

ShiftSupport

Combined Signing Package

Worker · Youth Employment · Parent Acknowledgment

This package contains all documents required to participate in work assignments through **ShiftSupport**, including additional protections for workers under 18.

PART 1 — WORKER AGREEMENT

ShiftSupport Worker Agreement

(All Workers, Including Minors)

By accepting work through ShiftSupport, you acknowledge and agree to the following:

1. Employment Status

- You are a **W-2 employee of ShiftSupport, LLC**
 - You are not an employee of any retailer where you work
 - ShiftSupport handles payroll, payroll taxes, and workers' compensation
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2. Nature of the Work

Short, clearly defined retail shifts (typically 2–3 hours), including:

- Stocking & organizing
- Light cleaning & store reset
- Customer assistance
- Back-of-house support

✕ No management duties

✕ No hazardous or restricted tasks

3. Scheduling & Pay

- You choose which shifts to accept

- Pay rate is shown before acceptance
 - You must accurately clock in/out
 - ShiftSupport pays wages via payroll
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4. Conduct & Expectations

You agree to:

- Arrive on time
 - Follow reasonable task level instructions
 - Act professionally and respectfully
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5. Safety & Injuries

- ShiftSupport provides onboarding & general safety guidance
 - Retailers provide site-specific instructions
 - Work-related injuries are covered by workers' compensation
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6. At-Will Employment

Employment is **at-will**. There is no guarantee of hours or shifts.

Worker Acknowledgment

Worker Name: _____

Signature: _____

Date: _____

PART 2 — YOUTH EMPLOYMENT ADDENDUM

(Applies Only to Workers Under 18)

This Addendum applies when a worker is under 18 years of age.

1. Employment & Legal Compliance

- Youth workers are W-2 employees of ShiftSupport
 - ShiftSupport verifies valid California work permits
 - All assignments comply with state youth employment laws
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2. Permitted Duties

Only **non-hazardous, age-appropriate tasks**, including:

- Stocking & organizing
- Light cleaning
- Customer assistance (non-restricted)

✗ No hazardous equipment

✗ No heavy lifting

✗ No managerial responsibilities

3. Work Hours

- Shifts follow legal hour limits
 - No extensions without ShiftSupport approval
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4. Safety

- Safe, age-appropriate work environment
 - Immediate reporting of injuries or concerns
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Youth Addendum Acceptance

Worker Name: _____

Signature: _____

Date: _____

PART 3 — PARENT / GUARDIAN ACKNOWLEDGMENT

(Required for Workers Under 18)

Parent / Guardian Acknowledgment Form

Minor Information

Minor Name: _____

Date of Birth: _____

School: _____

Parent / Guardian Information

Name: _____

Relationship: _____

Phone: _____

Email: _____

Acknowledgments

I understand and approve that:

- My child is a W-2 employee of ShiftSupport
 - My child is not employed by retailers
 - ShiftSupport provides payroll, insurance & workers' compensation
 - Work will be age-appropriate and legally compliant
 - Participation is voluntary and at-will
-

Parent / Guardian Consent

Name (Print): _____

Signature: _____

Date: _____