

Policy Name: Nepotism Policy
Policy Number: 5-290
Content Section: Human Resources
Effective Date: July 7, 2015
Responsibility: Human Resources

Policy Statement

To prevent hiring persons that could cause a conflict of interest with a current employee, Minnkota Power Cooperative, Inc., restricts hiring in the following manner.

Content

No employee shall be hired that is a FAMILY MEMBER of a current employee in the Human Resources department, any employee that is a Senior Manager or higher, or a member of the BOARD OF DIRECTORS.

Employees who entered employment not in violation of this policy, but changed circumstances (marriage, promotion, etc.) resulting in a violation shall be exempted from this policy.

Professional internships and temporary positions are considered “employment” for the purposes of this policy and the aforementioned restrictions apply. Summer-help internships are not restricted, and FAMILY MEMBERS otherwise restricted may be hired.

No employee shall be placed by job change where said employee will have a reporting relationship to a FAMILY MEMBER. Exceptions to this provision of job change restriction may be permitted by the President/CEO.

Definitions

For the purposes of this policy, the following definitions will be used:

FAMILY MEMBER – Persons related to the employee as a spouse, child, grandchild, parent, grandparent, sibling, aunt or uncle, and cousin. This includes all step- and in-law- relationships, and former relationships that were severed due to divorce or death.

BOARD OF DIRECTORS – Those members of the Minnkota Power Cooperative, Inc., Board of Directors, voting and non-voting positions.

Revision Record:

Original	July 1, 2015	by J. Franck	
Edited	July 7, 2015	by J. Franck	Clarified “Executive Team” versus “Senior Manager Level”

Executed:

General Counsel

Date: _____

President/CEO

Date: _____