

**APPENDIX E:  
TABULATIONS OF EMPLOYER SURVEY RESULTS**

**Q1. In the past three years, do you recall your establishment employing any workers under the age of 18?**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
Yes	150	66.7%
No	73	32.4%
Not sure	2	0.9%
Total	225	100%

**Q2. How in the past have you tended to get information on youth employment laws?**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
Never looked for this type of information	28	12.4%
Ask a colleague or coworker	24	10.7%
Ask Chamber of Commerce	6	2.7%
Contact the Wage and Hour Division	7	3.1%
Call the U.S. Department of Labor Wage and Hour Division toll-free hotline	9	4%
Visit the U.S. Department of Labor web site	74	32.9%
Visit YouthRules! web site	2	0.9%
Refer to U.S. Department of Labor Wage and Hour Division resource – a poster, bookmark or fact sheet	36	16%
Information provided during employment investigation or face-to-face consultation	4	1.8%
Direct mailing of employment information	6	2.7%
Contact franchisor or main office	5	2.2%
Contact a human resources or employment law specialist	5	2.2%
Contact state or local government agency	6	2.7%
Contact federal government agency	1	0.4%
Search the internet (i.e. “Google” it)	7	3.1%
Look for information at a library	1	0.4%
Read professional association resources (newsletter, web site)	2	0.9%
Public Service Announcement	2	0.9%
Watch local or national news programs	0	0%
Respondent has looked, but does not know/remember	4	1.8%
Other (please specify)	16	7.1%
Total	225	100%

**Q3. The U.S. Department of Labor Wage and Hour Division created a pamphlet titled “Handy Reference Guide to the Fair Labor Standards Act” that describes federal rules on wages and youth employment. The pamphlet is white with blue text on the front and is about 20 pages long. Do you recall ever being given or obtaining this guide?**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
Yes	65	28.9%
No	142	63.1%
Not Sure/Don’t Remember	18	8%
Total	225	100%

**Q3a. Did you review the information in the Handy Reference Guide? [a]**

Response	Number	Percent
Yes	60	92.3%
No	3	4.6%
Not Sure/Don't Remember	2	3.1%
Total	65	100%

[a] Asked of respondents who answered "Yes" to Question 3.

**Q3b. How useful did you find the information in the Handy Reference Guide in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	36	60%
Somewhat useful, it answered some of my questions	23	38.3%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	1	1.7%
Total	60	100%

[a] Asked of respondents who answered "Yes" to Question 3a.

**Q3c. How satisfied were you with the information contained in the Handy Reference Guide? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	46	78%
Somewhat satisfied, some of the information was clear to me	13	22%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	59	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 3b.

**Q4. The U.S. Department of Labor Wage and Hour Division has designed a pamphlet titled "Employer's Pocket Guide on Youth Employment" that provides employers a quick reference to information about child labor laws. Do you recall ever being given or obtaining a small pamphlet with the title "Employer's Pocket Guide on Youth Employment"? The pamphlet is sometimes yellow or a light cream color and it specifically focuses on youth employment issues.**

Response	Number	Percent
Yes	33	14.7%
No	183	81.3%
Not sure/Don't Remember	9	4%
Total	225	100%

**Q4a. Did you review the information in the Employer's Pocket Guide? [a]**

Response	Number	Percent
Yes	29	87.9%
No	3	9.1%
Not sure/Don't Remember	1	3%
Total	33	100%

[a] Asked of respondents who answered "Yes" to Question 4.

**Q4b. How useful did you find the information in the Employer’s Pocket Guide in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	24	82.8%
Somewhat useful, it answered some of my questions	5	17.2%
Not useful, it didn’t answer any of my questions	0	0%
Not sure/Don’t remember the information it contained	0	0%
Total	29	100%

[a] Asked of respondents who answered “Yes” to Question 4a.

**Q4c. How satisfied were you with the information contained in the Employer’s Pocket Guide? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	27	93.1%
Somewhat satisfied, some of the information was clear to me	2	6.9%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don’t remember the information it contained	0	0%
Total	29	100%

[a] Asked of respondents who answered “Very useful” or “Somewhat useful” to Question 4b.

**Q5. The U.S. Department of Labor Wage and Hour Division has released a bulletin entitled “Youth Employment Provisions under the Fair Labor Standards Act,” sometimes referred to as “Child Labor 101,” to help employers and the general public understand the youth employment rules under the Fair Labor Standards Act. Have you ever seen this bulletin explaining teen employment rules?**

Response	Number	Percent
Yes	67	29.8%
No	137	60.9%
Not Sure/Don’t Remember	21	9.3%
Total	225	100%

**Q5a. Did you review the information in the bulletin? [a]**

Response	Number	Percent
Yes	64	95.5%
No	3	4.5%
Not Sure/Don’t Remember	0	0%
Total	67	100%

[a] Asked of respondents who answered “Yes” to Question 5.

**Q5b. How useful did you find the information in the bulletin in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	47	73.4%
Somewhat useful, it answered some of my questions	17	26.6%
Not useful, it didn’t answer any of my questions	0	0%
Not sure/Don’t remember the information it contained	0	0%
Total	64	100%

[a] Asked of respondents who answered “Yes” to Question 5a.

**Q5c. How satisfied were you with the information contained in the bulletin? [a]**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
Very satisfied, all of the information was clear to me	51	79.7%
Somewhat satisfied, some of the information was clear to me	13	20.3%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	64	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 5b.

**Q6. The U.S. Department of Labor Wage and Hour Division also distributes fact sheets about special issues in youth employment. For example, these fact sheets have talked about youth employment in general, youth employment issues in specific industries such as restaurants and grocery stores, as well as the dangers of allowing teens to perform certain on-the-job tasks such as operating trash compactors and teen driving. Do you recall being given or obtaining any of these fact sheets?**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
Yes	48	21.3%
No	173	76.9%
Not Sure/Don't Remember	4	1.8%
Total	225	100%

**Q6a. What topics did the fact sheets cover? [a]**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
General information on youth employment laws	12	25%
Teen Driving	6	12.5%
Power driven paper balers and trash compactors	7	14.6%
Roofing and work on or around a roof	1	2.1%
Fast food restaurants	3	6.3%
Full service restaurants	3	6.3%
Supermarkets or grocery stores	3	6.3%
Use of meat slicers, other equipment for baking or cooking	15	31.3%
Other, Please specify	7	14.6%
Not Sure/Don't remember the topics	6	12.5%
Total	48	100%

[a] Asked of respondents who answered "Yes" to Question 6.

**Q7. Did you review the information in the General information fact sheet? [a]**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
Yes	11	91.7%
No	0	0%
Not Sure/Don't remember	1	8.3%
Total	12	100%

[a] Asked of respondents who answered "General information on youth employment laws" to Question 6.

**Q7a. How useful did you find the General information in the fact sheet in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	8	72.7%
Somewhat useful, it answered some of my questions	3	27.3%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	11	100%

[a] Asked of respondents who answered "Yes" to Question 7.

**Q7b. How satisfied were you with the information contained in the fact sheet? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	8	72.7%
Somewhat satisfied, some of the information was clear to me	3	27.3%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	11	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 7a.

**Q8. Did you review the information in the Teen Driving fact sheet? [a]**

Response	Number	Percent
Yes	4	66.7%
No	2	33.3%
Not Sure/Don't remember	0	0%
Total	6	100%

[a] Asked of respondents who answered "Teen driving" to Question 6.

**Q8a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	4	100%
Somewhat useful, it answered some of my questions	0	0%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	4	100%

[a] Asked of respondents who answered "Yes" to Question 8.

**Q8b. How satisfied were you with the information contained in the fact sheet? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	3	75%
Somewhat satisfied, some of the information was clear to me	1	25%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	4	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 8a.

**Q9. Did you review the information in the fact sheet on Power-driven Paper Balers? [a]**

Response	Number	Percent
Yes	3	42.9%
No	2	28.6%
Not Sure/Don't remember	2	28.6%
Total	7	100%

[a] Asked of respondents who answered "Power driven paper balers and trash compactors" to Question 6.

**Q9a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	3	100%
Somewhat useful, it answered some of my questions	0	0%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	3	100%

[a] Asked of respondents who answered "Yes" to Question 9.

**Q9b. How satisfied were you with the information contained in the fact sheet? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	3	100%
Somewhat satisfied, some of the information was clear to me	0	0%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	3	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 9a.

**Q10. Did you review the information in the Roofing fact sheet? [a]**

Response	Number	Percent
Yes	0	0%
No	1	100%
Not Sure/Don't remember	0	0%
Total	1	100%

[a] Asked of respondents who answered "Roofing and work on or around a roof" to Question 6.

**Q10a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	0	0%
Somewhat useful, it answered some of my questions	0	0%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	0	0%

[a] Asked of respondents who answered "Yes" to Question 10.

**Q10b. How satisfied were you with the information contained in the fact sheet? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	0	0%
Somewhat satisfied, some of the information was clear to me	0	0%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	0	0%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 10a.

**Q11. Did you review the information in the Fast Food Restaurant fact sheet? [a]**

Response	Number	Percent
Yes	2	66.7%
No	1	33.3%
Not Sure/Don't remember	0	0%
Total	3	100%

[a] Asked of respondents who answered "Fast food restaurants" to Question 6.

**Q11a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	2	100%
Somewhat useful, it answered some of my questions	0	0%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	2	100%

[a] Asked of respondents who answered "Yes" to Question 11.

**Q11b. How satisfied were you with the information contained in the fact sheet? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	2	100%
Somewhat satisfied, some of the information was clear to me	0	0%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	2	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 11a.

**Q12. Did you review the information in the Full Service Restaurant fact sheet? [a]**

Response	Number	Percent
Yes	2	66.7%
No	1	33.3%
Not Sure/Don't remember	0	0%
Total	3	100%

[a] Asked of respondents who answered "Full service restaurants" to Question 6.

**Q12a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	2	100%
Somewhat useful, it answered some of my questions	0	0%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	2	100%

[a] Asked of respondents who answered "Yes" to Question 12.

**Q12b. How satisfied were you with the information contained in the fact sheet? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	2	100%
Somewhat satisfied, some of the information was clear to me	0	0%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	2	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 12a.

**Q13. Did you review the information in the Grocery Store fact sheet? [a]**

Response	Number	Percent
Yes	1	33.3%
No	2	66.7%
Not Sure/Don't remember	0	0%
Total	3	100%

[a] Asked of respondents who answered "Supermarkets or grocery stores" to Question 6.

**Q13a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	1	100%
Somewhat useful, it answered some of my questions	0	0%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	1	100%

[a] Asked of respondents who answered "Yes" to Question 13.

**Q13b. How satisfied were you with the information contained in the fact sheet? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	1	100%
Somewhat satisfied, some of the information was clear to me	0	0%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	1	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 13a.



**Q14. Did you review the information in the fact sheet on meat slicers, or other equipment for baking or cooking? [a]**

Response	Number	Percent
Yes	13	86.7%
No	2	13.3%
Not Sure/Don't remember	0	0%
Total	15	100%

[a] Asked of respondents who answered "Use of meat slicers, other equipment for baking or cooking" to Question 6.

**Q14a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	9	69.2%
Somewhat useful, it answered some of my questions	4	30.8%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	13	100%

[a] Asked of respondents who answered "Yes" to Question 14.

**Q14b. How satisfied were you with the information contained in the fact sheet? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	10	76.9%
Somewhat satisfied, some of the information was clear to me	3	23.1%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	13	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 14a.

**Q15. The U.S. Department of Labor Wage and Hour Division makes stickers that can be attached to equipment or in other easy-to-see places to help employers warn teens about equipment that they are not allowed to operate, such as forklifts, meat slicers, and scrap paper balers. Are you familiar with these stickers?**

Response	Number	Percent
Yes	53	23.6%
No	170	75.6%
Not Sure/Don't Remember	2	0.9%
Total	225	100%

**Q15a. Have you used these stickers at your establishment? [a]**

Response	Number	Percent
Yes	28	52.8%
No	24	45.3%
Not Sure	1	1.9%
Don't have equipment that requires stickers	0	0%
Total	53	100%

[a] Asked of respondents who answered "Yes" to Question 15.

**Q15b. How helpful did you find the warning stickers in informing your youth workers about what they cannot do or use in the workplace? [a]**

Response	Number	Percent
Very helpful	21	75%
Somewhat helpful	5	17.9%
Not helpful	0	0%
Not sure/Don't remember the information it contained	2	7.1%
Total	28	100%

[a] Asked of respondents who answered "Yes" to Question 15a.

**Q16. The U.S. Department of Labor Wage and Hour Division maintains a Web site called YouthRules! (www.youthrules.gov), where you can access a variety of information about youth employment laws. Do you recall ever hearing about this web site?**

Response	Number	Percent
Yes	46	20.4%
No	179	79.6%
Not Sure/Don't Remember	0	0%
Total	225	100%

**Q16a. Did you ever visit the web site and review the information there? [a]**

Response	Number	Percent
Yes	26	56.5%
No	20	43.5%
Not Sure/Don't Remember	0	0%
Total	46	100%

[a] Asked of respondents who answered "Yes" to Question 16.

**Q16b. How useful did you find the information on the Web site in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	19	73.1%
Somewhat useful, it answered some of my questions	7	26.9%
Not useful, it didn't answer any of my questions	0	0%
Not Sure/Don't remember the information it contained	0	0%
Total	26	100%

[a] Asked of respondents who answered "Yes" to Question 16a.

**Q16c. How satisfied were you with the information contained on the Web site? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	20	76.9%
Somewhat satisfied, some of the information was clear to me	6	23.1%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	26	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 16b.

**Q17. How comfortable are you using the internet to find information?**

Response	Number	Percent
Very comfortable	176	78.2%
Somewhat comfortable	31	13.8%
Not Very comfortable	5	2.2%
Not at all comfortable	10	4.4%
Not sure/Don't remember	3	1.3%
Total	225	100%

**Q18. The U.S. Department of Labor Wage and Hour Division maintains a toll-free hotline, 1-866-4US-WAGE, to answer questions and concerns about major employment rules. Do you recall ever hearing about the Wage and Hour Division toll-free hotline?**

Response	Number	Percent
Yes	79	35.1%
No	142	63.1%
Not Sure/Don't Remember	4	1.8%
Total	225	100%

**Q18a. Have you ever called the toll-free hotline for any reason? [a]**

Response	Number	Percent
Yes	14	17.7%
No	64	81%
Not Sure/Don't Remember	1	1.3%
Total	79	100%

[a] Asked of respondents who answered "Yes" to Question 18.

**Q18b. Have you ever called the toll-free hotline for more information about federal youth employment laws?[a]**

Response	Number	Percent
Yes	2	14.3%
No	11	78.6%
Not Sure/Don't Remember	1	7.1%
Total	14	100%

[a] Asked of respondents who answered "Yes" to Question 18a.

**Q18c. How useful did you find the toll-free hotline in helping you understand U.S. youth employment laws?[a]**

Response	Number	Percent
Very useful, it answered all of my questions	2	100%
Somewhat useful, it answered some of my questions	0	0%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	2	100%

[a] Asked of respondents who answered "Yes" to Question 18b.

**Q18d. How satisfied were you with the youth employment information provided to you by the toll-free hotline? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	2	100%
Somewhat satisfied, some of the information was clear to me	0	0%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	2	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 18c.

**Q19. Periodically the U.S. Department of Labor Wage and Hour Division mails packets of information about the federal youth employment laws directly to employers. Do you recall ever receiving a compliance assistance mailing about federal youth employment laws from the Wage and Hour Division?**

Response	Number	Percent
Yes	37	16.4%
No	180	80%
Not Sure/Don't Remember	8	3.6%
Total	225	100%

**Q19a. Did you review the information in the compliance assistance mailing? [a]**

Response	Number	Percent
Yes	28	75.7%
No	8	21.6%
Not Sure/Don't Remember	1	2.7%
Total	37	100%

[a] Asked of respondents who answered "Yes" to Question 19.

**Q19b. How useful did you find the direct mailing of compliance assistance information in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	22	78.6%
Somewhat useful, it answered some of my questions	6	21.4%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	28	100%

[a] Asked of respondents who answered "Yes" to Question 19a.

**Q19c. How satisfied were you with the direct mailing of compliance assistance information that you received?[a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	22	78.6%
Somewhat satisfied, some of the information was clear to me	6	21.4%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	28	100%

[a] Asked of respondents who answered "Very useful" or "Somewhat useful" to Question 19b.

**Q20. The U.S. Department of Labor Wage and Hour Division has released a flyer titled “TIPS for Achieving Compliance with Child Labor Laws” to provide employers with ideas to improve compliance with youth employment laws. The flyer is one page, white and features a four-column table. Do you recall being given or obtaining one of these flyers?**

Response	Number	Percent
Yes	20	8.9%
No	197	87.6%
Not Sure/Don't Remember	8	3.6%
Total	225	100%

**Q20a. Did you review the information in the flyer?**

Response	Number	Percent
Yes	17	85%
No	3	15%
Not Sure/Don't Remember	0	0%
Total	20	100%

[a] Asked of respondents who answered “Yes” to Question 20.

**Q20b. How useful did you find the information in the flyer in helping you understand U.S. youth employment laws? [a]**

Response	Number	Percent
Very useful, it answered all of my questions	13	76.5%
Somewhat useful, it answered some of my questions	4	23.5%
Not useful, it didn't answer any of my questions	0	0%
Not sure/Don't remember the information it contained	0	0%
Total	17	100%

[a] Asked of respondents who answered “Yes” to Question 20a.

**Q20c. How satisfied were you with the information contained in the flyer? [a]**

Response	Number	Percent
Very satisfied, all of the information was clear to me	14	82.4%
Somewhat satisfied, some of the information was clear to me	3	17.6%
Not at all satisfied, none of the information was clear to me	0	0%
Not sure/ Don't remember the information it contained	0	0%
Total	17	100%

[a] Asked of respondents who answered “Very useful” or “Somewhat useful” to Question 20b.

**Q21. From the following list, please indicate which item is the most important to your business.**

Response	Number	Percent
Avoiding operating the business in a state of noncompliance	92	40.9%
Avoiding injuries in the work place	81	36%
Avoiding being investigated by the Wage and Hour Division	3	1.3%
Avoiding being cited for violations by the Wage and Hour Division	12	5.3%
Avoiding a monetary penalty for being out of compliance	7	3.1%
Avoiding the potential bad press associated with being found in violation of the law	0	0%
Not Sure/Don't Remember	30	13.3%
Total	225	100%

**Q21a. From the same list, what would be the second most important item? [a]**

Response	Number	Percent
Avoiding operating the business in a state of noncompliance	61	31.3%
Avoiding injuries in the work place	73	37.4%
Avoiding being investigated by the Wage and Hour Division	16	8.2%
Avoiding being cited for violations by the Wage and Hour Division	14	7.2%
Avoiding a monetary penalty for being out of compliance	20	10.3%
Avoiding the potential bad press associated with being found in violation of the law	6	3.1%
Not Sure/Don't Remember	5	2.6%
Total	195	100%

[a] Asked of respondents who did *not* answer “Not Sure/Don’t Remember” to Question 21.

**Q22. Information on good practices with respect to youth employees that your company can use to better ensure compliance?**

Response	Number	Percent
Very helpful	114	50.7%
Somewhat helpful	75	33.3%
Not helpful at all	35	15.6%
Not sure	1	0.4%
Total	225	100%

**Q23. Information on the hours and times that employees under the age of 18 can legally work under Federal law.**

Response	Number	Percent
Very helpful	136	60.4%
Somewhat helpful	57	25.3%
Not helpful at all	32	14.2%
Not sure	0	0%
Total	225	100%

**Q24. Information on the types of activities that employees under the age of 18 are restricted from performing under Federal law due to the hazardous nature of the activity.**

Response	Number	Percent
Very helpful	137	60.9%
Somewhat helpful	53	23.6%
Not helpful at all	35	15.6%
Not sure	0	0%
Total	225	100%

**Q25. Information on the potential monetary penalties associated with being found out of compliance with Federal youth employment laws.**

Response	Number	Percent
Very helpful	112	49.8%
Somewhat helpful	75	33.3%
Not helpful at all	38	16.9%
Not sure	0	0%
Total	225	100%

**Q26. Information that clarifies the differences between your state’s requirements and the Federal requirements with respect to youth employment.**

Response	Number	Percent
Very helpful	147	65.3%
Somewhat helpful	53	23.6%
Not helpful at all	24	10.7%
Not sure	1	0.4%
Total	225	100%

**Q27. In your opinion, what is the biggest obstacle that you face in complying with U.S. youth employment laws?**

Response	Number	Percent
Confusion over the difference between state and federal child labor laws	60	26.7%
Confusion over the details of Federal child labor standards	16	7.1%
Availability of employees willing to work for a wage rate that your business can afford	25	11.1%
High turnover of managers	0	0%
High turnover of employees	31	13.8%
Unwillingness of employees to follow rules	19	8.4%
Unwillingness of employees to report violations to supervisors	9	4%
Or is it something else (SPECIFY)	8	3.6%
No obstacles in complying with U.S. youth employment laws	16	7.1%
My company does not hire youth workers	30	13.3%
Not Sure/Don’t Remember	11	4.9%
Total	225	100%

**Q28. And what is the second biggest obstacle that you face in complying with U.S. youth employment laws? I can restate the list if you need.**

Response	Number	Percent
Confusion over the difference between state and federal child labor laws	27	16.1%
Confusion over the details of Federal child labor standards	34	20.2%
Availability of employees willing to work for a wage rate that your business can afford	20	11.9%
High turnover of managers	3	1.8%
High turnover of employees	19	11.3%
Unwillingness of employees to follow rules	23	13.7%
Unwillingness of employees to report violations to supervisors	18	10.7%
Or is it something else (SPECIFY)	6	3.6%
No obstacles in complying with U.S. youth employment laws	5	3%
Not Sure/Don’t Remember	2	1.2%
Nothing/ No other issues	11	6.5%
Total	168	100%

**Q29. Are you aware that the Department Of Labor Wage and Hour Division can issue monetary penalties for youth employment violations of the Federal Fair Labor Standards Act?**

Response	Number	Percent
Yes	212	94.2%
No	13	5.8%
Total	225	100%

**Q30. Has your business ever been assessed a monetary penalty due to a youth employment violation? [a]**

Response	Number	Percent
Yes	17	8%
No	183	86.3%
Not Sure/Don't Remember	12	5.7%
Total	212	100%

[a] Asked of respondents who answered "Yes" to Question 29.

**Q31. Thinking of the last time your business received a monetary penalty, how understandable was the reason provided by the Department Of Labor Wage and Hour Division staff person for citing a violation? [a]**

Response	Number	Percent
Very understandable, I completely understood the reason for the citation	12	70.6%
Somewhat understandable, I did not fully understand the reason for the citation	2	11.8%
Not understandable at all, I did not at all understand the reason for the citation	3	17.6%
Not Sure/Don't Remember	0	0%
Total	17	100%

[a] Asked of respondents who answered "Yes" to Question 30.

**Q32. Thinking of the last time your business received a monetary penalty, how clearly did the Department Of Labor Wage and Hour Division staff person explain how to correct the violation? [a]**

Response	Number	Percent
Very clear, I completely understood what I needed to do to correct the violation	16	94.1%
Somewhat clear, I still had some questions about what was necessary to correct the violation	0	0%
Not clear at all, it was not clear to me at all how to correct the violation	1	5.9%
Not Sure/Don't Remember	0	0%
Total	17	100%

[a] Asked of respondents who answered "Yes" to Question 30.

**Q33. Prior to your business being issued a monetary penalty, on a scale of 1 to 5, with 5 being "very high" and 1 being "very low," how would you describe the priority that your business placed on ensuring compliance with youth employment laws? [a]**

Response	Number	Percent
5, Very High	12	70.6%
4	3	17.6%
3	2	11.8%
2	0	0%
1, Very Low	0	0%
Not Sure	0	0%
Total	17	100%

[a] Asked of respondents who answered "Yes" to Question 30.



**Q34. After being issued a monetary penalty, on a scale of 1 to 5, with 5 being “very high” and 1 being “very low,” how would you describe the priority that your business placed on ensuring compliance with youth employment laws? [a]**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
5, Very High	16	94.1%
4	1	5.9%
3	0	0%
2	0	0%
1, Very Low	0	0%
Not Sure	0	0%
Total	17	100%

[a] Asked of respondents who answered “Yes” to Question 30.

**Q35. In your opinion, what influence does the fact that you could be assessed a monetary penalty for being in violation have on your business’ youth employment practices? [a]**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
Large influence, avoiding a monetary penalty is the most important consideration in our youth employment practices	85	40.1%
Moderate influence, avoiding a penalty is only one consideration among many in how we employ youth	58	27.4%
Low influence, we have other more important considerations than avoiding a monetary penalty	20	9.4%
No influence, we do not take the possibility of receiving a monetary penalty into account when formulating our youth employment practices	31	14.6%
Not Sure/Don’t Remember	18	8.5%
Total	212	100%

[a] Asked of respondents who answered “Yes” to Question 29.

**Q36. In your professional experience, what is the best source of information on teen employment?**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
Ask a colleague or coworker	10	4.4%
Ask Chamber of Commerce	2	0.9%
Contact the Wage and Hour Division	4	1.8%
Call the U.S. Department of Labor Wage and Hour Division toll-free hotline	2	0.9%
Visit the U.S. Department of Labor web site	92	40.9%
Visit YouthRules! web site	5	2.2%
Refer to U.S. Department of Labor Wage and Hour Division resource – a poster, bookmark or fact sheet	35	15.6%
Information provided during employment investigation or face-to-face consultation	2	0.9%
Direct mailing of employment information	4	1.8%
Contact franchisor or main office	2	0.9%
Contact a human resources or employment law specialist	3	1.3%
Contact state or local government agency	4	1.8%
Contact federal government agency	1	0.4%
Search the internet (i.e. “Google” it)	13	5.8%
Look for information at a library	1	0.4%
Read professional association resources (newsletter, web site)	0	0%
Public Service Announcement	0	0%
Watch local or national news programs	0	0%
Don’t know/Don’t remember	31	13.8%
Other (please specify	14	6.2%
<b>Total</b>	<b>225</b>	<b>100%</b>

**Q37. How many years of experience do you have with hiring employees?**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
Less than 1 year	1	0.4%
1 to less than 6 years	47	20.9%
6 to less than 10 years	33	14.7%
10 or more years	124	55.1%
I am not responsible for hiring employees	20	8.9%
<b>Total</b>	<b>225</b>	<b>100%</b>

**Q38. About how many of the employees hired within the past year were under 18 at the time they were hired?[a]**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
None	15	10%
1 to 5	91	60.7%
6 to 10	13	8.7%
11 to 15	6	4%
16 or more	22	14.7%
Not Sure/Don’t Remember	3	2%
<b>Total</b>	<b>150</b>	<b>100%</b>

[a] Asked of respondents who answered “Yes” to Question 1.