

Mora-San Miguel Electric Cooperative, Inc.

Years of Service Recognition Program

Board Policy No. 226

Mora-San Miguel Electric Cooperative, Inc. Trustees establishes a Years of Service Recognition Program for MSMEC employees. The purpose is to acknowledge employees for their years of service on behalf of the Cooperative and present employees with a token of appreciation for years worked.

All MSMEC full time employees are eligible for acknowledgement and tokens of appreciation identified in this program.

The Human Resource office shall administer the program and present Years of Service acknowledgement and awards in appreciation on an annual basis for the Trustees review. Acknowledgement and issuance of awards to employees shall take place during the Trustees Board meeting in December of each year.

The Trustees intend to focus on acknowledging each employee for the number of years they have committed to working for MSMEC. This recognition is necessary to illustrate to the employee, the Board's support for what they do and how long they have been performing on behalf of the Cooperative.

The Trustees intend to illustrate their appreciation by offering awards to employees for years of service and longevity. Presentation of these awards illustrates appreciation for the years of service and accomplishments achieved during the employee's term of work.

Years of Service Acknowledgement and Award Levels:

Level I: 5 Years of Service - Present with certificate acknowledging 5 years of service and a \$50.00 cashier's check.

Level II: 10 Years of Service - Present with certificate acknowledging 10 years of service and a \$100.00 cashier's check.

Level III: 15 years of Service- present with certificate acknowledging 15 years of service and a \$150.00 cashier's check.

Level IV: 20 years of Service - Present with certificate acknowledging 20 years of service and a \$200.00 cashier's check.

Level V: 25 years of Service - Present with certificate acknowledging 25 years of service and a \$250.00 cashier's check.

Level VI: 30 years of Service – Present with Certificate acknowledging 30 years of Service and a \$300.00 cashier's check

Level VII: 35 years of Service – Present with Certificate acknowledging 35 years of service and a \$350.00 cashier's check

Level VIII: Retirement from Service after 25 years: Employees who achieve retirement shall be honored by the Trustees and provided with a \$500.00 cashier's check.

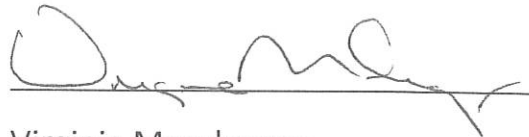
Annual Recognitions and Awards shall be posted in the Enchantment and Face Book so as to keep the Membership informed on employees' years of service and accomplishments.

The Mora-San Miguel Electric Cooperative, Inc.'s Years of Service Recognition Program passed and approved on this 24th day of September 2020.

Presented to Board: August 27, 2020

Approved by Board: September 24, 2020

Effective: September 24, 2020

A handwritten signature in black ink, appearing to read "Virginia Mondragon", written over a horizontal line.

Virginia Mondragon

Secretary/Treasurer