



# CERTIFICATE OF EXEMPTION

(FOR STUDENTS AGE 16, 17, OR 18)

*This exemption is not valid unless kept readily accessible at the location where the teen is employed.*

This certificate is to notify all parties concerned that the minor listed below is herewith granted an exemption from the provisions of the Alabama Child Labor Law which prohibits students aged 16, 17, or 18 from working between the hours of 10 p.m. and 5 a.m. on any night preceding a school day.

**Student Name:** \_\_\_\_\_

**School of Attendance:** \_\_\_\_\_

student will be employed by:

**Name of Employer:** \_\_\_\_\_

**Street Address:** \_\_\_\_\_

**City:** \_\_\_\_\_ **Zip:** \_\_\_\_\_

\_\_\_\_\_  
(Signature of the Superintendent of a public-school  
or the Headmaster of a private-school)

\_\_\_\_\_  
Date

A copy of this form should be emailed to: [child.labor@labor.alabama.gov](mailto:child.labor@labor.alabama.gov)

Alabama Department of Workforce  
Child Labor Enforcement  
334-956-7390