

Little Darlings Nannies, Inc.
Child Care Referral Agreement

_____ (hereinafter referred to as "client"), hereby agrees to retain Little Darlings Nannies, Incorporated to refer qualified candidates for nanny services to client.

Little Darlings Nannies, Inc. will personally qualify any prospective applicant by obtaining a thorough application, DMV/MVR History, 7 year county criminal search, child offenders search, verify employment history for correctness of information given by the candidates as well as verify all personal and character references provided. . Any information obtained will be noted and a copy provided to client. Client is encouraged to read the entire application, re-verify any information contained on the application and interview the prospective nanny.

CLIENT HEREBY AGREES TO RELEASE AND FOREVER DISCHARGE LITTLE DARLINGS NANNIES, INC. FOR ANY AND ALL CLAIMS THAT MAY ARISE OUT OF ANY EMPLOYMENT RELATIONSHIP ENTERED INTO BETWEEN CLIENT AND THE PROSPECTIVE NANNY.

In the event that an employment relationship is entered into between client and any prospective nanny referred to client by Little Darlings Nannies, Inc. within 365 days from the date of the Referral by Little Darlings Nannies, Inc., client agrees to pay Little Darlings Nannies, Inc. a placement fee equivalent to the nanny's monthly salary.

DIRECT HIRE PERMANENT PLACEMENT FEE

The fee is equal to the candidate's 1 month salary of which may be accepted in 3 installments with written approval from Little Darlings Nannies, Inc. .

Full payment is due prior to first day of nannies' employment. Any other payment arrangement for the referral fee must be stated in writing by an authorized representative of Little Darlings Nannies, Inc

TEMPORARY PLACEMENT FEE \$ 20. 00 per day

Temporary personnel will be paid directly by client. LITTLE DARLINGS NANNIES, INC. will invoice the client for the temporary fee on a weekly basis. Payment is due within 5 days. It is the client's responsibility to provide a safe working environment.

REPLACEMENT POLICY: Little Darlings Nannies, Inc will provide prospects for replacement if the nanny referred by Little Darlings Nannies, Inc. is terminated by client or terminates her employment within the first 100 days from the first nanny starts date. This replacement policy shall not apply if the nanny terminates her employment for good cause, i.e. non-payment of wages earned, partial payment of wages earned or breach of the employment contract.

Client understands and agrees that this is a referral agreement only.

ARBITRATION CLAUSE: Any controversy or claim arising out of or relating to this contract , or the thereof, shall be settled by arbitration in accordance with the Uniform Rules for Better Business Bureau Arbitration and the judgment upon the award rendered by the Arbitrator(s) may be entered in any court having jurisdiction of any dispute shall be in Orange County, California.

I HAVE READ THE ENTIRETY OF THE FOREGOING DOCUMENT AND HEREBY DECLARE THAT I FULLY UNDERSTAND THE TERMS AND CONDITIONS OF THE REFERRAL AGREEMENT.

I have been given a copy of this agreement. Name _____
Connie Shadell, President, Little Darlings Nannies, Inc.