Hive Team staff to ensure you are top priority!

ADD'L CHECK

Additional \$80 (per background check)

- Basic background checks are conducted on all candidates, but we offer a more in-depth background check a la carte for as many candidates as you desire

DRUG SCREEN

Additional \$100 (per nanny screened)

- Our 12 panel drug screen checks for AMP, BAR, BUP, BZO, COC, mAMP, MDMA, MOP, MTD, OXY, PCP, and THC. Screening is la carte for as many candidates as you desire



THE *Process*

STEP ONE

Chat with a Specialist

Discuss your family's unique needs with a Hive Team Member. We'll get to know you via email or phone and have you fill out a client intake form with all the important details we need to move forward.

STEP TWO

Pick Your Package

Choose the placement package and add-ons that fit your family's needs. Not sure what's best? Chat with The Hive Team staff to hear their recommendations. Once we find the right package for you, you'll fill out a client agreement and submit payment.

STEP THREE

Review/Interview Candidates

We'll create a job description based on your client intake form and find nannies within our system that could be a match. You'll see Hive Profiles detailing the nannies' experience, location, education, and a "Meet the Nanny" section written by the candidate. You can decide which nannies you'd like to meet, and which you'd like to pass on, and we'll arrange virtual and in-person interviews based on your schedules.



STEP FOUR

Choose Your Nanny

We'll help you make an official employment offer to the nanny of your choice using our base contract for nannies/clients. Remove what doesn't work, and add anything that's missing! Need help setting up payroll? We have our own payroll system too!

Average Nanny Rates

INDIANAPOLIS, INDIANA

\$18-20/HR

Brand new nannies, usually right out of high school with no formal experience.

We do not typically see nannies with rates lower than \$18/hr.

\$21-23/HR

Nannies with 2-3 years of experience in the field OR nannies with other relevant childcare experience, such as teaching, child psychology, or daycare.

\$24-28/HR

Nannies with anywhere from 4-6 years of professional experience in the field, sometimes more.

Some of these nannies may have a relevant degree and/or other professional certifications.

\$29-30 +/HR

Professional career nannies with 7 or more years of experience in the field.

Many will have a relevant degree, other professional certifications, etc.

*These averages were put together after 6+ months of observation of candidates setting their rates, clients' success rates with job postings, and general intake from nannies in Indianapolis and surrounding areas.