



EMPLOYEE PROTECTION - WHISTLE BLOWER POLICY

The Taylor Family Foundation (TTFF) has a strong commitment to ensure that employees are protected from any form of retaliation for reporting illegal practices or violation of policies. Any employee who believes that some policy, practice, or activity of The Taylor Family Foundation is in violation, may report a good faith suspicion of wrongful conduct to the TTFF Board Member identified in the TTFF Employee Handbook. Wrongful conduct includes but is not limited to violation of state or federal laws, unethical conduct, violation of health and safety regulations or other inappropriate activity. We ask that if you file a complaint of wrongful conduct, that you will be acting in good faith and have reasonable grounds for believing the situation indicates wrongful conduct and that your report is fact based. To the extent possible, your report will be held confidential and will be thoroughly vetted.

An employee who in good faith reports wrongful conduct will not be retaliated against in any way nor suffer adverse employment consequence for reporting the wrongful conduct. Any director, officer, or employee who retaliates against anyone who has reported wrongful conduct in good faith is subject to discipline up to and including termination of employment or removal from the board of directors, as applicable.