



POLICIES AND FEE SCHEDULE

1. Hourly Rate – Church Care. The Client shall pay KMC Twenty-three dollars and fifty cents (\$23.50) per hour of childcare services provided by a ChildCare Specialist. The Client shall pay KMC Twenty-five dollars (\$25.00) per hour for Teacher, Small Group Leader, Large Group Leader and Worship Leader services. A fuel surcharge of \$5.00 per specialist will apply to any jobs outside of the Raleigh City limits.

2. Church Care Ratios. The Client agrees to the following ChildCare Specialist to Child ratios. For children under 2 years of age there shall be one at least one (1) ChildCare Specialist for three (3) children. For children ages 2 years and up there shall be at least one (1) ChildCare Specialist for every six (6) children.

3. Church Care Small Group Ratios. The Client agrees to the following ChildCare Specialist to Child ratios for small group care. There should be one (1) ChildCare Specialist for up to six (6) children. There should be two (2) specialists for seven (7) to twelve (12) children. If there are more than twelve (12) children, a third ChildCare Specialist may be required.

4. Hourly Rate – Private Home Care. The Client will pay Twenty-five dollars (\$25.00) per hour for childcare services provided by a ChildCare Specialist. A one-time registration fee of one hundred dollars (\$100) is required.

5. Black-Out Dates. Service is not guaranteed on Sunday mornings before 12:00 Noon, New Year's Day, Valentines Day, Easter, Mother's Day, Memorial Day, Father's Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day or New Years Eve. All requests for these dates will be handled on a first-come, first-served basis. The hourly rate shall be Twenty-five Dollars (\$25.00) per hour of childcare services.

Service is not guaranteed on Thanksgiving weekend, Memorial Day weekend, or the weekends before and after Christmas. The hourly rate for the dates surrounding the stated black-out dates is the standard rate set forth in Section 1.

6. Weekly Sunday morning Needs. Due to the fact that all of our Specialists are believers and desire to attend and serve in their home churches, Specialists are not available on Sunday mornings before 12:00 Noon.

7. Urgency Fees. If the Client needs childcare services at any time with less than forty-eight (48) hours prior notice, the Client will pay an additional urgency fee of Twenty-Five Dollars (\$25.00) if KMC is able to match the Client with a Childcare Specialist.

8. Booking Minimums. There shall be a two (2) hour minimum charge per booking. If the Client cancels the services of a ChildCare Specialist within twenty-four hours (24) of the ChildCare Specialist's expected arrival the booking minimum will still apply.

9. Tardiness. In the event that a ChildCare Specialist is tardy to a scheduled placement please reach out to our office at 336-392-6977.

10. Timesheets. A church representative must sign off on each ChildCare Specialist's timesheet at the end of each placement for verification purposes.

11. Payment. KidMin Care will e-mail an invoice at the end of the month detailing all dates and times our specialists served your church. Payment is expected within 10 days of receipt of the e-mail. Failure to pay in a timely manner could be cause for termination of the contract.

12. Non-Compete Clause. In consideration of the services to be performed by KMC outlined above, the Client agrees (i) to only employ KMC's ChildCare Specialists through KMC, (ii) to refer others to KMC (instead of to a ChildCare Specialist directly), and (iii) to provide true and correct time sheets to KMC. If the Client employs a ChildCare Specialist directly (instead of through KMC), the Client will be charged a placement fee of One Thousand Dollars (\$1000). This includes any church members or staff who come in contact with our specialists.

13. Late Fee. The Client shall pay a Twenty-Five Dollar (\$25.00) late fee for payments not received within 10 business days of our billing dates.

14. Priority Placement. Churches that utilize our services on a weekly basis for their childcare needs will receive priority placement, which includes but is not limited to holiday care. If you utilize our services for back up care or ad hoc care, your needs will be served on a first come first served basis.

15. Revision of Fees and Policies Hereunder. KMC may revise this Fee and Policy Schedule from time to time upon notice to the Client.