

**MORA-SAN MIGUEL ELECTRIC COOPERATIVE, INC.**  
**GENERAL TRUSTEE OBLIGATIONS**  
**POLICY NO. 101-A**  
**NEW POLICY**

**SUBJECT:** General Trustee Obligations.

**OBJECTIVE:** To Publish the General Trustee Obligations.

**POLICY:**

Any Trustee or Trustee candidate must comply with this Policy, which is adopted pursuant to Article XI, Section 3 of the Bylaws, permitting the Board to adopt rules and regulations advisable for the management, administration and regulation of the business and affairs of the Cooperative. This Policy does not supersede any other policy of the Board, including Policy Nos. 100 and 101.

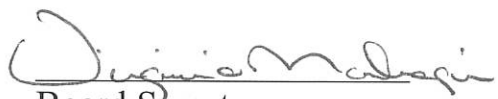
1. General Trustee Obligations. A Trustee or Trustee candidate must:
  - a. Within three (3) years of becoming a Trustee, and unless excused by the Board for good cause, a Trustee is expected to receive a Trustee's Certificate or similar certification from the National Rural Electric Cooperative Association;
  - b. Comply with any other reasonable qualifications determined by the Board, which shall specifically include but not be limited to refraining from engaging in discriminatory or harassing conduct with respect to a Member or other person's race, color, religion, national origin, gender, age, disability, veteran status or any other category subject to legal protection under any applicable Federal or State law.
  - c. Trustees shall refrain from (a) interfering with, or endeavoring to exercise undue influence upon, the Chief Executive Officer any other employee or agent of the Cooperative in the performance of his duties, (b) comporting themselves in any manner as to encourage or promote insubordination on the part of employees of the Cooperative or to undermine proper support of, and respect for, the Chief Executive Officer any other employee or agent of the Cooperative, or (c) comporting themselves in a manner that is argumentative and disruptive and that interferes with the Board's ability to address its agenda items and to conduct

its business in the orderly and respectful manner, (d) comporting themselves in a manner which engenders disrespect for and lack of confidence in the other elected members of the Board and its management and staff, and/or (e) refusing to abide by the policies set by the Board.

2. Upon a Trustee's failure to adhere to his or her obligations under Section 1 of this Policy, such Trustee's seat shall be declared vacant by the remaining members of the Board and such vacancy shall be filled in accordance with the Bylaws.

Approved: March 19, 2015

Effective: March 19, 2015

  
Board Secretary