

NETA POLICY AND PROCEDURE STATEMENT

NUMBER NPB020.25.01

TITLE *NETA Non-Recruitment Policy*

PURPOSE To ensure the success of NETA organized events by allowing participants and their employees to realize the full range of benefits of the event without limitations to peer collaboration and interaction, the Association has established a Non-Recruitment Policy.

INTRODUCTION

The mission of NETA is to lead the electrical power testing industry through education, standards development, accreditation of independent third-party testing organizations, and certification of test technicians. NETA meetings, conferences, and other events aim to foster collaboration among industry professionals, expand knowledge, improve service quality, enhance electrical power safety, and ensure power reliability. If employment recruiting activities occur at these events it undermines the mission and disrupts their intended purpose.

POLICY

All participants in NETA-organized events, including, but not limited to, Members, Alliance Partners, industry suppliers, power providers, and end-users, are strictly prohibited from engaging in any form of employment solicitation or recruiting activities during these events, including the following basic expectations:

1. Prohibited Actions:

- **Direct Recruitment:**
Approaching or attempting to solicit event participants for employment opportunities.
- **Distribution of Recruitment Materials:**
Sharing recruitment brochures, flyers, business cards, or similar materials intended to solicit employment.
- **Recruitment Conversations:**
Initiating or engaging in conversations, individually or in groups, which have the purpose of encouraging participants to leave their current employer.
- **Signage or Promotions:**
Displaying recruitment-related signage or advertisements in any format.
- **Co-Located Events and Activities:**
Arranging, scheduling, or participating in separate events, not associated with NETA but during NETA-sponsored events, intended to solicit participants for employment opportunities.

2. Scope of Prohibition:

- This policy applies to all participants for the entire duration of any NETA-organized event, both on-site and off-site.

3. Enforcement and Consequences:

- By attending a NETA-organized event, all participants and organizations agree to abide by this policy.
- Any violation will be subject to the following actions:

- First Violation:
The offending individual or organization will receive a written warning from the NETA Board of Directors.
- Repeat Violation:
Further violations will result in a formal review by the NETA Board of Directors, which may impose penalties, including restrictions or bans on attendance at future NETA events.

ACKNOWLEDGEMENT:

By participating in any NETA-organized event, attendees confirm their understanding and agreement to comply with this Non-Recruitment Policy. Failure to adhere to this policy will result in the consequences outlined.

APPROVED March 9, 2025

REVIEW DATE January 2026

DISTRIBUTION NETA Board of Directors