

Acknowledgement of NRECA Policy 1.0

NRECA has established policies for its employees and the employees of its subsidiaries. These policies provide rules, expectations and guidance to employees for business operations. You will be asked to read and attest to your understanding of NRECA's policies during your first week of employment. NRECA's Standards of Conduct policy establishes expectations for all employees to demonstrate respectful, ethical and personally accountable behaviors. All new hires are required to read the policy and sign the attestation before starting work at NRECA.

I attest that I have read and understand NRECA's **Policy 1.0 – Standards of Conduct**, and I agree to comply with this policy as a condition of my employment. I understand that violating an NRECA policy may result in disciplinary action, up to and including termination of employment. If I have questions regarding an NRECA policy, I will ask for clarification from my manager, and I will report any suspected violations to management and/or the Whistleblower Hotline.

Employee's Name

Employee's Signature

Date