

POLICY #: 101

TITLE: Whistleblower Policy

PURPOSE:

Making Hope Happen Foundation requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Making Hope Happen Foundation, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

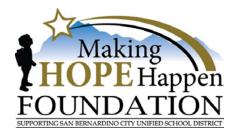
POLICY STATEMENT:

Reporting Responsibility: This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that Making Hope Happen Foundation can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of Making Hope Happen Foundation's code of ethics or suspected violations of law or regulations that govern Making Hope Happen Foundation's operations.

No Retaliation: It is contrary to the values of Making Hope Happen Foundation for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of Making Hope Happen Foundation. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. A board member or volunteer who retaliates may be removed from service per the bylaws.

Reporting Procedure: Making Hope Happen Foundation has an open door policy and suggests that board members, officers, employees or volunteers share their questions, concerns, suggestions or complaints with the Executive Director. If you are not comfortable speaking with the Executive Director or you are not satisfied with the Executive Director's response, you are encouraged to speak with the Board President who may direct the complaint to a third party agency for investigation. The Executive Director is required to report complaints or concerns about suspected ethical and legal violations in writing to the Making Hope Happen Foundation's Board President. The Board President is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Board President will advise the Board of Directors of all complaints and their resolution.

Accounting and Auditing Matters: The Making Hope Happen Foundation's Executive Director shall immediately notify the Treasurer and Audit Committee of any concerns or complaint regarding corporate



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accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

Acting in Good Faith: Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality: Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations: The Making Hope Happen Foundation's Executive Director will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.