

Request 82: Any formal or informal plans for backup or training for senior management positions.

Employees are encouraged to attend training and conferences that are beneficial to growth in their current positions as well as beneficial to growth within the cooperative. Employees are also given the opportunity to complete their college degree(s) through our tuition reimbursement program for classes and majors that benefit the employee and the cooperative.

If a senior management position would be anticipated to become vacant, all efforts would be made to allow the employee in that position to train their replacement for an acceptable amount of time.

Grayson has sent two current employees to the Management Internship Program sponsored by NRECA. This program is highly regarded in the electric cooperative industry and focuses on senior management activities to better prepare those in their current and future opportunities. The opportunity to send other employees in the future exists.