

Tender Care Medical Services, Inc.

POLICY & PROCEDURES

Title: Employment of Minors

Original Issue Date: 10/01/2025

Number: HR-A .4

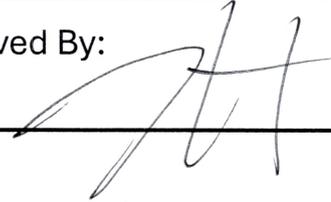
Page: 1 of 1

Review Date:

Revision Date:

Originating Department: Human Resources

Approved By:



Purpose:

To establish a consistent policy relating to the employment of minors.

Policy:

With the approval of the Director of Human Resources, a minor may be employed so long as all applicable legal and healthcare quality standards for hiring and employment are met. *Parental consent from a legal guardian must be obtained for minors (those under the age of 18) prior to undergoing a post-offer.*

PROCEDURE:

The Company will comply with all federal, state, local child labor laws in the employment of minors, including hours of work, break/meal periods, and OSHA/state OSHA hazardous restrictions. Where several different standards apply, the most stringent standard must be observed. Posters describing the legal "child" labor restrictions must be posted at each PPEC site.