

MORA SAN MIGUEL ELECTRIC COOPERATIVE, INC.
EQUAL EMPLOYMENT OPPORTUNITY
BOARD POLICY NO. 121
New Policy

SUBJECT: Equal Employment practices

OBJECTIVE: To establish procedures to insure equal employment practices within the Cooperative

POLICY:

The Cooperative is committed to abide by all the laws pertaining to fair employment practices. All persons having the authority to hire, discharge, transfer, or promote personnel shall support, without reservation, a nondiscriminatory policy of hiring or transferring to any vacancy, any qualified applicant without regard to race, color, religion, national origin, age, sex, U.S. military veteran, or handicap.

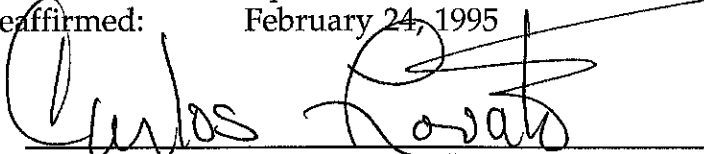
The Cooperative will offer equal opportunity for employment or advancement to all qualified applicants and employees. Positions will be filled with the best qualified individuals available.

The Board shall be responsible for the enforcement of this Policy.

Approved: April 13, 1993

Effective: April 13, 1993

Reaffirmed: February 24, 1995



Board Secretary