

CALIFORNIA'S WHISTLEBLOWER LAW

California law requires that all corporations display a posting in lettering larger than 14-point type describing individual's rights and responsibilities under the whistleblower laws. The text below is printed in 18-point type.

- **Any person is entitled to disclose information to a government or law enforcement agency where that person has a reasonable cause to believe that the information discloses a violation of state or federal statute, rule, or regulation**
- **A corporation may not adopt or enforce any rule or policy preventing any person from disclosing such information**
- **A corporation may not retaliate against a person for refusing to comply with any such preventative policy**
- **A corporation may not retaliate against a person for exercising his or her rights of disclosure**
- **Any corporation who violates this law may be penalized by a civil penalty up to \$10,000 for each violation**

WHISTLEBLOWER POLICY

JOHN MILTON MANOR CORPORATION

If any person reasonably believes that some policy, practice, or activity of John Milton Manor Corporation is in violation of law, a written complaint may be filed by that person with the Executive Director or the President of the Board of Directors.

It is the intent of John Milton Manor Corporation 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 Board Members, Staff, and Volunteers is necessary to achieving compliance with various laws and regulations. Any person is protected from retaliation and encouraged to bring the alleged unlawful activity, policy, or practice first to the attention of the Board of Directors of John Milton Manor Corporation. If after having a reasonable opportunity, the Board of Directors of John Milton Manor Corporation fails to investigate and correct the alleged unlawful activity, that person is entitled to inform any such government or law enforcement agency where that person believes that the information discloses a violation of state or federal statute, rule, or regulation.

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

John Milton Manor Corporation will not retaliate against any person who discloses or threatens to disclose to a public body any activity, policy, or practice of John Milton Manor Corporation that the person 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.