

Employee Handbook

Where Quality Meets Curb Appeal.

A practical guide to safe work, reliable service, employee expectations and crew quality control.

Document control

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Approved by: Owner Decision Required

Policy owner: Richard Caradine / designated management

Public resource: Uncompleted templates only. Completed employee and incident records must remain private.

Read this draft before adopting any policy. Owner Decision Required callouts identify unsettled terms. No wages, benefits, guaranteed hours, insurance terms or open positions are promised. This document does not replace task-specific training, manufacturer manuals, site plans or legal review.

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Appendices A–H: acknowledgment, onboarding and field records. Review sources follow the appendices.

1 Welcome from management

Welcome to Clean Cut Lawn Care LLC. Our standard is Where Quality Meets Curb Appeal. We maintain commercial grounds and other properties with attention to safety, reliable service, and careful workmanship. Every crew member helps protect customers, coworkers, vehicles, buildings, and equipment. Ask questions before an unfamiliar task; a safe pause is better than a preventable injury. This proposed welcome is prepared for management approval, not presented as a signed message from Richard.

2 Mission values and service standard

Our mission is to leave each assigned property safe, neat, and professionally maintained. Reliability means arriving prepared and communicating changes. Integrity means recording work honestly and reporting mistakes. Stewardship means caring for trucks, trailers, commercial mowers, tools, and customer property. Quality means checking the finished work against the assignment before leaving. These expectations apply equally when management is present and when a crew works independently.

3 Employment relationship

Proposed general company policy for Mississippi: employment is intended to be at will, subject to applicable law and any enforceable written agreement. Either the employee or company may end the relationship at any time, with or without advance notice or cause, for a lawful reason. This handbook is not an employment contract and does not promise continued employment. No policy permits discrimination, retaliation, or interference with protected rights. Only an authorized written agreement can change the intended relationship. This is general policy language for legal review, not legal advice.

Owner Decision Required: Confirm the authorized signer and obtain Mississippi employment counsel review before adoption.

4 Equal employment opportunity

Employment decisions should be based on job-related qualifications, performance, and legitimate business needs. The company prohibits unlawful discrimination based on race, color, religion, sex, pregnancy, national origin, age, disability, genetic information, or any other status protected by applicable law. Applicable protections include sexual orientation and gender identity where covered. Request an accommodation or assistance with the application process through management without including medical information in an initial application. Management will assess requests under applicable law. Ministry participation or religious agreement is not a condition of business employment.

5 Respectful workplace and anti harassment

Unwelcome slurs, intimidation, discriminatory jokes, unwanted sexual attention, coercion, and harassment through messages or images are unacceptable. This applies at customer sites, in vehicles, during work events, and in work-related digital communications, including conduct involving customers and vendors. Report a concern promptly through any available reporting channel; employees need not confront the person involved

first. Management should investigate promptly and impartially, share information only as reasonably needed, take appropriate corrective action, and prohibit retaliation. Absolute confidentiality cannot be promised.

6 Open door and reporting concerns

Raise operational concerns with the crew lead or Richard Caradine. If the concern involves a supervisor, bypass that supervisor and contact Richard directly. If it involves Richard or the normal channel is unavailable, employees may use an independent company reporting contact once designated and may contact an appropriate government agency directly. Nothing requires internal reporting before external reporting. Report retaliation as a separate concern. For immediate danger, stop work, move to safety, and call 911 when needed.

Owner Decision Required: Designate an independent alternate reporting contact and provide private employee contact details before issuing the handbook. Do not use the public website for confidential reports.

7 Employment classifications

Management will confirm each employee's role, employee status, full-time or part-time designation, seasonal status if applicable, supervisor, and overtime classification in writing. A title such as crew lead does not itself establish an overtime exemption. Do not label an employee an independent contractor merely for convenience. This handbook promises no particular hours, duration of employment, or benefits.

Owner Decision Required: Approve classifications using actual duties and applicable wage law. Confirm pay rate, workweek, paydays, timekeeping method, benefits and leave separately; none is established by this draft.

8 Work schedules and attendance

Check the assigned schedule and reporting location before each workday. Arrive ready for assigned work at the scheduled time and record all required preparation and other compensable work. Notify the supervisor as soon as a conflict becomes known. Outdoor work may change because of weather, site conditions, customer access, or equipment readiness. Management communicates changes; employees should not assume a canceled morning means the whole day is canceled. Required waiting, travel between sites, loading, cleanup, and training must be assessed and recorded as compensable when required by law.

9 Call outs lateness and missed contact

Contact the supervisor promptly if you will be late or absent, using the approved channel. State that you cannot report, the expected duration if known, and how you can be reached; do not send diagnoses or detailed medical history. If an emergency prevents contact, communicate when reasonably possible. Management documents contact attempts, considers protected leave and accommodation duties, and checks the circumstances before deciding consequences. A missed call does not automatically establish resignation.

Owner Decision Required: Approve call-out channel, notice expectations, backup contact, and any no-call/no-show thresholds. No exact threshold or automatic termination rule is adopted here.

10 Timekeeping and overtime

Record all hours actually worked accurately, including authorized or unauthorized work. Never work off the clock, alter another employee's record, or omit time to meet a budget. Report errors promptly for correction. Obtain approval before overtime when practicable; lack of approval does not eliminate payment for hours the company permits or requires. Covered nonexempt employees receive overtime as required by law, generally after 40 hours in a workweek. Management must assess travel, waiting, training, and preparation time correctly.

Owner Decision Required: Confirm the defined workweek, pay period, payday, correction process, overtime approver, and record retention. Review federal coverage and any exemptions with counsel or payroll support.

11 Breaks meal periods and leave

Coordinate breaks so crews can work safely. Short rest breaks provided by the company are generally paid under federal wage rules. An unpaid meal period requires qualifying relief from duties; report any work performed during it. Do not skip hydration or needed safety recovery to improve production totals. Management must also address applicable accommodation, lactation, and protected leave requirements. No PTO, holiday pay, sick-pay plan, or benefit entitlement is created by this draft.

Owner Decision Required: Approve break scheduling and leave procedures after checking applicable law. Confirm benefit and paid-leave decisions in writing.

12 Standards of conduct

Follow lawful instructions within your training and authority. Treat coworkers and customers respectfully. Do not falsify records, steal, deliberately damage property, engage in harassment, threaten others, or bypass safety devices. Report mistakes honestly. Do not accept unapproved side work, use company supplies for personal projects, or promise service changes without authorization. Rules must be applied consistently and with respect for protected employee activity.

13 Alcohol drugs and impairment

Do not operate equipment, drive, or perform hazardous work while impaired by alcohol, drugs, fatigue, or another condition that makes the task unsafe. Report an immediate safety limitation to management without sharing a diagnosis with coworkers. Supervisors should respond to observable safety concerns, remove the person from hazardous tasks, and arrange a safe next step; do not let an apparently impaired person drive away. Treat information discreetly.

Owner Decision Required: Any drug or alcohol testing, searches, prescription-related inquiry, or disciplinary protocol requires a separately approved lawful policy. This draft authorizes no testing program or blanket medical inquiry.

14 Violence threats and weapons

Threats, fighting, intimidation, and violent behavior are prohibited. Move away from danger and call 911 when necessary; do not attempt to disarm or confront a threatening person. Notify management when safe. Any weapons restrictions must comply with Mississippi law, including applicable lawful firearm storage protections, and customer-site requirements that may lawfully apply.

Owner Decision Required: Have counsel approve the precise weapons and vehicle-storage policy. Do not implement a blanket parking-lot firearms ban from this draft.

15 Safety responsibilities and stop work authority

Every employee may stop an unsafe task, alert the crew, and request supervisor review without retaliation for a good-faith safety concern. Supervisors assess the site, select appropriate equipment, explain hazards, and confirm training. Resume only when the hazard is controlled and the responsible supervisor authorizes the task. Never substitute production pressure for training. Employees may decline operation of equipment for which they have not been trained and authorized.

16 Personal protective equipment

Before work, match PPE to the hazard assessment and manufacturer instructions. Eye protection, hearing protection, sturdy protective footwear, appropriate work clothing, and task-appropriate gloves are baseline considerations. Use high-visibility clothing near traffic and additional face, head, leg, or respiratory protection where the assessed task requires it. Chainsaw tasks require specific protective equipment and training. Inspect PPE and request replacement when damaged. Never use ordinary earbuds as hearing protection.

Owner Decision Required: Approve task-specific PPE specifications, issue and replacement process, and employer-paid items required by law. Respirator use requires an appropriate program where applicable; do not issue respirators as an informal substitute for exposure control.

17 Heat sun and severe weather

Before each shift, review forecast, heat conditions, shade or cooling access, drinking water, and emergency location. Increase supervision and gradual exposure for new or returning workers. Take frequent water and cooling breaks and use a buddy check for symptoms. Stop and seek help for dizziness, weakness, confusion, collapse, or worsening symptoms. Suspected heat stroke is an emergency: call 911, begin cooling, stay with the person, and follow dispatcher instructions. Do not give fluids to someone not fully alert. Seek a substantial building or enclosed hard-top vehicle when thunder or lightning threatens; open trailers, trees and small shelters are unsafe. Resume outdoor work only after at least 30 minutes without thunder and supervisor clearance. Stop mowing on saturated or unstable ground. Suspend operations for severe storms, flooding, unsafe visibility, or loss of traction.

Owner Decision Required: Approve a written heat plan with site-specific water, cooling, acclimatization, monitoring, emergency and weather communication responsibilities. Confirm applicable OSHA requirements before adoption.

18 Mower safety

Only trained authorized operators may use a mower. Read the model manual; check guards, controls, interlocks, tires, blades and leaks before starting. Walk the property for debris, holes, slopes, edges and bystanders. Keep people clear and direct discharge away from people and property. Follow manufacturer slope and rollover-protection instructions; use a seat belt with the protective structure as directed, never an improvised rule. Do not carry passengers. Avoid drop-offs and wet unstable ground. Stop blades before crossing gravel or when people approach. Before dismounting, clearing a blockage or inspection, stop, secure the machine and isolate hazardous energy as instructed. Never reach into moving equipment.

19 Trimmers edgers blowers chainsaws and pole saws

Inspect guards, handles, attachments and power sources. Use only approved accessories and the manufacturer's exclusion distance. Keep discharge and flying debris away from people, glass, vehicles and road traffic. Stop when someone enters the work zone. Control dust and avoid blowing debris into streets or drains. Chainsaws and pole saws require separate demonstrated training, PPE and task authorization; routine lawn-care assignment is not authorization. Do not work near energized lines, perform elevated cutting, or fell trees beyond approved competence. Stop and refer specialized work to a qualified provider. Follow safe fueling, carrying, cutting and shutdown procedures for the exact model.

20 Trailer loading hitching and backing

Use an authorized trained driver and a level loading area where possible. Confirm tow vehicle, trailer, hitch, coupler and load ratings; inspect tires, lights, brakes where fitted, safety chains and breakaway system. Secure coupler and locking device; connect chains and electrical equipment correctly. Inspect and secure ramps. Keep people away from the travel path; load slowly according to equipment instructions. Distribute weight within ratings and secure each item using rated tiedowns and designated points. Recheck load and connections before departure and at safe stops. Walk the backing area; use a trained spotter and agreed signals. Stop immediately if the spotter disappears. Never stand between moving vehicle and trailer.

21 Vehicles driving fueling and accidents

Only company-authorized drivers may drive on company business. Wear seat belts; never text or handle a phone while driving. Stop safely before calls or navigation changes. Follow traffic laws and adjust speed for load and weather. Do not carry unauthorized passengers. Secure tools and fuel containers. Shut off equipment, allow hot components to cool, avoid ignition sources and use approved containers when fueling; control spills according to the site plan. After a crash, protect life, call 911 when appropriate, move only if safe, notify management, and record facts without assigning blame or making promises.

Owner Decision Required: Approve driver eligibility, license class requirements, MVR/background review process, insurance verification, take-home use and passenger rules before assigning vehicles.

22 Inspection maintenance and unsafe equipment

Inspect equipment before use and document defects. Stop and tag unsafe equipment clearly; report its location and defect to the supervisor. Prevent reuse until an authorized competent person repairs it and releases it. Follow manufacturer isolation steps, including shutdown, key removal, battery or spark-source isolation where applicable, stored-energy control and verification before maintenance. Never rely on a tag alone as energy isolation. Only trained authorized personnel may service equipment; follow a formal lockout procedure where required. No bypassing guards, interlocks or improvised repairs.

23 Protecting customer property

Inspect windows, parked vehicles, siding, fences, irrigation, landscape lighting, gates and fragile surfaces before work. Remove loose debris and identify hidden obstacles. Adjust equipment and method near vulnerable areas; pause and ask when clearance or discharge cannot be controlled. Keep gates secured as agreed and verify pets remain safely contained. Do not enter locked areas or move customer belongings without permission. Stop and report damage promptly; preserve facts and avoid unapproved repairs or promises. Keep access routes, drains and public walkways clear.

24 Customer interaction

Greet customers respectfully and identify yourself when appropriate. Listen, confirm the request and refer scope, pricing or schedule changes to management. Do not argue, solicit personal business, disclose another customer's information, or make guarantees. Record concerns objectively and tell the supervisor before leaving. Keep language, music and behavior suitable for a professional service visit. Respect private spaces and customer boundaries.

25 Quality control and final walkthrough

Confirm the assigned scope before starting. At completion, check mowing consistency, uncut areas, edging and trimming quality, debris removal, clean hard surfaces, gates, property condition, and secure equipment. Check that no tools or materials remain behind. Do not apply a universal cut height to every site; use the approved site instruction and conditions. Record unfinished work and the reason. The crew lead signs the daily checklist after a walkthrough and reports exceptions before the crew leaves.

26 Productivity without unsafe rushing

Plan the sequence of work, divide tasks clearly, reduce unnecessary handling, and communicate equipment constraints. Measure progress against the assigned scope and quality standard. Never skip inspections, PPE, cooling breaks, tiedowns, safe travel or time recording to meet a target. Report unrealistic estimates or repeated obstacles so management can adjust staffing, scope or scheduling. No numerical production quota is established here.

27 Mobile phones and earbuds

Keep attention on the task. Do not handle a phone or wear entertainment earbuds while driving, operating powered equipment, spotting, or working where awareness of traffic and warnings is essential. Stop and move to a safe area for necessary communication. Emergency communication remains available. Hearing protection must suit the hazard.

Owner Decision Required: Approve personal phone use during nonhazardous work, break-time use, work-photo permissions, and storage expectations. Do not restrict protected communications or approved accommodations.

28 Smoking and vaping

Keep smoking, vaping and all ignition sources away from fuel, chemicals, loading operations, flammable materials and posted prohibited areas. Follow customer-site restrictions and applicable law. Dispose of waste safely; never leave cigarette waste on a customer property.

Owner Decision Required: Approve any additional smoke-free vehicle, property, break-location or uniform rule before enforcement.

29 Appearance and hygiene

Arrive in clean, task-appropriate clothing that permits safe movement. Secure loose clothing, hair and jewelry around moving machinery. Use required footwear and PPE; replace clothing contaminated with hazardous substances according to safe handling instructions. Maintain hygiene appropriate to shared vehicles and customer interaction. Apply appearance rules without discrimination and consider religious and disability accommodations.

Owner Decision Required: Confirm uniform items, colors, footwear specifications, laundering and replacement responsibilities, and any lawful cost arrangements. No payroll deduction is authorized here.

30 Confidentiality access information and images

Protect customer contact details, keys, access codes, route records and private property information. Share them only with authorized people for work. Do not put codes in public posts or personal shared notes. Report lost keys, devices or unintended disclosure promptly. Take work photos only with authorization and respect customer consent and privacy. Use approved storage. These rules do not restrict lawful discussion of wages, hours, working conditions, or protected reporting.

Owner Decision Required: Approve devices, photo consent, storage, access controls, retention and incident contact. Do not publish real routes, codes or customer details in handbook attachments.

31 Social media and public representation

Only authorized people may speak for the company or use its accounts. Personal statements should not falsely imply company authorization. Do not disclose customer access information or post unauthorized customer images. Respect harassment and threat rules in work-related communications. Nothing prohibits lawful discussion of pay, schedules, workplace concerns, collective action, or communication with government agencies.

Owner Decision Required: Confirm who manages official accounts and approves company posts. Have counsel review the policy for protected employee activity.

32 Company property and return

Record assigned tools, PPE, uniforms, keys and equipment on the assignment form. Care for items, report loss or damage promptly, and return them when requested or at separation through an agreed process. Record condition and receipt without automatically assigning financial fault.

Owner Decision Required: Approve inventory custodian and return arrangements. Any reimbursement or deduction requires separate lawful review; do not withhold earned pay as leverage for property return.

33 Injuries incidents and property damage

First protect life and prevent further danger. Notify the supervisor promptly when safe, including near misses, injuries, collisions, spills, and property damage. Record time, location, observations, witnesses and immediate actions objectively. Preserve photos only when safe and authorized. Do not speculate, blame, or request medical history in the general incident record. Keep medical information in restricted records. Reporting a good-faith injury or hazard must not trigger retaliation.

34 Workers compensation notice

Management must verify and maintain any workers' compensation coverage required by Mississippi law. Report a work-related injury promptly so management can provide the correct claim and carrier information and comply with reporting duties. Eligibility and benefits are determined by applicable law and the actual policy; this handbook does not guarantee particular coverage or outcomes. Do not delay emergency care while seeking paperwork.

Owner Decision Required: Confirm coverage obligations, actual carrier, policy contact, required posting and reporting procedure with the insurer or Mississippi Workers' Compensation Commission before issuance.

35 Emergency response and first aid

At each site, know the address, emergency access point, crew location, reliable communication method and first-aid supplies. Call 911 for life-threatening conditions and follow dispatcher directions. Send someone to guide responders if safe. Do not enter traffic, electrical, fire or chemical hazards to attempt a rescue. Provide

first aid only within your training; use an AED or CPR as trained and directed. Do not move an injured person unless needed to avoid immediate danger. Notify management after emergency help is underway.

Owner Decision Required: Designate trained first-aid coverage, kit inspection responsibilities and site emergency plan. Confirm chemical safety data access and spill response supplies.

36 Corrective action

Management may use coaching, retraining, warnings, reassignment, suspension or separation as lawful and appropriate to circumstances. No fixed sequence or guarantee of progressive discipline is created. Consider severity, consistency, training, facts, and protected rights before acting. Document the issue and allow the employee to explain. Safety reporting, protected leave, accommodation requests and lawful workplace discussions must not be treated as misconduct.

Owner Decision Required: Approve documentation responsibility and any detailed disciplinary procedures after review. No point system is established.

37 Separation of employment

Employees should communicate a planned resignation to management and arrange a safe transition of assignments, access and property. Advance notice is appreciated but no exact required notice period is established here. Management should document the separation, end access appropriately, and provide applicable benefit or employment notices. Continue to protect customer privacy after leaving while preserving lawful rights to report concerns or discuss employment conditions.

38 Final pay

Pay all earned wages within applicable legal requirements and approved payroll procedures. Management should reconcile time, authorized expenses and any lawful deductions carefully. Do not make automatic deductions for loss, damage, uniforms or missing property, or hold pay pending return, without lawful review. Property recovery is handled separately from wage obligations.

Owner Decision Required: Confirm final-pay timing, payment method, accrued-leave treatment if a plan is adopted, and deduction rules with payroll and Mississippi counsel.

39 Handbook changes and acknowledgment

This version is a proposed policy draft and is not effective until management approves and issues it with an effective date and reporting contacts. Management may revise policies prospectively subject to law and communicate changes. A signed acknowledgment confirms receipt and understanding of where to ask questions; it does not waive rights or create a contract. If a provision conflicts with applicable law, the law controls. Retain acknowledgments privately; never upload signed employee records to the public site.

Appendix A Employee acknowledgment

Use only after the company issues an approved version. I acknowledge receipt of the handbook identified below. I understand it does not create an employment contract or waive protected rights. I know where to ask questions and report safety or workplace concerns. I understand that policies may change subject to law. My signature confirms receipt, not agreement to an unlawful provision.

Employee printed name

Handbook version and effective date

Employee signature and date

Management receipt signature and date

Questions or assistance requested (optional)

Appendix B Supervisor onboarding checklist

Employee and supervisor

Role and first workday

- [] Confirm approved role, duties, classification, rate, workweek and payday in writing.
- [] Complete required employment eligibility and tax steps through a private authorized process. Never place SSN or identity documents in a public form.
- [] Provide reporting contacts, alternate concern channel, accommodation path and issued handbook.
- [] Explain timekeeping, travel/preparation time, schedule, call-out and break process.
- [] Verify driver authorization separately before vehicle assignment.
- [] Assess task hazards and issue required PPE; document fit and use instruction.
- [] Review heat, weather, emergency access, first aid and stop-work authority.
- [] Demonstrate equipment-specific inspections, safe use, shutdown and energy isolation.
- [] Observe employee demonstration before authorizing independent operation.
- [] Review property privacy, customer interaction and final quality walkthrough.
- [] Complete assignment record and training sign-offs; schedule follow-up.

Supervisor signature and date

Appendix C Employee first day checklist

Employee and date

- [] I know my supervisor, reporting location and how to confirm schedule changes.
- [] I know how to record all work and report time errors.
- [] I have reporting contacts and understand that I may bypass an involved supervisor.
- [] I know that I may stop an unsafe task and ask for training.
- [] I have the required PPE and understand its limits.
- [] I know where water, cooling, first aid and emergency information are located.
- [] I know which equipment and vehicles I am authorized to use.
- [] I understand customer privacy, gate/pet protection and damage reporting.
- [] I received the issued handbook and know how to ask questions.

Questions or training still needed

Employee and supervisor signatures

Appendix D Equipment assignment and return

Complete one record per item. A signature records transfer and condition; it does not authorize a wage deduction.

Employee / custodian

Item description and asset identifier

Accessories and condition at issue

Issue date / employee signature / issuer signature

Training authorization or restriction

Return date and condition

Missing items or damage observations

Received by / employee signature

Appendix E Incident report

Complete after immediate safety and emergency needs are addressed. Keep completed reports private.
Record observed facts, not diagnoses or assumptions.

Reporter and report date

Incident date time and location

Type: injury / near miss / vehicle / property / equipment / other

What happened and conditions observed

Immediate protective actions and emergency services contacted

Witness names and work contact if appropriate

Equipment or property involved

Supervisor notified and time

Follow-up owner and corrective action

Appendix F Vehicle and equipment inspection

Date / inspector / vehicle trailer and equipment identifiers

Mark each item Pass, Defect or Not Applicable. A defect affecting safe operation means stop, identify and report; do not use until released.

- [] Tires, wheels, visible leaks and fluid levels checked as trained.
- [] Lights, mirrors, brakes, seat belts and warning devices function.
- [] Hitch rating, coupler lock, chains, wiring and breakaway system checked.
- [] Ramps and tiedowns rated, secure and free from obvious damage.
- [] Load placement and securement verified; loose items contained.
- [] Mower guards, interlocks and controls checked; no unsafe bypass.
- [] Hand-tool guards, attachments, handles and power sources checked.
- [] PPE, water, first-aid kit and fire/spill supplies as assigned present.

Defect / item removed from service / person notified

Repair and authorized release record

Inspector signature

Appendix G Daily crew quality checklist

Date / crew lead / site reference (private record)

- [] Scope and site-specific instructions confirmed.
- [] Hazards, traffic, debris, slopes, irrigation and fragile areas checked.
- [] Pets and gates managed; bystanders protected.
- [] Equipment and PPE appropriate; weather and heat plan reviewed.
- [] Mowing pattern and finish checked against assigned standard.
- [] Trimming and edging complete without preventable damage.
- [] Hard surfaces cleared; no debris left in drains or unsafe places.
- [] Gates secured, property checked, tools counted and load secured.
- [] Customer requests and any damage or incomplete work reported.
- [] Actual work time recorded; no off-the-clock cleanup.

Exceptions / follow-up required

Crew lead walkthrough sign-off and time

Appendix H Training sign off record

Use a separate record for each task and equipment model. Attendance alone does not establish competence.

Employee / trainer / date

Task / model / manufacturer instruction reviewed

Hazards and PPE covered

Demonstration and employee practice completed

Competence observed / restrictions / further training

Authorization granted by / date

Employee signature / trainer signature

Refresher review due or trigger

Review sources and adoption checks

Reference points checked September 8 2026. These sources support review and do not establish that every rule applies to this company. Confirm workforce size, duties, operations, insurance and current law before adoption.

U.S. Department of Labor — hours worked

<https://www.dol.gov/agencies/whd/fact-sheets/22-flsa-hours-worked>

U.S. Department of Labor — overtime

<https://www.dol.gov/agencies/whd/fact-sheets/23-flsa-overtime-pay>

EEOC — small business hiring inquiries

<https://www.eeoc.gov/employers/small-business/4-what-cant-i-ask-when-hiring>

OSHA — landscape hazards

<https://www.osha.gov/landscaping/hazards>

OSHA — riding mowers

<https://www.osha.gov/riding-mowers>

OSHA — heat exposure

<https://www.osha.gov/heat-exposure/>

Mississippi Workers Compensation Commission

<https://www.mwcc.ms.gov/>

National Labor Relations Board — protected concerted activity

<https://www.nlr.gov/about-nlr/rights-we-protect/the-law/employees/concerted-activity>

Counsel review: at will and authority; federal coverage and classifications; wage/time/travel/break/leave rules; accommodations and harassment reporting; Mississippi weapons rules; testing/background/MVR consent; deductions and final pay; privacy and retention; workers compensation and safety program obligations; youth employment and prohibited equipment tasks if minors are considered.