

**APPENDIX F:  
PARENT OR GUARDIAN SURVEY INSTRUMENT**

[ASK TO SPEAK TO AN ADULT HEAD OF HOUSEHOLD]

Hello, my name is \_\_\_\_\_ and I am calling on behalf of the U.S. Department of Labor Wage and Hour Division.

Screening criteria:

- Parent or guardian of children aged 14-18 who had at least one child with work experience in the last 2 years
- Interviewee does not employ his/her children in a family business
- Interviewee does not operate a family farm

We are conducting a survey today related to federal youth employment laws. Specifically, we are interested in how much parents or guardians use the information provided by the Federal government and their thoughts on how useful it is to them and their children. Your participation in the survey is completely voluntary and anonymous. **(IF NECESSARY)** We expect this to take no more than 10-15 minutes of your time today. Responses to this data collection will be used only for statistical purposes. We will not provide information that identifies you to anyone outside the study team, except as required by law. The reports prepared for this study will summarize findings across the sample and will not associate responses with a specific individual.

[If respondent asks whom they can contact for more information: Any questions about this survey, please feel free to call the Wage and Hour Division at (202) 693-0051

[If asked about the authority/right to call and ask these questions: This survey has been approved by the U.S. Office of Management and Budget under Control # 1225-0059. According to Office of Management and Budget rules, Federal agencies may not conduct and a person is not required to respond to an information collection request unless it has a valid Office of Management and Budget control number.]

**S1. Are you the parent or guardian of a child aged 14-18? (IF NO, CLARIFY)**

Yes

No: Not a parent of any children [TERMINATE]

No: All my children are younger/ older than 14-18 [TERMINATE]

**S2. Have any of your children, aged 14-18 had work experience in the last 2 years?**

Yes

No [TERMINATE]

**S3. Do you employ your children in a family business?**

Yes [TERMINATE]

No

**S4. Do you operate a family farm?**

Yes [TERMINATE]

No

QINT. I'd like to start with a question about where you might look for information on youth employment laws.

**Q1. Before we begin, have you ever looked for information on youth employment laws?**

- Yes
- No

[If Yes, go to Q1a]  
[If No, go to Q1b]

**Q1a. Who did you ask or what sources of information did you use when you looked for this information?**

*(DO NOT READ LIST, UNLESS TO CLARIFY BETWEEN OPTIONS)  
(SELECT ALL THAT APPLY)*

- Ask an acquaintance, use word of mouth
- Ask a neighbor, coworker, friend, or family member
- Search the internet (i.e. “Google” it)
- Contact the school district or school counselor
- Read school newsletter
- Look for information at the public library
- Information from child’s employer
- Local Chamber of Commerce
- Local or national news programs
- Public service announcement
- Contact state or local government agency
- Contact federal government agency
- Call the Wage and Hour Division toll-free hotline
- Visit the U.S. Department of Labor Web site
- Visit the YouthRules! Web site
- Refer to U.S. Department of Labor Wage and Hour Division resource – a poster, bookmark or fact sheet
- Not Sure/Don’t Remember
- Other (**Please specify**)

[Skip to Q2INT once respondent answers Q1a.]

**Q1b. If you needed to find information on youth employment laws, who would you ask or what sources of information would you use?**

*(DO NOT READ LIST, UNLESS TO CLARIFY BETWEEN OPTIONS)  
(SELECT ALL THAT APPLY)*

- Ask an acquaintance, use word of mouth
- Ask a neighbor, coworker, friend, or family member
- Search the internet (i.e. "Google" it)
- Contact the school district or school counselor
- Read school newsletter
- Look for information at the public library
- Information from child's employer
- Local Chamber of Commerce
- Local or national news programs
- Public service announcement
- Contact state or local government agency
- Contact federal government agency
- Call the Wage and Hour Division toll-free hotline
- Visit the U.S. Department of Labor Web site
- Visit the YouthRules! Web site
- Refer to U.S. Department of Labor Wage and Hour Division resource – a poster, bookmark or fact sheet
- Not Sure/Don't Remember
- Other (**Please specify**)

Q2INT. The U.S. Department of Labor Wage and Hour Division has developed a number of resources and materials that are designed to inform parents and guardians about U.S. youth employment laws. I'm going to ask you if you are aware of any of these resources and materials and, if so, how helpful and understandable you found them.

**Q2. The U.S. Department of Labor Wage and Hour Division has developed some posters with information about youth employment laws. Have you ever seen a poster with information about the hours, times or types of jobs that teens may work?**

- Yes
- No [If No, go to Q3]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, go to Q3]

**Q2a. Do you recall if the poster you saw described only youth employment information, or did the poster also describe general employment laws such as minimum wage and overtime rules?  
(READ LIST IF NECESSARY)**

- The poster focused only on youth employment information
- The poster focused on minimum wage, overtime rules
- I have seen both types of posters
- Not Sure/Don't Remember (**DO NOT READ**)

**Q2c. Among the posters you have seen, how helpful was the information on the posters to you?  
(READ LIST)**

- Very helpful, it answered all of my questions
- Somewhat helpful, it answered some of my questions
- Not at all helpful, it didn't answer any of my questions
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q3]

**Q2b. Among the posters you have seen, how clear did you find the information on the posters?  
(READ LIST)**

- Very clear, all of the information was clear to me
- Somewhat clear, most but not all of the information was clear to me
- Unclear, I was not able to find the information I needed
- Not Sure/Don't Remember **(DO NOT READ)**

**Q3. In addition to posters, the U.S. Department of Labor Wage and Hour Division has created bookmarks that list information about youth employment rules. Have you ever seen a bookmark with information on the hours, times or types of jobs that teens may work?**

- Yes
- No [If No, go to Q4]
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q4]

**Q3a. How helpful was the information on the bookmark to you? (READ LIST)**

- Very helpful, it answered all of my questions
- Somewhat helpful, it answered some of my questions
- Not at all helpful, it didn't answer any of my questions
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q4]

**Q3b. How clear did you find the information on the bookmark? (READ LIST)**

- Very clear, all of the information was clear to me
- Somewhat clear, most but not all of the information was clear to me
- Unclear, I was not able to find the information I needed
- Not Sure/Don't Remember **(DO NOT READ)**

**Q4. 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. Have you ever heard about this Web site?**

- Yes
- No [If No, go to Q5]
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q5]

**Q4a. How did you learn about this Web site?**

*(DO NOT READ LIST, UNLESS TO CLARIFY BETWEEN OPTIONS)  
(SELECT ALL THAT APPLY)*

- Word of mouth
- School newsletter/flyer
- Own child
- Child's employer information
- U.S. Department of Labor Wage and Hour Division poster, stickers or bookmark
- Public Service Announcement
- Email or Internet searching
- Federal government information
- State or local government information
- Not sure / Don't Remember
- Other (**Please specify**)

**Q4b. Have you ever visited this Web site?**

- Yes
- No [If No, go to Q5]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, go to Q5]

**Q4c. When did you last visit this Web site? (READ LIST IF NECESSARY)**

- Within the last month
- From 1 to 12 months ago
- More than a year ago
- Not sure/Don't remember (**DO NOT READ**) [If Not Sure, go to Q5]

**Q4d. About how many times have you visited the web site? (READ LIST IF NECESSARY)**

- Six or more times
- Between 2 and 5 times
- Only visited the web site once

**Q4e. Overall, how helpful did you find the Web site? (READ LIST)**

- Very helpful, it answered all of my questions
- Somewhat helpful, it answered some of my questions
- Not at all helpful, it didn't answer any of my questions
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, go to Q5]

**Q4f. Would you recommend this Web site to someone else looking for similar types of information you were looking for?**

- Yes
- No [If No, go to Q5]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, go to Q5]

**[IF Q4A= "OWN CHILD", SKIP TO Q4H]**

**Q4g. Did you recommend this Web site to your child?**

- Yes
- No
- Not Sure/Don't remember **(DO NOT READ)**

[If No, go to Q5]  
[If Not Sure, go to Q5]

**Q4h. Did your child visit the Web Site?**

- Yes
- No
- Not Sure/Don't Remember **(DO NOT READ)**

**Q5. Do you have Internet access at home, at work, or by some other means?**

- Yes
- No

**Q6. How comfortable are you using the Internet to find information? (READ LIST)**

- Very comfortable
- Somewhat comfortable
- Not very comfortable
- Not at all comfortable
- Not Sure/Don't Remember **(DO NOT READ)**

**Q7. Over the past few years, the U.S. Department of Labor Wage and Hour Division has done radio and print Public Service Announcements immediately before and during the summer period when youth employment tends to increase. Have you ever heard or read these commercials about the number of hours, times or types of jobs that teens can work?**

- Yes
- No
- Not Sure/Don't Remember **(DO NOT READ)**

[If No, go to Q8]  
[If Not Sure, go to Q8]

**Q7a. How helpful did you find the information in the Public Service Announcements? (READ LIST)**

- Very helpful, it answered all of my questions
- Somewhat helpful, it answered some of my questions
- Not at all helpful, it didn't answer any of my questions
- Not Sure/Don't Remember **(DO NOT READ)**

[If Not Sure, go to Q8]

**Q7b. How clear did you find the information in the Public Service Announcements? (READ LIST)**

- Very clear, all of the information was clear to me
- Somewhat clear, most but not all of the information was clear to me
- Unclear, I was not able to find the information I needed
- Not Sure/Don't Remember **(DO NOT READ)**

**Q8. In the past, the U.S. Department of Labor Wage and Hour Division has participated in youth job fairs, employment rallies or other events where working youth may be present. Do you recall attending one of these events in the last three years where the U.S. Department of Labor Wage and Hour Division was participating?**

- Yes
- No [If No, go to Q9]
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q9]

**Q8a. Do you recall your child attending one of these events in the last three years where the U.S. Department of Labor Wage and Hour Division was participating?**

- Yes
- No [If No, go to Q9]
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q9]

**Q8b. Do you recall looking at or reading the information that the U.S. Department of Labor Wage and Hour Division had at that event, or talking with a representative of the Department at the event?**

- Yes
- No [If No, go to Q9]
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q9]

**Q8c. How helpful was the information provided at the event? (READ LIST)**

- Very helpful, it answered all of my questions
- Somewhat helpful, it answered some of my questions
- Not at all helpful, it didn't answer any of my questions
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q9]

**Q8d. How clear did you find the information provided at the event? (READ LIST)**

- Very clear, all of the information was clear to me
- Somewhat clear, most but not all of the information was clear to me
- Unclear, I was not able to find the information I needed
- Not Sure/Don't Remember **(DO NOT READ)**

**Q9. The U.S. Department of Labor Wage and Hour Division has also developed fact sheets about special issues in youth employment. These fact sheets have talked about youth employment in restaurants and grocery stores, as well as the dangers of allowing teens to perform certain on-the-job tasks such as operating trash compactors. Have you ever seen a fact sheet with information about youth employment?**

- Yes
- No
- Not Sure/Don't Remember **(DO NOT READ)**

[If No, go to Q10]  
[If Not Sure, go to Q10]

**Q9a. What topics did the fact sheets cover?**

*(DO NOT READ LIST, UNLESS TO CLARIFY BETWEEN OPTIONS)  
(SELECT ALL THAT APPLY)*

- General information on youth employment laws
- Teen Driving
- Power driven paper balers and trash compactors
- Roofing and work on or around a roof
- Fast food restaurants
- Full service restaurants
- Supermarkets or grocery stores
- Use of meat slicers, other equipment for baking or cooking
- Other **(Please specify)**
- Not Sure/Don't remember the topics

[If Not Sure, go to Q10]

**Q9b. Do you remember ever seeing a fact sheet called "Youth Employment Provisions for Nonagricultural occupations," also known as Fact Sheet #43?**

- Yes
- No
- Not Sure/Don't Remember **(DO NOT READ)**

[If No, go to Q9e]  
[If Not Sure, go to Q9e]

**Q9c. How helpful did you find the information in Fact Sheet #43? (READ LIST)**

- Very helpful, it answered all of my questions
- Somewhat helpful, it answered some of my questions
- Not at all helpful, it didn't answer any of my questions
- Not Sure/Don't Remember **(DO NOT READ)**

[If Not Sure, go to Q9e]

**Q9d. How clear did you find the information in Fact Sheet #43? (READ LIST)**

- Very clear, all of the information was clear to me
- Somewhat clear, most but not all of the information was clear to me
- Unclear, I was not able to find the information I needed
- Not Sure/Don't Remember **(DO NOT READ)**



**Q9e. Of the fact sheets you have seen, overall, how helpful did you find the information? (READ LIST)**

- Very helpful, it answered all of my questions
- Somewhat helpful, it answered some of my questions
- Not at all helpful, it didn't answer any of my questions
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q10]

**Q9f. Of the fact sheets you have seen, overall, how clear did you find the information in the fact sheets? (READ LIST)**

- Very clear, all of the information was clear to me
- Somewhat clear, most but not all of the information was clear to me
- Unclear, I was not able to find the information I needed
- Not Sure/Don't Remember **(DO NOT READ)**

**Q10. The Department of Labor Wage and Hour Division has released a Bulletin, titled "Youth Employment Provisions under the Fair Labor Standards Act," to help the general public understand the youth employment rules. Have you ever seen a bulletin, sometimes referred to as Bulletin 101, explaining youth employment rules?**

- Yes
- No [If No, go to Q11]
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q11]

**Q10a. How helpful did you find the information in the bulletin? (READ LIST)**

- Very helpful, it answered all of my questions
- Somewhat helpful, it answered some of my questions
- Not at all helpful, it didn't answer any of my questions
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q11]

**Q10b. How clear did you find the information in the bulletin? (READ LIST)**

- Very clear, all of the information was clear to me
- Somewhat clear, most but not all of the information was clear to me
- Unclear, I was not able to find the information I needed
- Not Sure/Don't Remember **(DO NOT READ)**

**Q11. The U.S. Department of Labor Wage and Hour Division has designed a pamphlet that provides a summary of information about child labor laws. Have you ever seen 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.**

- Yes
- No [If No, go to Q12]
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q12]

**Q11a. How helpful did you find the information in the employer pocket guide? (READ LIST)**

- Very helpful, it answered all of my questions
- Somewhat helpful, it answered some of my questions
- Not at all helpful, it didn't answer any of my questions
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q12]

**Q11b. How clear did you find the information in the employer pocket guide? (READ LIST)**

- Very clear, all of the information was clear to me
- Somewhat clear, most but not all of the information was clear to me
- Unclear, I was not able to find the information I needed
- Not Sure/Don't Remember **(DO NOT READ)**

**Q12. 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?**

- Yes
- No [If No, go to Q13]
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, Go to Q13]

**Q12a. Did you call the toll-free hotline?**

- Yes
- No [If No, Go to Q13]
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, Go to Q13]

**Q12b. How helpful did you find the toll-free hotline? (READ LIST)**

- Very helpful, it answered all of my questions
- Somewhat helpful, it answered some of my questions
- Not at all helpful, it didn't answer any of my questions
- Not Sure/Don't Remember **(DO NOT READ)** [If Not Sure, go to Q13]

**Q12c. How clear did you find the information provided to you by the toll-free hotline? (READ LIST)**

- Very clear, all of the information was clear to me
- Somewhat clear, most but not all of the information was clear to me
- Unclear, I was not able to find the information I needed
- Not Sure/Don't Remember **(DO NOT READ)**

*(Skip Q13 if respondent answered “No” or “Not Sure” to Q2, Q3, Q4, Q7, Q8, Q9, Q10, Q11 and Q12)  
(If only 1 valid option, auto-code that option) - I also re-ordered the list!*

**Q13. Which materials were most influential in helping you understand U.S. youth employment laws? (READ LIST IF NECESSARY & RECORD ALL THAT APPLY)**

*(Response options will be determined by responses to previous questions. Possible response options are:)*

- Posters
- Bookmarks
- YouthRules! Web site
- Public service announcements
- YouthRules! or other outreach event conducted by a Department Of Labor official
- Fact sheets
- Child Labor Bulletin 101
- Employer Pocket Guide
- U.S Department of Labor Wage and Hour Division toll-free hotline

**Q14. Do you have any additional comments concerning the information about youth employment that is provided to the public by the U.S. Department of Labor Wage and Hour Division?**

- Yes (Please specify)
- No

**Q15. Overall, how satisfied are you with the information about youth employment that is provided to the public by the U.S. Department of Labor Wage and Hour Division? (READ LIST)**

- Very satisfied
- Somewhat satisfied
- Not satisfied
- Not sure/No opinion on satisfied (**DO NOT READ**)

**Q16. Do you have any suggestions for improving the clarity or helpfulness of the U.S. Department of Labor’s youth employment materials?**

- Yes (Please specify)
- No

Q17INT. Now I would like to ask you a final few questions about you and about your child’s work experience and where you like to get information about youth employment. Using the information I am about ask for, along with the information that you gave us already, the U.S. Department of Labor Wage and Hour Division will be able to design better and more useful materials. This will only require about 2 more minutes.

**Q17. How many children do you have that are between the ages of 14 and 18?**

- 1
- 2
- 3
- 4
- 5
- 6 or more
- Prefer not to answer (**DO NOT READ**) [SKIP TO Q19]

**[PROGRAMMER: PULL IN SINGULAR IF 1 CHILD IN Q17, ELSE PULL IN PLURAL]**

**Q18. What (is his/her age?) (are their ages?)**

[Interviewer should record the number of children in each category.]  
99 > Prefer not to answer (**DO NOT READ**)  
VALID RANGE = 0=8, OR 99 FOR PREFER NOT TO ANSWER

- 14-15
- 16-17
- 18

**[PROGRAMMER: PULL IN SINGULAR IF 1 CHILD IN Q17, ELSE PULL IN PLURAL]**

**Q19. (Has your child/have any of your children) who (is/are) between the ages of 14 and 18 held a job in the past 12 months?**

- Yes [If Yes, Go to Q19a]
- No [If No, Go to Q19b]

**[PROGRAMMER: PULL IN SINGULAR IF 1 CHILD IN Q17, ELSE PULL IN PLURAL]**

**Q19a. What type of work does your child (do your children) currently do? PROBE WITH: What have they done in the past?**

*(DO NOT READ LIST, UNLESS TO CLARIFY BETWEEN OPTIONS)  
(SELECT ALL THAT APPLY)*

- Newspaper (i.e. paper delivery)
- Yard work (informal, mowing lawns)
- Babysitting
- Fast Food
- Restaurant server
- Grocery store clerk
- Grocery store stocker
- Construction
- Gas station/convenience store
- Janitorial or cleaning service
- Office clerk
- Farm work, agriculture
- Amusement Park
- Retail/Mall
- Don't Know / Don't Remember
- Other (**Please specify**)

**[PROGRAMMER: PULL IN SINGULAR IF 1 CHILD IN Q17, ELSE PULL IN PLURAL]**

**Q19b. Does your child (do your children) plan to work within the next six months?**

- Yes [Go to Q19c]  
 No [And if No on Q19 go to Q20, else go to Q19d]  
 Not Sure (**DO NOT READ**)

**[PROGRAMMER: PULL IN SINGULAR IF 1 CHILD IN Q17, ELSE PULL IN PLURAL]**

**Q19c. What type of work does your child (do your children) plan to do?**

*(DO NOT READ LIST, UNLESS TO CLARIFY BETWEEN OPTIONS)  
(SELECT ALL THAT APPLY)*

- Newspaper (i.e. paper delivery)  
 Yard work (informal, mowing lawns)  
 Babysitting  
 Fast Food  
 Restaurant server  
 Grocery store clerk  
 Grocery store stocker  
 Construction  
 Gas station/convenience store  
 Janitorial or cleaning service  
 Office clerk  
 Farm work, agriculture  
 Amusement Park  
 Retail/Mall  
 Don't Know / Don't Remember  
 Other (**Please specify**)

**[PROGRAMMER: PULL IN SINGULAR IF 1 CHILD IN Q17, ELSE PULL IN PLURAL]**

**[PROGRAMMER: MAKE MULTI-PUNCH IF MULTIPLE CHILDREN, SINGLE PUNCH IF ONLY ONE CHILD]**

**Q19d. What was the primary reason that your child (your children) wanted to get a job?**

*(DO NOT READ LIST, UNLESS TO CLARIFY BETWEEN OPTIONS)*

- Pay for college tuition  
 Pay for a car or car insurance  
 Gain experience, learn responsibility  
 Training course or as student learner  
 For personal spending money  
 Help support family  
 Other (**Please specify**)

\*CLASSIFICATION SECTION STARTS HERE\*

**Q20. Have you ever held a job position that required you to hire or supervise employees under the age of 18?**

- Yes
- No
- Prefer not to answer (**DO NOT READ**)

[If No, go to Q21]  
[SKIP TO Q21]

**Q20a. How long were you employed in that position? (IF NECESSARY, READ LIST UNTIL VALID RESPONSE GIVEN)**

- Less than 1 year
- 1 to less than 3 years
- 3 to less than 5 years
- 5 or more years
- Prefer not to answer (**DO NOT READ**)

**Q21. What category best describes your age? (READ LIST)**

- Under 30
- 30-39
- 40-49
- 50-59
- 60 or older
- Prefer not to answer (**DO NOT READ**)

**Q22. What is the highest level of education that you have achieved? (READ LIST)**

- Less than High School
- Some High School
- High School, High School Equivalent or GED
- Associate Degree/ Technical School
- Some 4-Year College Undergraduate Experience
- 4-Year College Undergraduate Degree
- Masters or Professional Degree
- Doctorate
- Prefer not to answer (**DO NOT READ**)

**Q23. Which category best describes your annual household income? (READ LIST UNTIL VALID RESPONSE IS GIVEN)**

- Less than \$25,000
- \$25,000 to less than \$50,000
- \$50,000 to less than \$88,000
- \$88,000 or more
- Prefer not to answer (**DO NOT READ**)

**Q24. Are you Hispanic or Latino?**

- Yes
- No
- Prefer not to answer (**DO NOT READ**)

**Q25. Which race(s) do you consider yourself?**

*(READ LIST IF NEEDED)*

*(SELECT ALL THAT APPLY)*

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or other Pacific Islander
- White
- Other (**DO NOT READ**)
- Prefer not to answer (**DO NOT READ**)

**Q26. What is your marital status? (READ LIST IF NEEDED)**

- Married
- Living with partner
- Single, or never married
- Widowed
- Divorced or separated
- Other (**DO NOT READ**)
- Prefer not to answer (**DO NOT READ**)

**Q27. INTERVIEWER: RECORD GENDER BY OBSERVATION**

- Male
- Female

VNAME

So that my supervisor may verify that I spoke with you, may I have your name?

**Enter Respondents Name Here**

VPHONE

May I verify that I reached you at [INSERT PHONE]?

Is this correct?

- 1 Yes [**SKIP TO FINISH**]
- 2 No

NEWPHONE

What is the correct phone number?

(RECORD WITHOUT PUNCTUATION, e.g. 5555551234)

FINISH

Thank you for responding to this survey. We appreciate your time and responses.

**Burden Statement**

Public reporting burden for this collection of information is estimated to average 10-15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the collection of information, including suggestions for reducing this burden, to Wage and Hour Division, U.S. Department of Labor. All responses to this survey are completely voluntary. The U.S. Department of Labor will not be able to identify respondents for this survey in any manner. Persons are not required to respond to this collection of information unless it displays a currently valid OMB Control Number. The Wage and Hour Division are conducting this survey under OMB Control Number 1225-0059.