



2024 iNNTD

Tax & Labor Law Education

Hello!

HomeWork Solutions is proud to be the title sponsor of iNNTD! Education is at the core of everything we do, and when it comes to payroll, taxes, labor laws, and HR, there is a lot to know. As such we have put together a few resources we hope will fill in any gaps your attendees might have about fair & legal pay.

3-Part Educational Email Drip Series

Email #1



Title of email: HomeWork Solutions Cares About Nannies!

As a proud sponsor of iNNTD 2024 HomeWork Solutions wants to say thank you to everyone attending today. They know we all benefit as a community when nannies have a place to connect, learn, and advance their careers. That is why HWS provides free resources for nannies on our website 24 hours a day, 365 days per year. They dive into topics from how to start the conversation about legal pay in an interview, to what to do when a job ends, and everything in between. Right alongside their amazing nanny agency partners, HomeWork Solutions wants to make sure you have the information you need to get the benefits you deserve. After all, you have the skills to negotiate with a toddler, so with the right support, there is nothing you can't achieve!

Check out a few of the resources below, or search the knowledge center for a topic you have been eager to learn more about.

[Why Legal Pay is So Important](#)

[Household Employment Laws by State](#)

[What Taxes Does a Nanny Pay?](#)

[Search HWS's Knowledge Center and Blogs](#)

HWS also welcomes your questions! Please reach out to Franny or Rachel, they are more than happy to speak with you.

Rachel, Franny, and the rest of the HomeWork Solutions Team

1-800-626-4829

Rachel@HomeWorkSolutions.com

Franny@HomeWorkSolutions.com



Email #2



Title of email: Learning from Other Nannies Never Has to Stop!

Who understands a nanny better than another nanny?! Did you know both Franny and Rachel from HomeWork Solutions were nannies? They know just what it is like to navigate a professional working relationship with a family. You can trust them to take a balanced approach, and they're never too busy to walk you through anything payroll or tax related when it comes to your employment. Check out the additional educational resources they sent over, so you can keep the learning going, even after iNNTD is over. Don't forget you can always reach out to them by email or phone as well!

[Minimum Wage and Overtime](#)

[Build a Better Compensation Package with Tax Free Benefits!](#)

[Paystub Requirements](#)

You can also check out the household employee section of the Knowledge Center in [English](#) or [Spanish](#).

Email them directly, or even schedule a consult via [this link](#)

Rachel@HomeWorkSolutions.com

Franny@HomeWorkSolutions.com

Email #3



Title of email: A Final Thank You to HomeWork Solutions!

Thank you to HomeWork Solutions, for not only sponsoring iNNTD 2024, but also for all the great [educational resources](#) they sent over for us to share. While information and knowledge are priceless, it also never hurts to have a few extra dollars in your pocket. The team at HomeWork Solutions asked that we remind everyone they have a Referred By Nanny Program. HWS will send a \$50 Amazon gift card out as a thank you to nannies who refer their employers to HomeWork Solutions for payroll and tax services. If your nanny family is looking for a payroll company, make sure you tell them “Call HomeWork Solutions, and let them know I referred you.” The month following your nanny family’s enrollment you will get the \$50 gift card emailed to you.

If you have questions, please feel free to reach out to Rachel and Franny for more information.

Rachel@HomeWorkSolutions.com

Franny@HomeWorkSolutions.com

Educational Graphics for Email or Social Media Use

Graphic #1

BENEFITS OF LEGAL PAY FOR NANNIES

Verifiable Income for Credit & Loans

Verifiable income means you can prove that you have a record of consistent income sufficient to meet your proposed financial obligations, such as a loan.



Easily Qualify for Workers' Comp or Unemployment Benefits

While it is true that you can apply for and receive unemployment benefits even if you were paid cash only, your benefits will be delayed and you will eventually be faced with penalties for failure to file and pay your own income taxes.

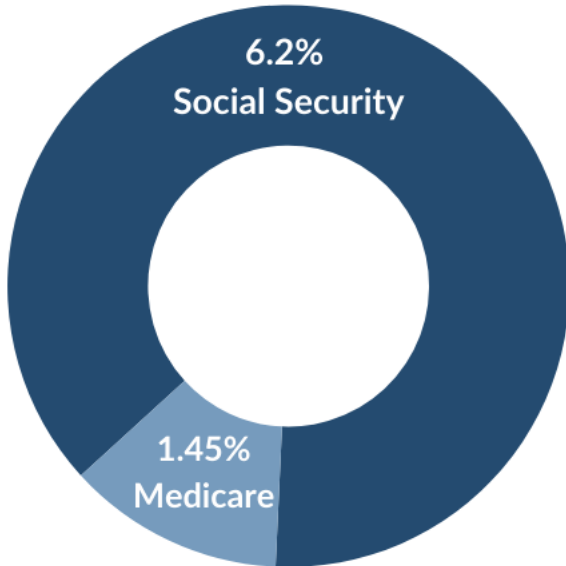
Social Security & Medicare Benefits

Eventually you will retire and need retirement income. If you did not pay into the system you will not qualify for future benefits.



Payroll Taxes

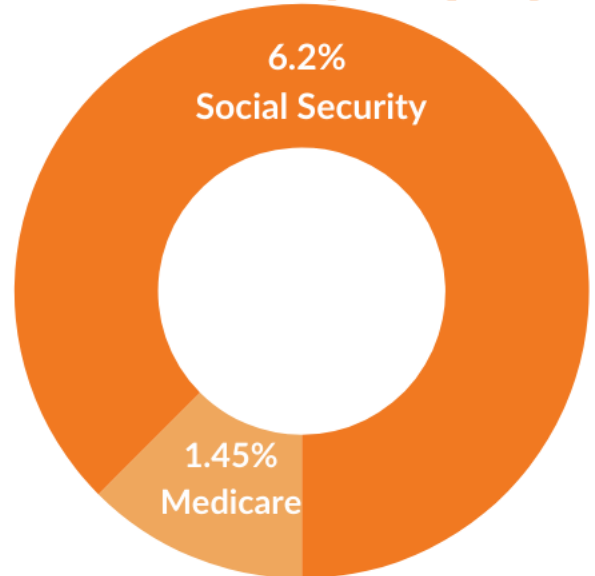
Paid by Employer



7.65% Total

of gross wages

Paid by Employee



7.65% Total

of gross wages



Employer Also Pays

- Federal Unemployment
- State Unemployment
- Local Taxes Where Applicable

Employee Also Pays

- Federal Income Tax
- State Income Tax
- Local Taxes Where Applicable

Graphic #3



EXEMPT

*Executive exemption -
Manages a team or
department*

*Administrative exemption -
performs non-manual/office
work and has decision
making authority*

*Professional exemption -
has advanced knowledge in
a field of science/learning,
often requiring an advanced
degree*



HSW



NON-EXEMPT

*Works independently or
is managed by others*

*Performs manual work
and is not able to make
unilateral decisions*

*No advanced degree or
other high level
certification required of
position*

Graphic #4

NON-TAXABLE BENEFITS

Health Reimbursement

QSEHRA \$6,150 ind. OR
\$12,450 family (2024)
ICHRA

Education

\$5,250 per year

Transit

\$310 per month

Parking

\$310 per month

Cell Phone

Reasonable reimbursement
based on work related use

Mileage

67 cents per mile (2024)

Thank You

We would like to take this opportunity to thank you for organizing an iNNTD event in your area. We know it isn't easy to organize and host educational events, and without nannies in your area would

not be able to come together to connect, learn, and grow. THANK YOU!