



AGE and FITNESS POLICY

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 maybe granted according to the Department of Labor, such as, but not limited to a school or apprentice program or approved Department of Labor program.

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 Safety and Loss Prevention has reasonable cause to believe that employee may not be fit to safety conduct their assigned tasks. The Director of Safety 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 safety perform their work tasks.