

CONEXXUS, INC.
WHISTLEBLOWER POLICY
REVISED APRIL 18, 2014

A statement of policy regarding protection of an employee's right to bring to the attention of management actions that violate the law or public policy.

Policy

It is the intent of the Conexus, Inc. ("Conexus") to adhere to all laws and regulations that apply to the organization. Accordingly, Conexus requires the full and complete support of its staff in achieving compliance with those laws and regulations. Accordingly, it shall be the policy of Conexus that its employees are protected from retaliation for the disclosure or threatened disclosure to a supervisor or a public body, any activity, policy, or practice of Conexus that an employee reasonably believes is in violation of a law, or rule or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment, **only so long as** the employee brings the alleged unlawful activity, policy or practice to the attention of Conexus so that the organization has a reasonable opportunity to investigate and correct the alleged unlawful activity.

If an employee reasonably believes that some activity, policy or practice of Conexus is in violation of law, then he or she must file a written complaint with the Executive Director, or if the Executive Director is implicated in such allegation, with the Chair of the Board of Advisors.

Conexus shall not retaliate against an employee who, in good faith, has filed such a complaint against some activity, policy or practice of Conexus, or of another individual or entity with whom Conexus has a business relationship, on the basis of such reasonable belief that the activity, policy or practice is in violation of the law, regulation or clear public policy.

This policy shall be communicated in writing to each individual employee of Conexus, and each individual shall be provided an opportunity to ask questions about the policy. A signed form acknowledging that communication and opportunity shall be included in the employee's file

The signature below confirms that the employee has received a copy of this policy, with an opportunity to ask questions about it, and therefore understands the policy.

Employee Signature

Date