

Family Member Employment Policy

"Employment in the Business is Not a Birth Right"

1. Employment of a family member as an employee at _____ is an opportunity, not a birthright.
2. Any family member will be provided employment based upon the following terms:
 - a. Actual need and affordability of a confirmed staff position or vacancy in a defined job.
 - b. Employment experience outside of the family business that has prepared the family member for a role in the business.
 - c. A favorable record of employment prior to applying for employment with the family business.
 - d. Training that reasonably prepares the family member with the applicable skills for the desired job.
 - e. Compensation and benefits comparable to what would be paid a non-family member in the same position.
 - f. No better qualified active candidates.
 - g. Family members should not report to related managers.
 - h. If a family member violates company policy, it will not reflect upon any other related employee. However, appropriate action will be taken to rectify the violation.
 - i. Maintain professional courtesy and respect for the chain of command and objectivity regarding management and/or employment decisions.

Agreed upon and signed this ____ day of _____.

Employee

President

Related Employee

Supervising Manager

