



Policy on Employee Poaching for the HEAT Show

This policy aims to ensure fair business practices and foster a professional and respectful environment at the 2025 HEAT Show. It prohibits the solicitation of employees from participating companies during the event. This policy applies to all exhibitors, sponsors, attendees, and their representatives participating in the 2025 HEAT Show.

Definition of Employee Poaching

Employee poaching is defined as any attempt to solicit, recruit, or hire employees of another participating company during the HEAT Show 2025. This includes, but is not limited to:

- Offering higher pay, better benefits, or employment bonuses to employees of other companies.
- Engaging in conversations with the intent to recruit employees of other participating companies.
- Distributing promotional materials or job offers targeting employees of other companies.

Prohibited Activities

1. Direct Solicitation: Approaching an employee of another company with job offers or discussing potential employment opportunities.
2. Indirect Solicitation: Distributing recruitment materials, including flyers, business cards, or other promotional content, with the intent of recruiting employees of other companies.
3. Third-Party Solicitation: Using third parties or intermediaries to recruit employees of other participating companies during the event.

Reporting and Enforcement

Any suspected violation of this policy should be reported to the event organizers with detailed information, including the names of the parties involved and a description of the incident. The event organizers will then review all reported incidents and may:

- Conduct interviews with involved parties.
- Review evidence, including witness statements and documentation.

If event organizers have determined a violation of this policy occurred, they shall determine the appropriate level of response based on the severity and intent of the violation, with serious and deliberate recruitment attempts receiving the strongest penalties. For the first offense, the offending individual or company representative may be required to cease their participation in the HEAT Show 2025 immediately, with no refund of registration fees.

Repeated or Severe Violations may result in:

1. Immediate removal from the current HEAT Show without refund,
2. Barring from participation in all future HEAT Shows and NEFI-related events, and
3. Prohibition from collaborating with event organizers or affiliates

Furthermore, event organizers reserve the right to notify other heating fuel and home comfort industry trade shows/conferences and their sponsoring organizations about serious violations to ensure awareness of unethical practices.

Agreement to Policy

All participants must agree to abide by this policy as a condition of participation in the 2025 HEAT Show. Failure to comply may result in disqualification from the event and other sanctions as outlined above.

[] I have read and agree to the employee poaching policy

Contact Information

For questions or concerns about this policy, please contact Jessica Levaggi at 617-804-2222 or jessica@nefi.com.



National Energy & Fuels Institute