

**MORA-SAN MIGUEL ELECTRIC COOPERATIVE, INC.**  
**GENERAL BOARD POLICY**  
**BOARD POLICY NO. 110-A**  
**NEW POLICY**

**SUBJECT:** Define the Cooperative's Role – To provide the highest level of electrical service consistent with efficient and financially sound management principles.

**OBJECTIVE:** **PHILOSOPHY** – Develop an organization which will function efficiently and meet the needs of the Cooperative members.

**APPROACH** – Provide leadership, consultation, management, effective administration of a well-planned and efficient organization.

**POLICY:**

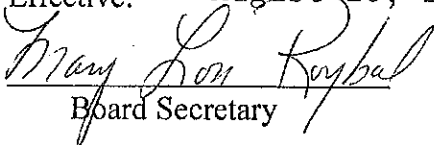
Consistent with the policies of the Mora-San Miguel Electric Cooperative as expressed in Board Policy No. 100, Board Policy No. 101, and Board Policy No. 110, the Board of Trustees ("Board") has delegated detailed management to a full-time Manager and recognized the effective management of the Cooperative requires a flow of authority or chain of command.

In order to promote the efficient management and the policies of the Cooperative, employees of the Cooperative shall address any employment or management issue first through their supervisor and then the Manager of the Cooperative. It is the policy of the Board to avoid direct contact and communication between personnel of the Cooperative and individual Board members for the purpose of discussing any employment or management issue relating to the Cooperative.

Should an employee of the Cooperative be unable to resolve any concern or problem with either their immediate supervisor or the Manager of the Cooperative, the employee may request the opportunity to address the Board of Trustees. Any employee subject to any negotiated labor agreement, shall follow the process required by their union to address any employment issue. This policy does not replace or contradict Board policies relating to discipline of employees. An employee who has been disciplined may appeal any such discipline only through the process provided by Board Policy No. 213

Approved: August 28, 2003

Effective: August 28, 2003

  
Board Secretary