



PEOPLE'S PARTICIPATION

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:-MEMBER DISCIPLINE PROCEDURE:-

(Acknowledgement: SAE INTERNATIONAL)

Suspension, Expulsion or Censure of an PEOPLE'S PARTICIPATION Member or Staffs or associates:

A. Any People's Participation ("Member") may be suspended, expelled or censured for cause by a 2/3 majority vote of a quorum of People's Participation Membership Board's voting Member. A Member subject to possible suspension, expulsion or censure who is also a voting Member of the People's Participation Membership Board ("GB") shall not be eligible to participate in deliberations or vote on her/his possible suspension, expulsion or censure.

B. Cause for removal shall include, but not be limited to:

- (1) the Member has been judicially declared of unsound mind;
- (2) the Member has been convicted of an offense punishable by imprisonment for a term of more than one year;
- (3) the Member has acted in a manner detrimental to People's Participation and its Membership;
- (4) the Member has failed to act in a professional, businesslike manner and to treat other Member or People's Participation staff, customers or vendors with respect, such behavior to be demonstrated by a violation of the People's Participation Board Code of Ethical Conduct Policy, People's Participation Board Conflict of Interest Policy or People's Participation Board Whistleblower Policy, or by evidence that the Member made threats of physical violence or legal coercion against other Member or People's Participation staff, customers or vendors; or
- (5) the Member's personal or financial interests are interfering with the performance of his/her responsibilities or obligations to People's Participation, the People's Participation Board of Directors, Board Committees or Operating Boards (or any subcommittees or groups thereof).

C. The Chair of the GB, People's Participation President or People's Participation Secretary shall have the ability to immediately suspend the Membership of a Member pending any vote on suspension, expulsion or censure for cause. The decision to suspend the Membership of a Member prior to a vote on suspension, expulsion or censure for cause shall be final and non-appealable. In the event of a Membership suspension, the Member subject to possible suspension, expulsion or censure shall be notified of the charges against her/him, in accordance with Section D below, within 5 calendar days. A Member subject to possible suspension, expulsion or censure may not participate in GB business or

affairs pending the results of any vote on suspension, expulsion or censure for cause, including attendance at any GB meetings.

D. Not less than 30 calendar days prior to any vote on the suspension, expulsion or censure of a Member, the Member subject to possible suspension, expulsion or censure shall be notified in writing by express courier or email (as listed in the current Membership records) of the charges against her/him and be invited to respond to the charges in writing or, alternatively, at a hearing before a quorum of the voting Member of the GB, which hearing will occur at the next regularly-scheduled meeting of the GB or, in the GB's sole discretion, a special meeting of the GB for that purpose. The Member shall inform the Chair of the GB as to whether s/he elects to respond to the charges not less than 15 calendar days before the scheduled date of the hearing on suspension, expulsion or censure and, if s/he elects to respond, whether it will be in writing or in person. If the Member subject to possible suspension, expulsion or censure elects to attend the hearing in person, his/her failure to attend the hearing will not stay the proceedings and the GB will render its decision based on the record before it. In addition, the Member subject to possible suspension, expulsion or censure will be responsible for all travel or other costs to attend the hearing regardless of its outcome.

E. The Secretary of People's Participation (or his/her designee) may, but shall not be required, to submit a written statement to GB setting forth People's Participation opinion, if any, regarding the Member's conduct and its effect on People's Participation or its Member, staff, customers or vendors. The Member subject to possible removal shall receive a copy of any such written statement of opinion. Any written statement by the Secretary People's Participation shall be submitted to the GB and the Member at least 10 calendar days before the scheduled date of the hearing on suspension, expulsion or censure. The Member may respond in writing to the Secretary of People's Participation written statement of opinion on or before the third calendar day before the scheduled date of the hearing on suspension, expulsion or censure.

F. In the event that the Member subject to possible suspension, expulsion or censure has chosen to respond to the charges at a hearing, the Secretary of People's Participation may, but shall not be required to, attend such hearing and present People's Participation position orally.

G. Following deliberations, the quorum of the GB's voting Member will vote on the suspension, expulsion or censure of the Member and, if the lesser sanction of a suspension or a censure is chosen, the parameters (e.g., length of suspension, type of censure) of the suspension or censure.

H. The deliberations and vote of the GB shall be confidential. Within fifteen calendar days following the vote, the Chair of the GB or his/her designee shall provide the Member subject to possible suspension, expulsion or censure and the Secretary of People's Participation with the written decision of the GB. The written decision, not to exceed three (3) pages, will provide a succinct basis and/or rationale for the GB's decision.

I. All votes, including those that result in the imposition of sanctions less than expulsion, are final, and may not be appealed or challenged in any forum, except in the circumstance described in Section J below. Except as otherwise provided in Section J below, the Member agrees to abide by the determination of the GB.

J. A Member who is suspended, expelled or censured for cause may appeal a removal decision to the Appeals Committee within 10 calendar days of the GB's written decision on suspension, expulsion or censure. The only grounds for reviewing or vacating a decision to suspend, expel or censure a Member for cause shall be if the Appeals Committee finds that the GB failed to follow the procedures set forth in this Section 1 or that it abused its discretion in rendering a decision. Under the "abuse of discretion" standard of review, the Appeals Committee will not determine whether it would have reached the same decision as the GB, but rather whether the GB abused its discretion in reaching its decision. In other words, the Appeals Committee will not vacate the GB's decision just because it appears wrong, but instead only if it resulted from an abuse of power by the GB.

K. All submissions to the Appeals Committee in accordance with Section J shall be in writing and copies shall be provided simultaneously to the GB and the Secretary of People's Participation. The Member's submission shall set forth the grounds for the Member's claim that the procedures in this Section were not followed and/or that the GB abused its discretion in reaching its decision. Within 10 calendar days thereafter, the GB shall provide the Appeals Committee with its written response to the Member's submission. The Appeals Committee may, but shall not be required to, seek any information that it requires in order to conduct its review. Following its review of the written submissions, the Appeals Committee shall provide the Member, the GB and the Secretary of People's Participation with the Appeals Committee's decision as to whether the GB complied with the procedures set forth in this Section and/or abused its discretion in reaching a decision. In the event that the Appeals Committee finds that the procedures have not been followed and/or that the GB abused its discretion, the Appeals Committee shall provide the GB with the grounds for its decision and instruct the GB as to how it should proceed in reconsidering the suspension, expulsion or censure of the Member.

L. The Member agrees to abide by the determination of the Appeals Committee, and that s/he will have no further right of appeal or review by a court of law or other tribunal. If the Member seeks review of the Appeals Committee's decision, by a court of law or other tribunal, in contravention of this Section, the Member agrees to be liable for all of People's Participation legal costs, including attorneys' fees.

M. Any Member expelled from People's Participation for cause shall be permanently ineligible to serve as a Member of the People's Participation Board of Directors, Board Committees or Operating Boards (or any subcommittees or groups thereof).

N. The provisions of this Section 1 will not apply to any People's Participation Member who is also an employee of People's Participation, Performance Review Institute, People's Participation Industry Technologies Consortia or other current or Future Company or affiliate of People's Participation ("Employee"). Instead, the Employee's conduct and/or performance, and eligibility for continued Membership in People's Participation, will be determined under the appropriate and then-current performance management and/or disciplinary procedures.

This policy has been reviewed and is recommended for approval by:

Dipankar Mitra
Secretary - 'People's Participation'

This policy has been viewed and is approved by:

Samita Goswami
President- 'People's Participation'