

**Proposed amendments to**  
**POLICY #11**  
**GIFTS - RETIREMENT OR FOR AND DEPARTING MEMBERS**

TEAM to present a retirement/departure gift to members in good standing who depart from ~~MTS~~ **the Company** at retirement **with at least three years membership in TEAM**, or after 10 years membership in TEAM (excluding TEAM members terminated for just cause).

Members departing ~~MTS~~ **the Company** with less ~~that~~ **than** 10 years membership in TEAM will be sent an appropriate letter of farewell (excluding TEAM members terminated for just cause).

**The gift will be presented to the TEAM member by one of the following methods, (in order of preference):**

- **A member of the Board**
- **A friend of the member**
- **The member's Communication Action Representative**
- **The chair of the retirement/leaving committee for the member**
- **A volunteer from the membership or TEAM office**
- **If the gift is not being presented, the office shall arrange pick-up or delivery of the gift.**