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EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
NEPOTISM

DBE
(EXHIBIT)

Exhibit A—Nepotism

These illustrations depict the relationships that violate the nepotism law.

Consanguinity

(Blood) Kinship

Board member is prospective employee's:

First Degree	Parent	Child		
Second Degree	Grandparent	Grandchild	Sister/Brother	
Third Degree	Great-Grandparent	Great-Grandchild	Aunt/Uncle	Niece/Nephew

Affinity

(Marriage) Kinship

Board member's spouse is the prospective employee.

OR

Board member's spouse is prospective employee's:

OR

Prospective employee's spouse is the Board member's:

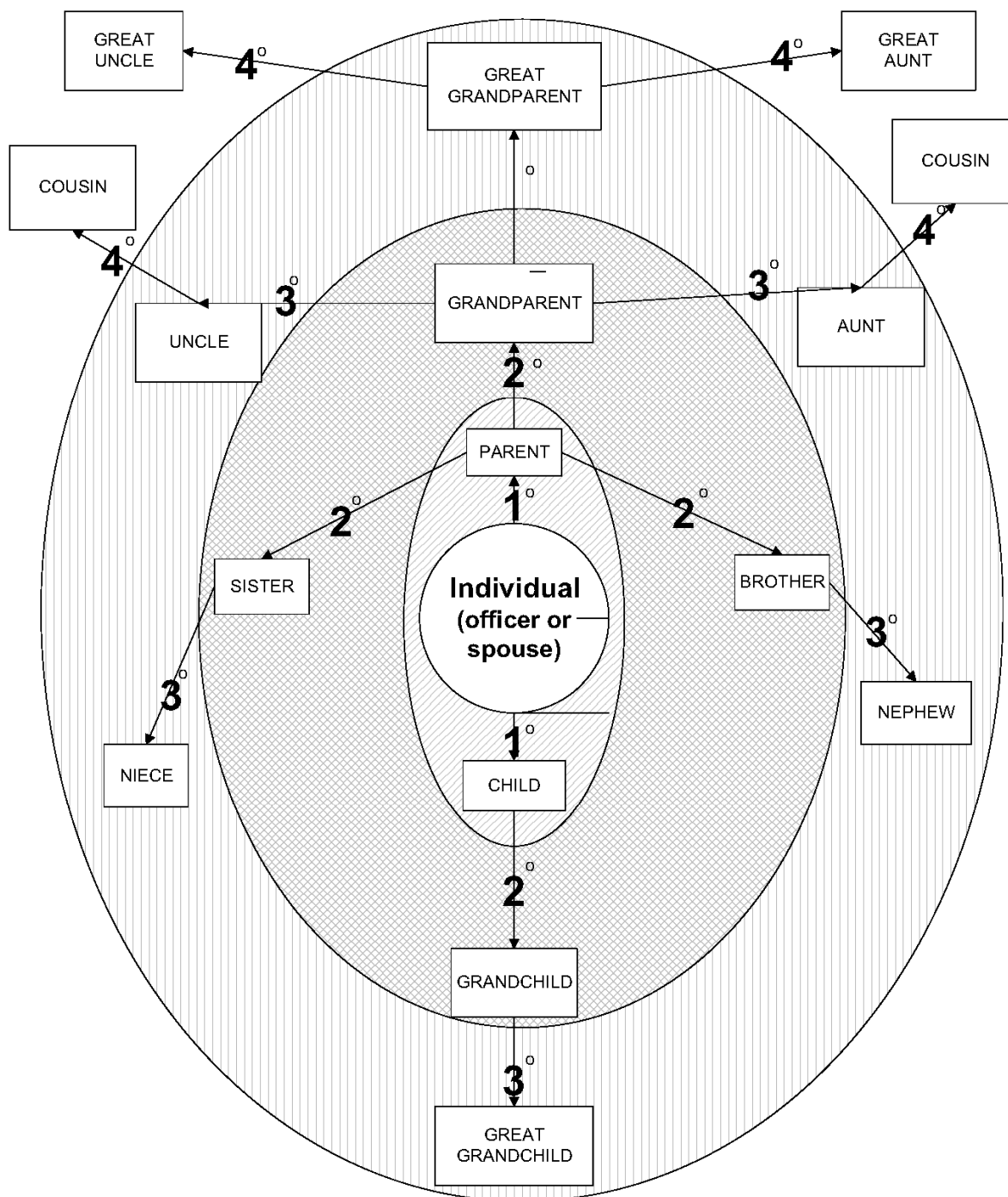
First Degree	Parent	Child	
Second Degree	Grandparent	Grandchild	Sister/Brother

Note: The spouses of two persons related by blood are not by that fact related. The affinity chart supposes only one affinity relationship between the Board member and prospective employee through either of their spouses.

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Exhibit B—Nepotism Chart: Degrees of Relationship



When determining the degree of relationship by consanguinity, the individual in the center is the officer. For relationships by affinity, the officer's spouse is the individual in the center.

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