

Policy:

It is the policy of Palmer's Home Care, LLC to maintain personnel records for applicants, employees and past employees in order to document employment related decisions, evaluate and assess policies and comply with government record keeping and reporting requirements.

Comments:

Palmer's Home Care, LLC strives to balance its need to obtain, use and retain certain employment information with each employee's right to privacy. Palmer's Home Care, LLC attempts to restrict the personnel information maintained to that which is necessary for the conduct of its business or which is required by Federal, State or local law.

The Administrative staff are responsible for overseeing the record keeping for all personnel information and will specify what information should be collected and how it is to be stored in a secure manner.

Employees have a responsibility to make sure their personnel files are up to date and must notify the personnel department in writing of any changes in at least the following:

- 1- Name or Address
- 2- Telephone numbers or Email contact information
- 3- Marital Status (for benefits and withholding purposes only)
- 4- Number of Dependents
- 5- Address and Telephone numbers of dependents and spouse or former spouse (for insurance purposes only).
- 6- Beneficiary designations for any of the company's insurance, disability, or retirement plans
- 7- Persons to be notified in case of an emergency
- 8- Vehicle insurance cards (if driving own car for Palmer's Home Care services)

In addition, employees who have a change in the number of dependents or marital status must complete a new W4 Form for income tax withholding purposes within 10 days of the change, if the change results in a decrease in the number of dependents.

Employees may inspect their own personnel records and may copy, but not remove, documents in the file. Such an inspection must be requested to the Administrative Assistant or Director for this appointment to be scheduled at a mutually convenient time.

Employees who feel that any file is incomplete, inaccurate, or irrelevant may submit a written request to the Director to have the files reviewed and revised accordingly. If such a request is not granted, the employee may place a written statement of disagreement in the file and pursue the matter further using the grievance procedure.

Only supervisory and management employees who have an employment related, need to know information about the employee may inspect the files of that employee.

Employees are to refer all requests from outside the company for personnel information concerning applicants, employees and past employees to the administrative assistant. The administrative assistant normally will release personnel information only in writing and only after obtaining the written consent of the Employee. Exceptions may be made to cooperate with legal, safety, and medical officials who need to

know specific employee information. In addition, exceptions may be made to release limited general information such as employment dates, position held and location of job site.

Files will be maintained for up to 10 years after employment has ended.