



**INTENTION TO EMPLOY / A1**  
State Form 896 (R6 / 6-99)

NOTE: This card must be presented by the minor to the issuing officer in their school before a certificate will be issued. For employer's protection, the minor must also present an acceptable proof of age to obtain an employment certificate. The hours minor may work are shown on the reverse side.

|   |                               |                                 |   |
|---|-------------------------------|---------------------------------|---|
| Name of minor ( <i>intend to employ</i> ) |                               |                                 | Date  |
| Residential street address                |                               | City, state, ZIP code           |   |
| Hours per day ( <i>appr.</i> )            | Days of week ( <i>appr.</i> ) | Hours per week ( <i>appr.</i> ) | Is minor on school-directed Vocational Education Program with your firm?<br>Yes      No |
| List exact duties                         |                               |                                 |   |
| Name of business                          |                               | Telephone no.                   | Type of business ( <i>Mfg., Process, Retail, Restaurant</i> )                           |
| Street address                            |                               | City, state, ZIP code           |   |
| Signature of employer's rep.              |                               | Signature of minor              | Signature of parent or guardian   |

**FRONT**

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46204. (Telephone: 317-232-2675 / TTY Voice 1-800-743-3333)  
For more information, contact Indiana Department of Labor, 402 W. Washington St., Rm. W195, Indianapolis, IN  
HOUR OFFICE, U.S. DEPARTMENT OF LABOR, NEAREST YOU.

PLEASE CHECK ADDITIONAL JOB AND HOUR RESTRICTIONS IN FEDERAL LAW WITH THE WAGE AND

**PROHIBITED UNDER THE AGE OF 18 MAY BE EMPLOYED IN ANY OCCUPATION DEEMED PROHIBITED UNDER THE CHILD LABOR PROVISIONS OF THE FEDERAL FAIR LABOR STANDARDS ACT.**

- HOURS OF LABOR (UNDER 18)**
- AGES 14 and 15 - Restricted to:**
- 3 hours per school day
  - 8 hours per nonschool day
  - 18 hours per school week
  - 40 hours per nonschool week
  - No work BEFORE 7 a.m. or AFTER 7 p.m. except on local standards
  - 9 p.m. from June 1 through Labor Day (*time depends*)
- AGE 16 - Restricted to:**
- 8 hours per school day
  - 9 hours per nonschool day\*
  - 30 hours per school week
  - 40 hours per school week\*
  - No work before 6 a.m.
  - Until 10:00 p.m. on school nights
  - Until 11:30 p.m. on school nights\*
  - Until 1:00 a.m. on school nights, but not on consecutive nights and not more than two school nights per week\*
  - Not more than 6 working days per week
- AGE 17 - Restricted to:**
- 8 hours per school day
  - 9 hours per nonschool day\*
  - 30 hours per school week
  - 40 hours per school week\*
  - No work before 6 a.m.
  - Until 10:00 p.m. on school nights
  - Until 11:30 p.m. on school nights\*
  - Until 1:00 a.m. on school nights, but not on consecutive nights and not more than two school nights per week\*
  - Not more than 6 working days per week
- \* Requires written permission of parents on file with employer.**

**BACK**