

**NOVO ECIJANO TEACHERS' MUTUAL BENEFIT ASSOCIATION, INC.**

228 Gabaldon Street, Brgy. San Roque, Cabanatuan City, Nueva Ecija, Philippines 3100

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**CORPORATE  
PARTICIPATION  
POLICY**

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**CORPORATE PARTICIPATON POLICY**

The Board shall be transparent and fair in the conduct of the annual and special meetings of the Association. The Association shall encourage active member's participation by sending the Notice of Annual and Special Members' Meeting with sufficient and relevant information. If they cannot attend, they shall be apprised ahead of time of their right to appoint a proxy. Subject to the requirements of the By-Laws, the exercise of the right shall not be unduly restricted and any doubt about the validity of a proxy should be resolved in the member's favor.

The Board shall promote the rights of the members, officers, trustees and employees, remove impediments to the exercise of their respective rights and provide an adequate avenue for them to seek timely redress for breach of their rights. All members and employees of the Association shall have the opportunity to obtain effective redress for violation of their rights.

The Board shall make available to the members accurate and timely information to enable the latter to make a sound judgment on all matters brought to their attention for consideration or approval.

The association ensures that employees have adequate opportunities to identify and reflect back areas for improvement to the service and shall have the open opportunity participation and collaboration to developed, reviews and improve existing structures, policies to support and nurture manpower resources.

The Board encourages all members to personally attend the annual meeting and exercise their rights without due restrictions. Each member is encouraged to exercise their right to participate and is ensured that each one will be treated equally, without discrimination.

Such that the management shall give paramount consideration to the development of appropriate means, skills and knowledge for participation by creating, developing and implementing a structured participation plan to support the meaningful involvement of the members, management, trustees and employees of the association in all aspects of its service.

The management shall endeavor to identify and improved service quality by enhancing internal and external participation at different levels to ensure broad representation of members, management and employees

This policy shall take effect immediately and shall supersede all existing policies inconsistent with the intention and mandate herein stated.