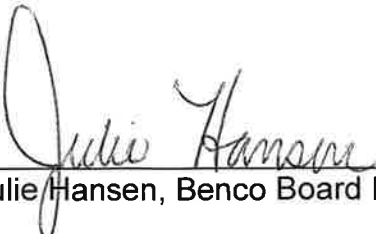


**BENCO
Personnel Manual**

VOLUNTEERS

To be in compliance with the State of Oregon Fair Wage and Hour Laws volunteering of one's time to perform duties directly related to typical work duties of Benco employees is not permitted.

Approved By: 
Julie Hansen, Benco Board President

Date: 9/26/23