

## Hardman, John A (Tony)

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**From:** Hardman, John A (Tony)  
**Sent:** Monday, December 22, 2025 12:59 PM  
**To:** IEDC Ombudsman  
**Subject:** Proposed rule LSA #25-625 - Youth Employment  
**Attachments:** Regulatory Analysis for Youth Employment System.pdf; Notice of Public Comment # 25-625.pdf

Hello Mr. Wakeman or designated Small Business Ombudsman,

This proposed rule has no fiscal impact, but before I submit the final rule, I wanted to have you look at it and send me an email confirming no small business fiscal impact if you don't mind. I have included the Regulatory Analysis that was published in the IR as well as the Notice of First Public Comment Period that contains the text of the proposed rule.

Thank you,

**J. Anthony Hardman**

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