

**KAUA'I ISLAND UTILITY COOPERATIVE
POLICY NO. 6
(Reviewed 09/27/2016)**

EMPLOYMENT OF RELATED PERSONS

PURPOSE OF POLICY:

This policy describes the circumstances and conditions under which related persons may or may not be concurrently employed by the Cooperative.

POLICY CONTENT:

KIUC's Board of Directors recognizes that under certain circumstances and conditions related persons may work for the cooperative in order to obtain and retain a qualified local workforce. The Board also recognizes the sensitivity of such employment and has determined that the following rules shall apply:

1. For purposes of this policy related persons include spouses, partners in a civil union, domestic partners, or reciprocal beneficiaries, children, siblings (whether of the whole or half blood), grandparents, grandchildren, great grandchildren, and the spouses of same. Adopted children shall be considered the same as children by blood.
2. Related persons with the requisite qualifications may be employed concurrently, provided that there is no direct reporting relationship between such employees.

Adopted on this 27th day of September, 2016.



Teofilo Tacbian
Secretary

Reviewed: 09/27/2016
Reviewed: 10/28/2014
Revised: 01/25/2011
Original Adoption: 04/12/2000