

GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION

BOARD POLICY NO. 109

SUBJECT: ANTI-NEPOTISM

I. OBJECTIVE

To set forth a policy with regard to the employment of close relatives of the Board of Directors and employees of GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION. To prohibit the possible undesirable influences of family relationships and to make employment available to as many different families as possible in view of the public nature of the COOPERATIVE'S business.

II. POLICY

- A. The usual practice of GRAYSON RURAL ELECTRIC COOPERATIVE CORPORATION is not to hire an employee's or Director's immediate family either on a temporary or full time basis. The term " immediate family" shall include, but is not limited to children, foster children, grandchildren, brother or sister, husband, wife, parents, foster parents, grandparents, aunts, uncles, nieces, nephews, in-laws, or any relative living in the employee's or Director's household. However, exception can be made, pending management or Board approval.
- B. When any two employees become "immediate family" by marriage or otherwise, one of them will be required to terminate his/her employment with the COOPERATIVE. The determination as to which employee shall terminate will be made by the affected employees.
- C. When a Director and another Director or employee become "immediate family: as defined in paragraph A, the provisions outlined in The Cooperative Bylaws, Article IV, Section 3, shall prevail.

III. RESPONSIBILITY

- A. This policy shall be enforced by the President and CEO.
- B. The President and CEO shall be responsible for making Directors and employees aware of this policy.


Roger L. Trent, Chairman


Billy E. "Eddie" Martin, Secretary/Treasurer

Board Approved: 09/27/79
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