

**MORA - SAN MIGUEL ELECTRIC COOPERATIVE, INC.**  
**POSSESSION OF FIREARMS ON COOPERATIVE PREMISES,**  
**WORK SITES OR VEHICLES**  
**BOARD POLICY NO 207**  
**New Policy**

**SUBJECT:** Possession of Firearms on Cooperative Premises, Work Sites or Vehicles

**OBJECTIVE:** To Ensure That the Cooperative Is Free From the Dangers of Firearms

**POLICY:**

1. The possession or use of firearms on Cooperative premises, work sites or vehicles by Cooperative employees, agents, directors or independent contractors is prohibited. "Firearms" includes shotguns, rifles, revolvers and automatic or semi-automatic firearms, as well as ammunition for such, whether such weapons are actually loaded or not. This prohibition shall be effective even though a person may have a lawful permit to carry firearms.

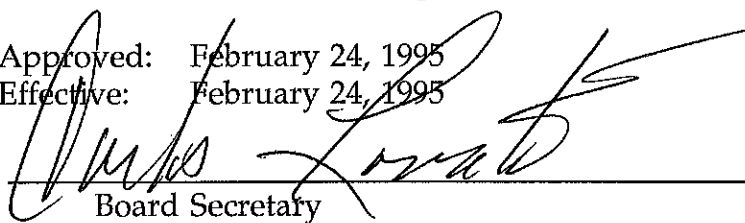
2. "Premises" includes Cooperative rights of way, but this prohibition does not extend to rifles, pistols or shotguns used for legal hunting on such rights of way by anyone, except that no Cooperative employee, agent or independent contractor shall use firearms for hunting on such right of way at the time of and incidentally to their performance of duties on behalf of the Cooperative.

3. This policy shall be published to all employees, agents, directors, and independent contractors at appropriate times by Cooperative personnel, including the Manager and top-line supervisors.

4. Any employee found in violation of this policy shall be subject to discharge. Any agent or independent contractor found in violation of this policy shall be subject to dismissal and prohibition from subsequently being eligible to do business with or for the Cooperative. Each employee shall have the duty of reporting violations of this policy to his or her immediate supervisor or, if the violation is by such supervisor, to the Manager or, if the violation is by the Manager, to the Board.

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

Approved: February 24, 1995  
Effective: February 24, 1995

  
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Board Secretary

## ADDENDUM TO POLICIES

This addendum, adopted by the Board on July 30, 1999, shall address the subjects designated herein and shall become a part of the Policies of the Cooperative.

### Operational Materials Purchases:

It shall be the policy of the Board of Trustees that all operational materials purchases in excess of Five Hundred Dollars (\$500.00) shall be procured pursuant to a purchase order system to be implemented and monitored by the Manager to assure that sound business and financial practices prevail. The Manager shall promulgate such a purchase order system to track and account for operational materials purchases and shall keep the Finance Committee apprised of such system as the Finance Committee shall direct. This policy is intended to complement the policies set forth in Policy No. 108 and shall be subject to Finance Committee oversight.

### Mandatory Vacations, Non-Union and Management Personnel:

It shall be the policy of the Board of Trustees that, subject to the operational demands of the Cooperative, and in an effort to provide for continuity of operational readiness, Non-Union and Management personnel are encouraged to take a minimum of forty (40) hours of vacation per year. Such vacation shall be considered mandatory, absent overriding operational requirements, at the discretion of the Manager, who shall approve the scheduling of such vacation.