

WHISTLEBLOWER POLICY KENNETH RAININ FOUNDATION

If any employee reasonably believes that some policy, practice, or activity by or within the Kenneth Rainin Foundation (the "Foundation") is in violation of any law, we encourage the employee to follow the complaint procedure below.

Under the Foundation complaint procedure, the employee who wishes to express concern about any policy, practice, or activity by or within the Foundation that may violate a federal or state law, regulation, or rule, may make an oral complaint to the employee's supervisor. If the employee is not satisfied with the supervisor's response, the employee may then make his or her complaint, orally or in writing, about the claimed violation to the President or to the Chairperson of the Board of Directors of the Foundation. If the employee's supervisor happens to be the President, the employee may make his or her complaint to the Board of Directors initially.

It is the intent of the Foundation to adhere to all laws and regulations that apply to the Foundation, and the underlying purpose of this Policy is to support the Foundation's goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the Foundation and provides the Foundation with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees who comply with this requirement.

The Foundation will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of the Foundation, or against another individual or entity with whom the Foundation has a business relationship, on the basis of a reasonable belief that the practice is in violation of law or of a clearly stated public policy.

The Foundation will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of the Foundation that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clearly stated public policy concerning health, safety, welfare, or protection of the environment.

My signature below indicates my receipt and understanding of this Policy. I also verify that I have been provided with an opportunity to ask questions about the Policy.

Whistleblower Policy

Employee Signature

Date

Employee Name

