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, OWEA typically sends teams to represent OWEA to WEFTEC to compete in the national Operations Challenge Competition during WEFTEC annually; and

Whereas, OWEA wishes to have those teams represent us by wearing appropriate apparel; and

Whereas, OWEA wishes that apparel to exhibit that the team is representing OWEA as well as its key sponsors on shirts and hardhats.

Therefore, OWEA has adopted the following policy and procedure:

**POLICY AND PROCEDURE**

1. OWEA’s Plant Operations and Maintenance Committee shall include the allowance of up to $650.00 per team expected to represent OWEA at WEFTEC.
2. OWEA will reimburse each of the operations challenge teams up to $650.00 per team for hardhats and shirts for WEFTEC. Returning teams should utilize the same hardhats and as such the amount to be reimbursed for returning teams is $250 per team for shirts.
3. If returning teams have new members, a pro-rated amount may be approved for hardhats at the discretion of the Plant Operations and Maintenance Committee Chair.
4. Hardhat designs shall be of the teams’ choice but shall include the OWEA logo or “Ohio”, and any designated sponsors.
5. Shirt designs may be of the teams choosing also but shall include the sponsors listing on the back of the shirt in prominent location. “OWEA” should be included in the teams’ layout for the shirts in some manner.
6. In the event teams chose to purchase items exceeding the designated amounts, OWEA will reimburse up to the maximums provided for in this Policy and Procedure.
7. Teams are reminded that they will be representing Ohio WEA, the sponsors, their employers, and themselves when considering shirt and hardhat designs.