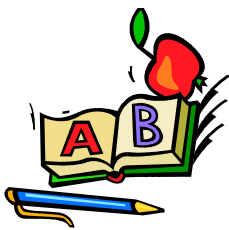




Lakeshore Nannies, Inc.

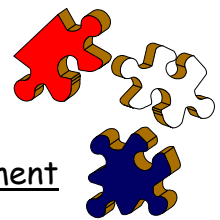
www.LakeshoreNannies.com

Lakeshore Nannies is committed to providing ongoing support for our families and nannies. The [Enrichment Program](#) is designed to give nannies tools to provide a stimulating environment for children in their charge.



[Enrichment Program](#) includes:

- Full-Time or Part-Time Permanent Nanny Placement
- Nanny Background Check
- Sample Employment Contract
- Complementary Nanny Starter Kit:
 - Weekly Calendar
 - Educational Materials & Supplies
 - Charts & Schedules
- 90 Minute In-Home Visit during the second week of employment to drop off the starter kit, answer any questions, help plan the first week, and assist parents with orientation.
- 6 Month Replacement Policy
- Unlimited Phone Follow Up and Consultation



Lakeshore Nannies, Inc.

Serving Chicagoland

Corporate Headquarters

325 Surryse Rd, Ste 111, Lake Zurich, IL 60047
847-540-5900 (Office) 847-540-0606 (Fax)



Lakeshore Nannies, Inc.

Quality Nannies & Enrichment Programs
Placement Process

Placement Process

- **Initial Consultation**
Phone or Personal Consultation to discuss family requirements.
- **Completed Referral Agreement and Family Profile**
Family completes **Referral Agreement**, **Fee Schedule**, and **Family Profile** (Attachment A) and submits to Lakeshore Nannies. The Referral Agreement can be faxed back to Lakeshore Nannies at (847-540-5900). The Family Profile can be submitted online at www.lakeshorenannies.com.
- **Presentation of Candidates**
Lakeshore Nannies will review available candidate for your family and assist with scheduling the interviews.
- **Family Selects Nanny Candidates for Interview**
Lakeshore Nannies will forward brief Family Job Description for Nanny Candidates. This helps them to be prepared for the interview and to have a good understanding of the job requirements.
- **Family Interviews Nanny Candidates**
- **Family Selection and Verbal Employment Offer to Nanny**
- **Acceptance of Verbal Offer by Nanny**
Family submits **Nanny Order Form** to Lakeshore Nannies via fax (847-540-0606), email or mail.
- **Background Check is Authorized**
- **Complete Employment Contract**
Family reviews with Nanny. Employment Contract is submitted to Lakeshore Nannies for our file.
- **Nanny Starts Employment**
- **Lakeshore Nannies In-Home Visit**
Lakeshore Nannies will meet with the Family and Nanny during the second week to drop off Starter Kit which includes educational materials and activities for the Nanny, answer questions, and assist parents with orientation.



Lakeshore Nannies, Inc.

Quality Nannies & Enrichment Programs Employer Contract (Referral Agreement)

This Agreement is made this _____ day of _____, 2007 between

Lakeshore Nannies, Inc. and _____ hereinafter called "Client."

The parties agree as follows:

1. The Client engages Lakeshore Nannies to identify and refer qualified Candidate(s) for in-home childcare. Lakeshore Nannies accepts the engagement and will refer Candidate(s) to the Client based upon the consistency of the Candidate's experience and education to the Client's Family Profile (attached), validation of information provided by the Candidate, and assessment of the Candidate's suitability during preliminary telephone and in-person interviews.
2. Final approval and employment of any Candidate is solely at the discretion of the Client. Client is encouraged to verify any and all history or references on any applicant prior to employment of Candidate.
3. Lakeshore Nannies' Referral Fee Schedule is attached and incorporated into this agreement. It must be initialed by Client. Upon selection of nanny, Client will complete Nanny Order Form. Client understands and agrees that Referral Fee is due and payable upon any written or oral acceptance of any written or oral employment offer to Candidate by Client. Referral Fees will be charged to the credit card on file with the Nanny Order Form.
4. Client understands and agrees that Lakeshore Nannies has invested substantial time and resources in recruiting and screening applicants. Should Client employ any Candidate referred by Lakeshore Nannies, in either a temporary or permanent capacity within 24 calendar months from the time of introduction, Client shall owe Lakeshore Nannies, Inc. the full appropriate placement fee. Further, Client understands and agrees that all information regarding candidates referred by Lakeshore Nannies is proprietary and confidential. Client therefore agrees to keep in confidence the identity of all Candidates referred by Lakeshore Nannies and the contents of any documents, including computer media, video, photographs, handwritten documents, and printed reports, forwarded for Client's review. All proprietary and confidential material will be returned to Lakeshore Nannies, Inc. upon request.

Lakeshore Nannies will exercise due diligence in confirming the validity of information proffered by candidates regarding their experience, employment history, and authorization to work in the United States. Lakeshore Nannies will perform preliminary interviews of Candidates to assess the conformance of the Candidate with the Client's Family Profile. The results of this confirmation will be reported to the Client in writing.

Upon selection of a Permanent Full-Time or Permanent Part-Time Candidate by the Client, Lakeshore Nannies will undertake a more comprehensive review of available public records. These will include a Criminal and Civil check in counties of Candidate's known residence for the last 5 years, Department of Motor Vehicles, and possible sex offender offenses and incarcerations. Documentation of this review will be provided to the Client.

5. Guarantee Terms: If a Candidate, referred by Lakeshore Nannies and employed by the Client, resigns, abandons, or is "terminated for cause" within 30 days of the start date, Lakeshore Nannies will, at the discretion of the Client, renew the search for another Candidate, at no additional Referral Fee to the Client or Lakeshore Nannies will refund a pro rated portion of the Referral Fee to the Client. Refund will equal Referral Fee less 25% of the gross salary earned by Candidate.

Enrichment Program Only: If a Candidate, referred by Lakeshore Nannies and employed by the Client, resigns, abandons, or is "terminated for cause" within days 31-180 from start date, Lakeshore Nannies will, at the discretion of the Client, renew the search for another Candidate, at no additional Referral Fee to the Client. No refund will be given after 31 days of employment.

*Lakeshore Nannies is licensed,
bonded, and operates under the
laws of the state of Illinois
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Referral Agreement
Enrichment Program 070125



Lakeshore Nannies, Inc.

Quality Nannies & Enrichment Programs Employer Contract (Referral Agreement)

Seasonal and Temporary Placement: If a Candidate, referred by Lakeshore Nannies and employed by the Client, resigns, abandons, or is "terminated for cause" within days 31-90 from start date, Lakeshore Nannies will, at the discretion of the Client, renew the search for another Candidate, at no additional Referral Fee to the Client. No refund will be given after 31 days of employment.

6. Lakeshore Nannies will use its best efforts to refer qualified Candidates to the Client; however, it does not guarantee the credentials or performance, or Client satisfaction with any Candidate. If the Client is dissatisfied, Lakeshore Nannies, Inc. strictly limits its liability to the terms of the replacement policy described in Section 5 above.

7. Client gives explicit permission to Lakeshore Nannies, Inc., at its discretion, to release Family Profile information to potential Candidates. Lakeshore Nannies will use its best efforts to protect the privacy of the Client until an individual is agreed by the Client to be a potential Candidate.

8. Client agrees to indemnify Lakeshore Nannies and hold it and all its officers, directors, shareholders, employees and representatives harmless from any liability, costs or expenses arising out of any claim against Lakeshore Nannies, relating in any way to Candidate's employment.

9. This Agreement is between the Client and Lakeshore Nannies only. No Candidates are party to this Agreement, nor is Lakeshore Nannies party to any agreements between Client and Candidate. This Agreement is the entire understanding between both parties and may be modified only by written agreement signed by both parties.

10. Any dispute brought by Client under this Agreement shall be resolved by binding arbitration before the American Arbitration Association in Chicago, Illinois, pursuant to the Commercial Arbitration Rules of that organization in effect. Any arbitration award entered by the AAA may be entered as a valid judgment and enforced before any court of competent jurisdiction in the State of Illinois. The arbitrator shall have authority to determine and assess awards of attorney's fees and litigation expenses as per the terms of this agreement.

11. In the event Lakeshore Nannies, Inc. does not receive payment, Lakeshore Nannies will pursue collection of amounts due under this Agreement through a collection agency.

12. If any portion of this Agreement is held to be void, the remainder of the Agreement shall stand in full force and effect. No Court shall resolve any ambiguity in this agreement against Lakeshore Nannies, as Client has had an opportunity to have the agreement reviewed by an attorney. This agreement shall be governed by Illinois law.

CLIENT'S SIGNATURE BELOW CONFIRMS THAT CLIENT HAS READ THIS AGREEMENT THOROUGHLY, HAS HAD SUFFICIENT OPPORTUNITY TO SEEK LEGAL COUNSEL, IF DESIRED, AND THEREFORE CLEARLY UNDERSTANDS AND AGREES TO ALL ITS TERMS AND CONDITIONS.

Client

Date

Lakeshore Nannies, Inc.

Date

Attachments:

- A. Fee Schedule



Lakeshore Nannies, Inc.

Quality Nannies & Enrichment Programs
Attachment A: Fee Schedule

Pricing

Service	Price	Deliverable
Enrichment Program: <u>Permanent Nanny Placement</u>	10% of annual salary (but not less than \$2,200 for <u>Full-Time</u> and \$1,000 for <u>Part-Time</u>)	<ul style="list-style-type: none"> • Full-Time Nanny Candidate • Nanny Starter Kit – Includes: <ul style="list-style-type: none"> • Weekly Calendar/Planner • Nanny and child care literature • Supplies such as: books, CDs, arts & crafts • Charts & Schedules • One 90 Minute In-Home Visit during the second week to drop off Starter Kit, answer questions, and assist parents with orientation • 6 month nanny replacement policy – no charge • Access to brief video clips of candidate interviews • Background Check (criminal, civil, drivers license, sex offender) • Sample Family/Nanny Employment Contract • Unlimited phone follow up/consultations
Enrichment Program: <u>Nanny Jump Start Program</u> This is for families that have found a Nanny on their own but would like to take advantage of Lakeshore Nannies Enrichment Program.	\$550	<ul style="list-style-type: none"> • One 90 Minute In-Home Visit during the second week to drop off Starter Kit, answer questions, and assist parents with orientation • Nanny Starter Kit – Includes: <ul style="list-style-type: none"> • Weekly Calendar/Planner • Nanny and child care literature • Supplies such as: books, CDs, arts & crafts • Charts & Schedules • Sample Family/Nanny Employment Contract • Unlimited phone follow up/consultations • Background Check (criminal, civil, drivers license, sex offender) available for an additional fee of \$150.
<u>Seasonal/Temporary Nanny:</u> Employment Duration: Seasonal Nanny: 6 weeks - 4 Months Temporary Nanny: 1 week – 5 weeks	10% of annual salary (but not less than \$600 for <u>Seasonal Nanny</u> and \$350 for <u>Temporary Nanny</u>)	<ul style="list-style-type: none"> • Seasonal Nanny Candidate • Access to brief video clips of candidate interviews • Sample Family/Nanny Employment Contract • Unlimited phone follow up/consultations • Background Check (criminal, civil, drivers license, sex offender) available for an additional fee of \$150

Client Initials

Date

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Fee Schedule
Enrichment Program 070125