

Principles of the Organization

Policy #: BP 9

Rappahannock Electric Cooperative

1. Purpose

An organizational structure shall be established in order to provide effective leadership, appropriate supervision, effective departmental management, and working relationships.

2. Scope

This policy applies to Rappahannock Electric Cooperative's ("REC" or "Cooperative") organizational structure.

3. Policy Statement and Implementation

3.1. The Board of Directors ("Board") has established the following fundamental principles to be followed by the President & Chief Executive Officer ("CEO"):

3.1.1. The organizational structure shall be developed in accordance with the objectives of the Cooperative.

3.1.2. Each Cooperative employee's authorities and responsibilities shall be fully explained and accountability established.

3.1.3. Each Cooperative employee shall have an annual performance evaluation in accordance with his/her specific job description in the month of his/her employment anniversary.

3.1.4. The organizational plan must be flexible and sensitive to changing conditions.

3.1.5. A chart of the organization shall be maintained illustrating job titles and reporting relationships.

4. Responsibilities

The Board is responsible for the review and revision of this policy. The President & Chief Executive Officer is responsible for the implementation of this policy.

5. Confidentiality

This policy may be treated as public and may be made available on REC's website or other communication channels.

6. Definitions

Board: The Board of Directors for Rappahannock Electric Cooperative

Cooperative: Rappahannock Electric Cooperative, RE Communications Inc., and Extentia LLC.

Policy Title:	Principles of the Organization
Policy Number:	BP 9
Review Frequency:	Triennial
Last Reviewed:	June 24, 2020
Date Adopted:	October 16, 2003
Effective Date:	October 16, 2003
Amendment Dates:	June 24, 2020
Approver:	Board of Directors
Applies to:	President & Chief Executive Officer
Administrator:	Corporate Services

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Superseding Effect	This Policy supersedes all previous policies and memoranda concerning the subject matter. Only the Approver may authorize exceptions to this Policy.
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