



WHEREAS, the Ohio Water Environment Association (OWEA) is a 501(c)(3) Organization and a Member Association (MA) of the Water Environment Federation (WEF); and

WHEREAS, As an MA, OWEA relies on a dedicated and passionate Executive Committee (EC) to manage and lead the organization, who perform their services as a volunteer board, and

WHEREAS, OWEA recognizes that EC members are volunteers and their employers make a substantial contribution in time, indirect and direct costs for their participation that is not well recognized; and

WHEREAS, without the employers of those on the EC, it would not be possible to sustain OWEA.

THEREFORE, OWEA has adopted the following policy and procedure:

POLICY AND PROCEDURE

- I. OWEA shall recognize the employers in the Buckeye Bulletin and at the Annual Conference in printed material and signage, posted in a prominent location. One idea is to have names of EC members with head shots and employer names printed in a size to be easily read.
- II. OWEA shall offer the employers of EC member, one free advertisement in the Buckeye Bulletin with a letter to the employer recognizing the EC's contribution to OWEA as reason for the discount.