

**EGYPTIAN ELECTRIC COOPERATIVE ASSOCIATION
POLICY BULLETIN NO. 218**

SUBJECT: NEPOTISM

PURPOSE:

To clearly spell out the Cooperative policy on hiring relatives

OBJECTIVES:

To implement a policy governing the employment of close relatives of employees of the Cooperative.

CONTENT:

- A. “Close relatives” of the Cooperative’s directors or employees shall not be hired as regular employees by the Cooperative. The term “close relatives” means a person who is defined as one of the following:
 - i. Related by blood – parent, child, grandparent, grandchild, brother, or sister.
 - ii. Related by marriage as defined by Illinois state law – spouse, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, half-brother, half-sister, step-parent, step-child, and adopted-child.
 - iii. No person shall be disqualified by reason of this definition and its application in the event that said person is deemed to be a close relative of a director or employee solely as a result of the marriage of some other person which occurs after the person became either a director or an employee.

- B. “Close relatives” of the Cooperative General Manager shall also include aunts, uncles, nieces, nephews, and first cousins for both relation by blood and relation by marriage.

- C. In the event of marriage of two employees, under no circumstances shall they work in the same department unless both individuals and the General Manager/Executive Vice President have agreed in writing.

RESPONSIBILITY:

The Board President and the Executive Vice-President/General Manager are responsible for administering this policy.

Adopted: 8/24/2004
Revised: 10/31/2017
Revised: 03/29/2022

Attested: Gilbert Kroening, Secretary
Attested: Paul Hicks, Secretary
Attested: Kevin Liefer, Secretary