Hiring Your Kids

Employment Agreement

Note on entity structure

To preserve the FICA/FUTA exemption for wages paid to a child under 18, payroll is generally run through a sole proprietorship or a family-owned partnership (the parents being the only partners) — not directly through an S-Corp or C-Corp. Confirm the correct payroll structure with your tax advisor before executing.

Employer Information

Employer (Business Name):

Business Address:

Employer / Owner Name:

EIN (Employer Identification Number):

Employee Information

Employee Name (Child):

Date of Birth:

Parent / Legal Guardian Name:

Home Address:

Position Details

Job Title: *e.g., Marketing Assistant*

Employment Status: *Part-Time / Full-Time / Seasonal*

Compensation: $ *per hour / salary*

Work Schedule (hours/week):

Supervisor:

Start Date:

General Duties

Duties must be legitimate, age-appropriate, and provide real value to the business. Describe specific tasks — do not leave generic.

Describe specific duties:

Terms of Employment

1. **Services.** Employee agrees to perform the duties described above diligently and in good faith. Specific duties may be updated as needed by the Employer with reasonable notice.
2. **Compensation.** Employee shall be paid the rate listed above through the Company's regular payroll schedule. A Form W-2 will be issued annually.
3. **Tax and Compliance.** Both parties acknowledge that this is a legitimate employment relationship established for business purposes. Wages are subject to applicable withholding and payroll tax treatment based on the Employer's entity structure.
4. **Child Labor Laws.** The Employer agrees to comply with all applicable federal and state child labor laws, including permissible hours, age requirements, and hazardous-occupation restrictions.
5. **Documentation.** Employee and parent/guardian agree to maintain timecards, work logs, or other records substantiating time worked and tasks completed.
6. **Termination.** Either party may terminate this agreement at any time with reasonable notice.

Signatures

By signing below, all parties agree to the terms of this Employment Agreement.

Employer Signature:

Date:

Print Name:

Title:

Employee / Parent Guardian Signature:

Date:

Print Name:

Relationship to Employee: