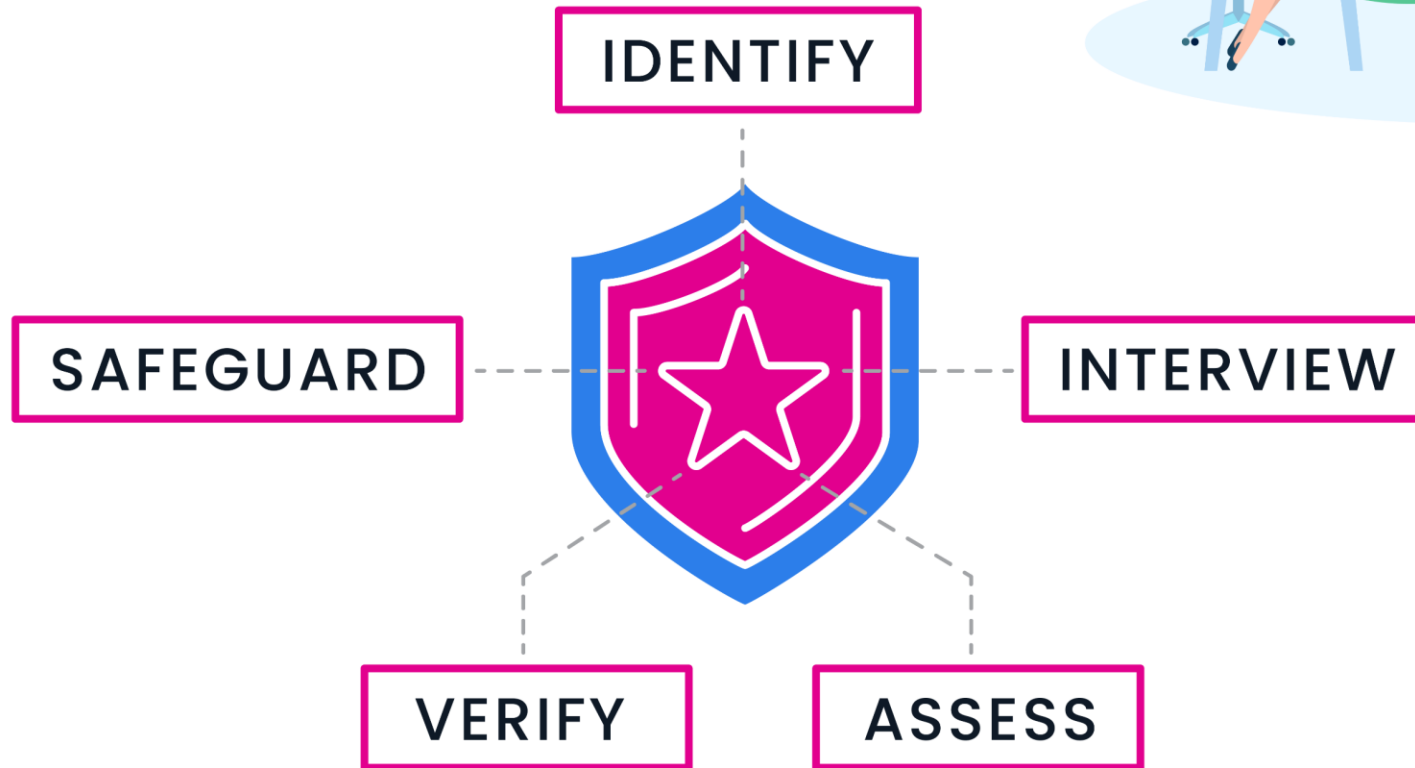


# 5-Star Shield Selection and Screening Process



# IDENTIFY

GNA carefully selects our professional nanny candidates based on each job description and detailed requirements such as education, experience, certifications and location.



# INTERVIEW

GNA conducts detailed, multi-step interviews to ensure the nanny exhibits the applicable skills/abilities and alignment with our GNA Core Values. Includes both personal and panel-style interviews, and behavioral and scenario-based questions.



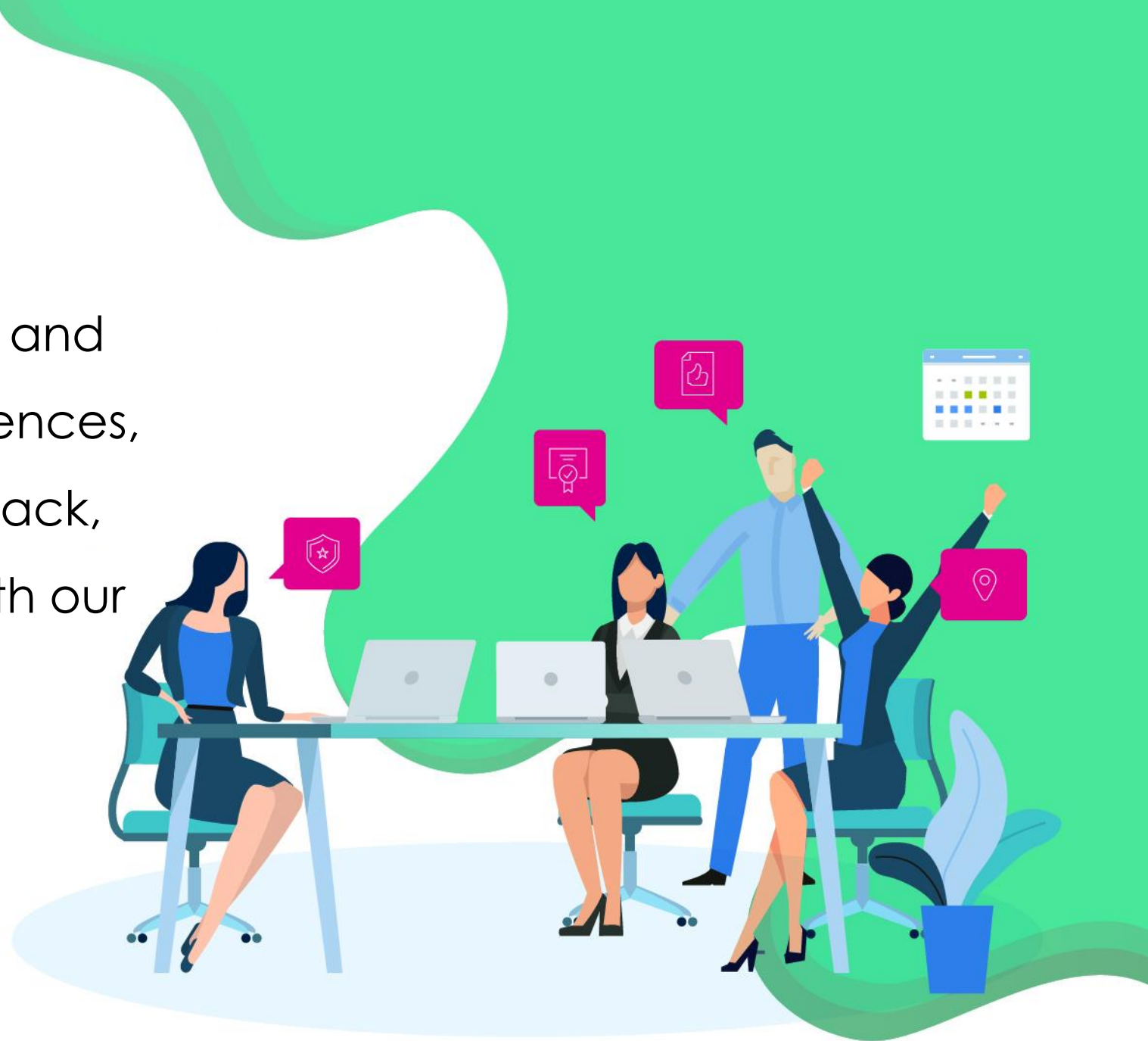
# ASSESS

We administer our specially designed GNA assessments – including our GNA Nanny Readiness, Child Safety, Child Development, Infant Care, and Emergency Readiness Assessments.



# VERIFY

We carefully contact each candidate's prior employers and personal / professional references, checking for detailed feedback, accuracy and alignment with our GNA Core Values.





# SAFEGUARD

Safeguard [We conduct a robust background check that includes an SSN Trace & Identity Verification, County and Nationwide Criminal Background Check, National Sex Offender Registry Check, Motor Vehicle Report Check\*, and Drug Test\*.



\* As requested  
We also offer ongoing Background Check *monitoring* after hire.