

**WATERGATE AT LANDMARK CONDOMINIUM
UNIT OWNERS ASSOCIATION**

POLICY RESOLUTION NO. 41

**"PROCEDURES REGARDING EMPLOYMENT AND CONTRACTING WITH WAL
UNIT OWNERS AND RESIDENTS AND EMPLOYMENT OF AND CONTRACTING
WITH RELATIVES OF CURRENT EMPLOYEES AND THE MANAGING AGENT"**

**August 27, 1996
(Readopted)**

WHEREAS, the Board of Directors wishes to establish and publish a policy regarding employment of and contracting with Watergate Unit Owners and residents and employment of and contracting with relatives of current employees and the Managing Agent;

NOW THEREFORE, BE IT RESOLVED by the Board of Directors of Watergate at Landmark Unit Owners Association;

THAT, no Unit Owner or resident of Watergate-at-Landmark may be employed by the Association. An employee who becomes a Unit Owner or resident of Watergate-at-Landmark shall no longer be eligible for employment by Watergate and his or her employment shall be terminated as soon as practical. This prohibition does not apply to employees who are required to live at Watergate as a condition of employment.

THAT, the Board may authorize part time, temporary, and intermittent employment of Unit Owners and residents when such employment is shown to be in the best interests of the Association. These and any other exceptions to the prohibition against employment of Unit Owners and residents must be made by resolution of the Board. The justification for the exception shall be set forth in the resolution.

THAT, the Association shall not contract for work or services to be performed by any Unit Owner or resident of Watergate-at-Landmark or by a business entity which is owned wholly or in part by a Unit Owner or resident. This prohibition does not apply to the ownership of stock in a public corporation provided the unit owner or resident is not an employee or officer of the corporation.

THAT, the Association may enter into a lease agreement with a unit owner or resident or an entity owned wholly or in part by a unit owner or resident for the operation of the convenience store, and Beauty Shop located on the premises of Watergate at Landmark.

THAT, any other exception to the prohibition against contracting with unit owners and residents must be shown to be in the interests of the Association and be authorized by resolution of the Board. Justification for the exception shall be set forth in the resolution.

THAT, no relative of a supervisory employee of Watergate may be employed in any position at Watergate without the express approval of the Board of Directors.

THAT, in the event that a relative of an employee is so employed, one shall not be assigned in the chain of supervision over the other.

THAT, the Board may make an exception to the prohibition against the employment of relatives in the case of current relative employees one of whom is or may become the supervisor of the other. An exception may be made if the nonsupervisory employee cannot reasonably be reassigned and the Board determines that the retention of the nonsupervisory employee will not be detrimental to the Association.

THAT, no relative of a senior employee of the Management Agent of Watergate at Landmark may be employed in any position at Watergate at Landmark without the express approval of the Board of Directors.

THAT, the Association shall not contract for work or services to be performed by a relative of a supervisory employee of Watergate at Landmark or by a relative of a senior employee or officer of the Management Agent of Watergate at Landmark or by any business entity owned wholly or in part by such a relative.

THAT, the term "relative" means father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, spouse; father, mother, son, daughter, brother and sister-in-law; step-mother, father, sister, brother, son, daughter; and half brother and sister.

Motion by Hufstedler, Supported by Yale

YEA	MEMBER	NAY
<u>X</u>	Berenbaum	_____
<u>X</u>	Coleman	_____
<u>X</u>	Derrick	_____
<u>X</u>	Hufstedler	_____
<u>X</u>	Lert	_____
<u>X</u>	Piper	_____
<u>X</u>	Snyder	_____
<u>X</u>	Treger	_____
<u>X</u>	Yale	_____

X Motion declared adopted
_____ Motion declared failed

Shirley A. Grote

Attested