

# Eastern Iowa Light & Power Cooperative

## ADMINISTRATIVE POLICY NO.121.0

DATE: October 25, 2012

SUBJECT: Employee Board Nominations And Elections

POLICY: This policy describes conditions wherein employees are prohibited from campaigning for or actively demonstrating support for candidates for the Board of Directors for Eastern Iowa Light and Power Cooperative.

OBJECTIVE: To avoid conflicts and disruption of Board - Management functions and to maintain harmonious relationships between the Board and personnel.

### PROCEDURE:

1. No employee of the Cooperative who is not also a member of the Cooperative shall campaign for or actively demonstrate support in any manner for the candidacy of a member of the Cooperative for the office of Board Member, including, without limitation, circulating of a petition for nomination of a member to the Board of Directors.
2. No employee of the Cooperative who is also a member of the Cooperative shall campaign for or actively demonstrate support in any manner for the candidacy of a member of the Cooperative for the office of Board Member, including, without limitation, circulating of a petition for nomination of a member to the Board of Directors during working hours of such employee-member.
3. No employee shall use any Cooperative equipment, vehicles, or any other Cooperative property or facilities or Cooperative information to promote or assist the nomination or candidacy of a member to the Board of Directors.
4. Nothing set forth in this Policy shall be deemed to limit the rights of any employee who is also a member of the Cooperative from exercising all rights of a member under the Bylaws of the Cooperative or applicable law, including participation in the nomination and election of candidates for the office of Board Member.
5. An employee who violates this policy will be subject to immediate dismissal.

## VIOLATIONS

1. It is the responsibility of the Board of Directors to call to the attention of the CEO any violation of this policy.
2. The CEO shall take the necessary disciplinary action.

RESPONSIBILITY: CEO  
Division Manager of Administrative Services

ADOPTED BY THE BOARD OF DIRECTORS OCTOBER 25, 2012.

Attest: \_\_\_\_\_

  
Secretary