



**kids &
COMPANY**

Child Care Benefits for Corporate-Linked Employees



Why Kids & Company?

- Guaranteed spot at a Kids & Company Child Care location within 6 months of registration
 - Quality, flexible and customized options of child care ranging from 1 day/week to 5/days week
 - Standard hours are 7 a.m. – 6 p.m. Extended hours are provided at select locations
 - Occasional back-up care for emergencies or planned days at only \$350/15 days per child, per calendar year (January – December). Useful for:
 - School breaks or disruptions (e.g., Professional Activity Days, weather related closures)
 - Primary caregiver taking vacation or unplanned disruptions
 - Other child care challenges
 - Ability to travel with child(ren) and use another Kids & Company location - business or pleasure
 - No late fees!
 - Discount for multiple children attending
- Hot lunch and 2 snacks provided. Nutritious, made-from-scratch, ethnically diverse foods with a focus on family style dining. Special dietary requirements included in meal plans. Plus, Grab N’ Go Program which provides healthy snack options for children on their daily ride home!
 - Cue-based learning incorporating proprietary programs ranging from:
 - **ALPHA-MANIA** (pre-reading to excite children about the alphabet)
 - **MINI MASTERS** (art program that focuses on famous visionary artists)
 - **MUNCHKINETICS** (physical education and movement program in a fun, safe setting)
 - **SIGN LANGUAGE**
 - Nutrition/food based curriculum (children will learn the basics of Canada’s Food Guide and the food groups with emphasis on vegetables, fruit, protein, dairy and grains)
 - Webcams offer parents opportunity to look in on child via password protected website
 - Opportunity to attend various family events, parent workshops, date nights and shopping days
 - After-hour babysitting (evenings and week-ends) offered by trained Kids & Company educators



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Contact Us:

1-866-MY-KIDCO (1-866-695-4326)
info@kidsandcompany.com

For locations and numbers, please go to kidsandcompany.com

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Tips on Choosing Child Care



Choosing quality child care for your family is a very important decision. You want to find a safe, healthy environment that supports the social, physical, intellectual, creative and emotional development of your children.

Start early. Make a call. Go on a tour.

Here are some tips on what to look for when choosing child care:



Environment & Facility

- Is the centre clean and attractive?
- What are the hours of operation? And what days of the year is the centre closed?
- What is the number of days that one must commit to care?
- Does the centre offer flexible days (part-time and back-up/emergency care)?
- Does the centre charge late fees?
- Review the child care license which should be posted and easily accessible to parents. Are there any conditions listed on the license?
- What are the centre's health and guidance policies? Ask to review to ensure they fit with your own practices.
- Are the learning materials and toys clean and kept in good repair?
- Are the classrooms warm and inviting and room for the children to play?
- Is the physical environment safe and secure?
- Does it have easy access to outdoor play area?
- Does the centre have web cameras?
- Can parents visit at any time?



Curriculum & Programming

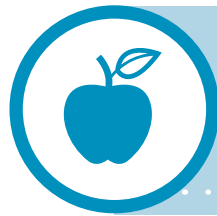
- Is there an induction/transition program offered?
- Are there age appropriate toys that allow for creativity and skill building?
- What type of materials and resources are available for children?
- Is there an art enrichment program? Literacy program? Science program? Music program? French program? Sign language for infants?
- Does the centre offer a Montessori program? And/or a Kindergarten type program?
- Does the centre have a daily timetable which you can see?
- What are the daily routines and how can you incorporate my child's and other children's routines?
- Are developmental assessments completed for the children? Is there an opportunity for the parents to meet with the teachers?





Staff

- What are the qualifications for the Director of the Centre? The Assistant Director?
- What are the qualifications for teachers? Do they have CPR? First Aid?
- What are the child to teacher ratios at the centre?
- What is the onboarding training for teachers?
- Are teachers sensitive to the needs of children of different ages?
- Are teachers engaged and involved with children?
- Teachers should give each parent time to discuss the daily routine and any parent concerns
- Do the teachers fill out daily reports?
- Are developmental assessments completed? How often?



Nutrition - Food & Mealtimes

- Does food meet the standards in Canada's Food Guide?
- What will the children eat and drink during the day?
- What time do children eat?
- Do teachers sit with children during meals?
- Is the food catered or is there an on-site kitchen?
- Is the food additive and preservative free? Fresh?
- Does the centre accommodate dietary restrictions and allergies?
- Is the centre a tree nut, peanut, shellfish and pork product free facility?
- Is water offered and available during the day?
- Is there a menu on display and does it look interesting and varied?



Health & Safety

- Do teachers and children wash their hands before and after diapering or toileting?
- Are medications stored in locked containers, out of reach of children?
- Is all indoor and outdoor equipment clean and safe?
- Do teachers have training in child care first aid?
- Does the centre accommodate dietary restrictions and allergies?
- Are there procedures in place to document any accidents?
- How will you be advised if your child is sick or has an accident?



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Benefits and Process for Back-up Child Care

Canadians are living complex lives and many experience the challenge of balancing work and family. Kids & Company recognized a need to provide flexible and unique family friendly solutions for employers and their working parents, one of these solutions being back-up child care.

The back-up child care benefit is ideal when full or part-time care is not required but assistance during emergencies or occasional disruptions is needed.



Emergency back-up child care – What is it?

- Back-up package consists of 15 days/calendar year, per child for the low cost of \$350 for children from birth up to 12 years of age
- Back-up child care can be used when there is a planned or unpredicted breakdown with regular child care arrangements and/or various school disruptions, for example; weather related closures, professional activity days, school breaks, other child care related challenges
- Children receive high-quality and flexible care at any of Kids & Company's prime geographical locations across Canada providing parents with "peace of mind"
- Back-up package can be used when travelling on business or pleasure
- Latest technology—webcams—which offer parents the opportunity to "look in" on their child throughout the day via a password-protected website
- No late fees
- Proprietary educational and movement programs offered, such as Alpha-Mania (pre-reading program), Mini Masters (art program that introduces famous visionary artists), Sign language, French, Music and Munchkinetics (fitness program designed for pre-school aged, and following Canadian Physical Activity Guidelines)
- Children receive well-balanced and nutritious meals and snacks throughout the day, exceeding the requirements of Canada's Food Guide



How do I register?

- If you are interested in using the back-up service, it is recommended to pre-register your child(ren) via Kids & Company's website at **www.kidsandcompany.com**
- Go to "Get Started" and choose your Company's Name
- Complete a Parent Enrollment Form and a User Name/Password will be sent via email enabling parents to register for back-up service
- After completing the back-up form, please call the Kids & Company centre of your choice and reserve your days

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Child Care Benefits During Parental Leave



Why Kids & Company?

- Opportunity to attend Free Parenting 'Drop-In' Sessions (offered at select locations across Canada). The sessions focus on get-togethers with other new parents on parental leave. Facilitated by a Kids & Company professional in a relaxed setting. Discussion topics may include:
 - Adjusting to parenthood
 - Nutrition during baby's first few years
 - Milestones, growth and development
 - Choosing quality child care
- Ability to access back-up care at one of the over 70 Kids & Company locations. Care can be used if an emergency arises or the family needs short term reliable care. When corporately linked, you can purchase a back-up package for only \$350 for 15 days of care
- Guaranteed child care at a Kids & Company location within 6 months of registration (or sooner). This is a huge relief as families plan when to return to work
- Quality, flexible and customized options for child care ranging from 1 day/week to 5/days week, as well as reliable back-up care

- Free Transition week prior to child starting care on a full or part-time basis
- Webcams in centres offer parents the chance to look in on their child via password protected website
- After-hour babysitting (in your home on evenings and week-ends) offered by trained Kids & Company educators when centre(s) are closed

"TODAY'S MARKET PLACE IS NOT JUST ABOUT FINANCIAL PERFORMANCE; IT'S ALSO ABOUT THE INVESTMENT IN PEOPLE."

- CEO, NATIONAL PROFESSIONAL SERVICES FIRM

Testimonial

"I was into my fourth month of maternity leave and my employer needed me to attend a specialized training course. With minimal notice, I was able to register my daughter for a few days of care near my employer's office. I was so thankful for this benefit!"

- Katherine, new mom of a 4 month old girl



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