

## Whistleblower Policy

Board Resolution: The International Messengers Board of Directors approved the inclusion of the following statement in the Employee Manual, and directs the Chief Executive Officer to ensure that it is given to and acknowledged by all employees. In addition, the Chief Executive Officer will ensure that whistleblower protection notification is posted in the workplace as required by state law.

Policy: If any employee reasonably believes that some policy, practice, or activity of International Messengers is in violation of law, a written complaint may be filed by that employee with the Chief Executive Officer.

It is the intent of International Messengers to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization'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 CEO and/or the Board and provides the CEO and Board with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

International Messengers will not retaliate against any employee who, in good faith, has made a protest or raised a complaint against some practice of International Messengers, or of another individual or entity with whom International Messengers had a business or ministry relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

International Messengers 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 International Messengers 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 clear mandate or 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 the opportunity to ask questions about the policy.



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Employee Signature and Date