CUMBERLAND VALLEY ELECTRIC, INC.
POLICY STATEMENT NO. 42
SECTION N

SUBJECT: NEPOTISM

POLICY: The Board recognizes that the practice of nepotism in the employment of personnel or other favorable considerations by virtue of family relationships is bad practice as there is a natural tendency for kinsman to favor kinsman if the opportunity presents itself. The cooperative shall not, in the future, employ any person or persons who are kin either by blood or by marriage, to be closer than a second cousin, to any Board member, manager, supervisor, or other employee of the cooperative.

RESPONSIBILITY: Board and Manager

Source: Adopted by Board resolution on February 17, 1983.

Vernon Shelley, Chairman

Amended: February 9, 2017