



## **TEAM MEMBER GUIDE**

### **815 NON-PROFIT AND PROFESSIONAL ASSOCIATIONS**

The Company encourages Team Members to contribute to their communities through involvement with charitable, community service and professional organizations, however, Team Members must only use Company time or resources for such activities when given authorization from management.

Should Team Members reach positions of leadership in non-profit associations where they are viewed as spokespersons for the groups, the individuals should ensure that that they are seen as speaking for those organizations or as individuals, and not as a Team Member or spokesperson of the Company.