

Document Retention and Destruction Policy

This Document Retention and Destruction Policy of Hardin Valley Academy Athletic Council (HVAAC) identifies the record retention responsibilities of the Executive Board, Parent Athletic Committee members and volunteers for maintaining and documenting the storage and destruction of HVAAC's documents and records.

1. **Rules.** HVAAC's Executive Board, Parent Athletic Committee members, all Council members, volunteers and any outsiders (i.e., independent contractors via agreements with HVAAC) are required to honor these rules:

- (a) paper or electronic documents indicated under the terms for retention below will be transferred to and maintained by the elected Secretary
- (b) all other paper documents will be destroyed after three years;
- (c) all other electronic documents will be deleted from all individual computers, data bases, networks, and back-up storage after two years; and
- (d) **no paper or electronic documents will be destroyed or deleted if pertinent to any ongoing or anticipated government investigation or proceeding or private litigation.**

2. Terms for retention.

a. Retain permanently:

Governance records – Charter and amendments, Bylaws, Policies, Procedures and other organizational documents, governing board and board committee minutes.

Tax records – Filed state and federal tax returns/reports and supporting records, tax exemption determination letter and related correspondence, files related to tax audits.

Intellectual property records – Copyright and trademark registrations and samples of protected works.

Financial records – Audited financial statements, attorney contingent liability letters, and any accounting software data files

b. Retain for ten years:

Pension and benefit records -- Pension (ERISA) plan participant/beneficiary records, actuarial reports, related correspondence with government agencies, and supporting records.

Employee/employment records – Employee names, addresses, social security numbers, dates of birth, INS Form I-9, resume/application materials, job descriptions, dates of hire and termination/separation, evaluations, compensation information, promotions, transfers, disciplinary matters, time/payroll records, leave/comp time/FMLA, engagement and discharge correspondence, documentation of basis for independent contractor status (retain for all current employees and independent contractors and for three years after departure of each individual).

c. Retain for three years:

Lease, insurance, and contract/license records – Software license agreements, vendor, hotel, and service agreements, independent contractor agreements, employment agreements, consultant agreements, and all other agreements (retain

during the term of the agreement and for three years after the termination, expiration, non-renewal of each agreement).

All other electronic records, documents and files – Correspondence files, past budgets, bank statements, publications, employee manuals/policies and procedures, survey information.

3. **Exceptions.** Exceptions to these rules and terms for retention may be granted only by approval from HVAAC's Executive Board .