



# WELCOME Packet



# PLACEMENT Packages

## PREMIUM

\$4500 | Full Time  
\$4000 | Part Time

- All services listed in our Standard Package
- An in-depth background check on up to (2) final candidates
- Virtual and/or in-person interview coordination with up to (9) candidates
- Optional nanny training with a Hive Team staff member
- First two payroll fees waived (\$90.00 value!)



## STANDARD

\$4000 | Full Time  
\$3500 | 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

\$3000 | Full Time  
\$2700 | 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\*

## NANNY SHARE

\$5000 | Full Time  
\$4500 | Part Time

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

# ADDITIONAL Services

## ADD'L HOURS

### Additional \$750

- 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 \$850

- Expedites your package from (90) days to (75) days start to finish
- Prioritizes your family over clients without the add-on
  - PLUS after-hours communication with The Hive Team staff to ensure you are top priority!

## ADD'L CHECK

### Additional \$100 (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 \$200 (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 50% of your payment up front. This deposit is nonrefundable, but the remaining balance is only due if the contract is fulfilled and/or you hire through us!

## 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!

# FREQUENT Questions

## WHAT SETS THE HIVE APART?

To put it simply, we take the time to make sure everybody involved in this process is feeling happy and heard. The Hive sets itself apart by not only advocating for the families that hire us, but the nannies who choose to work within our system. When nannies and families both feel heard and supported, we are able to make more long-lasting connections than some of our competitors.



## HOW DO I KNOW THESE ARE QUALITY NANNIES?

At The Hive, we take the time to personally screen each nanny that applies to work with our agency. All candidates are pre-approved through a general background check, references, and professional vetting to ensure they are up to our standards.

## WHY SHOULD I HIRE AN AGENCY?

While you could find a nanny on your own, it's likely going to be a stressful process. By using an agency, you are lifting this burden and allowing us to do the heavy lifting. Simply sit back and decide who you'd like to interview/hire. Hiring an agency to walk your family through the basics of employing a nanny can be extremely beneficial, especially when it comes to making sure no laws are being broken.

## CAN MY NANNY BE 1099?

Per the IRS, nannies are Household Employees and not Independent Contractors. We do not allow our clients to pay their nanny illegally. Rest assured, we make the payroll and W2 process easy!

I NEED A NANNY  
WITHIN A WEEK, CAN  
YOU HELP?

If you're needing a nanny ASAP, be prepared to book services and sign a contract immediately. We'll do everything we can to try to offer you a few candidates within your timeframe, but keep in mind that many nannies need to give current employers notice, and scheduling interviews that work with everybody's availability takes time.

In short, we'll help you, but you might need to have some flexibility.

WHAT'S YOUR  
PLACEMENT SUCCESS  
RATE?

Since opening in 2019, we have only had three incidents in which we were unable to find a family a nanny they loved. In all cases, we were very honest about the level of difficulty we'd likely have filling these positions prior to the clients signing on. Unfortunately, erratic schedules and low rates coupled with an intense list of duties caused these positions to remain unfilled by the end of our contracted term.

DO I NEED TO PAY ALL  
FEES UP FRONT?

As of 1/01/2025, we no longer require 100% payment up front. Instead, we're collecting 50% down. If you do not end up hiring a nanny through The Hive, you do not have to pay us the remaining balance.

I'M STILL  
INTERVIEWING AT  
THE END OF 90 DAYS!  
NOW WHAT?

Great question! While our contracts state a specific term length, we would never abandon a client mid-process. If you're interviewing a final candidate or two by the time our contract expires, we extend free of charge until after you've interviewed all candidates and submitted an employment agreement.



WHO ARE YOUR  
PREFERRED  
PAYROLL PARTNERS?

While we do offer payroll directly through The Hive, some clients opt to utilizing one of our payroll partners instead. These partners are HomeWork Solutions and HomePay by Care.

# Average Nanny Rates

INDIANAPOLIS, INDIANA

**\$20-22/HR**

Brand new nannies, usually right out of high school or currently in college with no formal experience.

We do not typically see nannies with rates lower than \$20/hr.

**\$23-25/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.

**\$26-28/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 12 months of observation of candidates setting their rates, clients' success rates with job postings, and general intake from nannies in Indianapolis and surrounding areas, with 54% falling in the \$25-28/hr range.

# Hey There!

It's Sarah - founder, CEO, and chief nanny-matcher of The Hive! This whole shebang started in 2019 with just me, my trusty laptop, and a \$200 deposit to get the ball rolling. Since then, I've poured my heart and soul into building The Hive into the ultimate destination for parents to find the perfect nanny for their family. With over a decade of experience in the nanny world under my belt, I know all the insider secrets. Nannies trust me to have their backs, and are constantly thanking me for all the support The Hive provides. But enough about me - let's talk about YOU! What does my nanny expertise mean for you? It's simple: more trust from nannies means a way bigger pool of incredible candidates for your family to choose from compared to other agencies. At The Hive, we've got your childcare needs covered! So come on in, make yourself at home, and let's find the perfect nanny match for your family! This is going to be fun.

Sarah

Love,  
Sarah Saylor