


ANTI-NEPOTISM POLICY
Of
WINKLER WATER SUPPLY CORPORATION

The Anti-nepotism Policy of the Winkler Water Supply Corporation shall be as follows:

1. It is the intent of the Board of Directors that the Anti-nepotism Policy of the Winkler Water Supply Corporation be consistent with the anti-nepotism policies set forth in the Texas Government Code and the Texas Non-Profit Corporation Act. In the event of any conflict between the Winkler Water Supply Corporation Anti-nepotism Policy and either the Texas Government Code and/or the Texas Non-Profit Corporation Act, the provisions of the Texas Government Code and/or the Texas Non-Profit Corporation Act shall prevail.
2. A person is disqualified from employment by Winkler Water Supply Corporation if he or she is related by the first or second degree of consanguinity or by the first or second degree of affinity to any director of the Winkler Water Supply Corporation or to any other person serving in a managerial capacity on behalf of the Winkler Water Supply Corporation.
3. As used in this policy, the terms "consanguinity" and "affinity" shall be defined as set forth in the Texas Government Code and the court decisions construing that code.
4. Any relationship or employment which constitutes a disqualification as set forth herein shall be considered grounds for removal from the Board or for termination of employment.

The above Anti-nepotism Policy was adopted by the Board of Directors at its regularly scheduled meeting on the 17 day of October 2017.



Daun Cantrell, President

Attest:



Elizabeth Metcalf, Secretary-Treasurer