



Store Manager – Hiring a Minor – Acknowledgement

This document is being provided to you after we have received the 'Parental Consent Form' from your new employee, which acknowledged that they and their parents/legal guardians reviewed their current job description and responsibilities and have consented to their employment with EverGRO Cooperative. It also provides parental/legal guardian consent for the Cooperative to administer a drug screen if a circumstance arose during the course of their employment that warranted reasonable cause/suspicion or post-accident.

Given your role as their supervisor, we ask that you review and acknowledge the following to ensure the safe and appropriate steps are being taken to train/onboard your new employee.

I [enter name: _____] have read and acknowledge the job description for [enter name of minor employee: _____]. I recognize that as a minor there are certain responsibilities that they are not to perform due to OSHA and other state regulations specific to employment of a minor. I acknowledge and understand that I will be held accountable if circumstance arises where my employee performs a task outside of their scope of responsibility that places their safety in jeopardy or violates a state or OSHA regulation.

Some of the activities/responsibilities that your employee under 18 years of age cannot perform per OSHA and Department of Labor (DOL) include;

- Not driving a company vehicle, including, but not limited to bobtails, tender trucks, fuel delivery trucks, etc.
- Cannot work around chemicals. Going into a chemical building is permissible, if there is distance between the chemicals and the employee
- Cannot per work on a ladder, including painting tanks
- Hazardous work is prohibited, this could include working on elevated surfaces and operating heavy equipment
- Cannot operate a forklifts or end loaders
- Not permitted to assist with dumping mini bulks, hooking up trucks, and moving chemicals around on a forklift

By signing below, I am acknowledging I have gone over the details of the job description with the employee listed above and have reviewed the expectations of the position. I have also reviewed the safety sensitive activities that they are to avoid while working with EverGRO

Cooperative, including, but not limited too; no use of a company vehicle or fork lift, no propane tank filling and no exposure to hazardous chemicals/materials. I also acknowledge that the employee's violation of these tasks may result in myself being held accountable, including disciplinary action, that results in any harm or violation of regulations.

Store Manager Name _____ Date _____

Store Manager Signature: _____

Division Director Name _____ Date _____

Division Director Signature: _____