



PROFESSIONAL ASSOCIATIONS POLICY

Employees have the right to join or participate in any association, organization or group which they believe promotes their professional and/or personal interests, without fear of reprisal, retaliation or interference.

At the Company's discretion, the Company may sponsor a full-time employee's membership(s) in civic organizations or professional and business associations. Part-time and temporary employees are not eligible for sponsorship. Membership in the approved association or organization must be related to the employee's current job within the Company. Approval for Company-sponsored membership must be received from the employee's supervisor prior to completing the application for membership.

Should any information in this policy conflict with a Collective Bargaining Agreement or with any federal or state law, the applicable agreement or provision of law will take precedence.