



AGE and FITNESS POLICY

Audited January 23, 2022

The intent of this policy is to provide a standardized age policy for all E Light construction sites. For health, safety, labor laws and numerous other reasons, no person under the age of 18 years will be allowed on any E Light job sites. Special permission may be granted according to the Department of Labor, such as, but not limited to a school or apprentice program or approved Department of Labor program.

Internships will be offered to personnel under the age of 18 in the prefabrication shop. These personnel shall be at least 15 years of age and they will be prohibited from using power tools and performing highly dangerous duties.

E Light Electric Services, Inc. will conduct a flexibility, post offer, pre-employment screening by a medical professional to ensure that field assigned personnel are capable of physically performing their job tasks safely and efficiently. This policy applies to all E Light personnel that are hired for work on construction projects.

E Light reserves the right to suspend an employee from continuing work on a construction site if the Director of Education and Loss Prevention has reasonable cause to believe that employee may not be fit to safely conduct their assigned tasks. The Director of Education and Loss Prevention shall suspend the employee from working on a construction site until such time as medical professional has evaluated the employee and determined that the employee is fit to safely perform their work tasks.

All employees have the right and obligation to report to their supervisor any observations or concerns they may have about the fitness of another employee.