

KOOTENAI ELECTRIC COOPERATIVE, INC.

Policy No. 2-26

I. SUBJECT: Employee/Member Rights and Obligations

II. OBJECTIVE:

To clarify and establish rules for employee/member participation in member aspect of Cooperative activities while precluding conflicts of interest.

III. POLICY:

- A. All Cooperative members are encouraged to take part in all member-related activities to the fullest extent possible. This includes members who are employees of the Cooperative. This encouragement extends to active participation in issues relating to bylaws; i.e., additions, deletions or changes, being presented to the general membership. Additionally, it applies to members' rights to actively support their choice of candidate(s) for office of Cooperative Director - challenger or incumbent.
- B. Because employee/members have access to corporate facilities, equipment, material and time and said assets belong to all members of the Cooperative, some of whom may not agree with any individual employee regarding Cooperative issues, it is necessary to assure that these assets are precluded from use to support an individual employee's position. The following rules apply to employee/member Cooperative "political" activities:
 - 1. Cooperative political activities shall not be conducted during work hours.
 - 2. No electioneering material shall be posted on company facilities or equipment.
 - 3. No company equipment, material or time shall be used to generate electioneering information to reflect an individual's position.
- C. Because employee/members may be perceived as an official representative of Kootenai Electric Cooperative, employee/members shall not use their status as a KEC employee to advocate and/or support positions or candidates.

