

JACK AND JILL OF AMERICA FOUNDATION

Whistleblower Policy

Jack and Jill of America Foundation (the “Foundation”) expects its directors, officers, employees, and volunteers to observe high standards of business and personal ethics and to comply with applicable laws and regulations in the conduct of their duties. Employees and volunteers of the Foundation may submit complaints regarding the quality and integrity of the Foundation’s accounting, auditing, and financial reporting controls and procedures and/or legal or regulatory compliance to the Executive Director of the Foundation, who will promptly forward any such complaints to the Board of Directors of the Foundation (the “Board”). Employees and volunteers also may submit such complaints directly to the Board.

All complaints must be in writing and include a full statement of the acts or omissions, along with the relevant dates, forming the basis of the complaint. In addition, the complaint should state that it is being made pursuant to this Whistleblower Policy (this “Policy”). In order to facilitate investigation, the complaint should include contact information for the complainant. An employee or volunteer also may submit a complaint on a confidential, anonymous basis and in this case may, but is not required to, include contact information. It should be noted that an investigation into a complaint submitted by an individual on a confidential, anonymous basis could result in the identification of the individual. In such a case, the Executive Director and/or the Board will use its best efforts to maintain the confidentiality and anonymity of the complaint and the complainant.

To submit a complaint to the Executive Director, send it in a sealed envelope marked “CONFIDENTIAL” to the following address:

Pier Blake
The Jack and Jill of America Foundation
1930 17th Street NW
Washington, DC 20009

To submit a complaint directly to the Board, send it in a sealed envelope marked “CONFIDENTIAL” to the following address:

Charles Noble, Vice President
1308 Steamboat Springs Court
Blacklick, OH 43004

The Board will oversee the investigation of complaints submitted pursuant to this Policy and take or recommend corrective and disciplinary actions, if appropriate. The Board may enlist officers and employees of the Foundation and/or outside legal, accounting, or other advisors, as appropriate, to conduct any investigation of complaints submitted pursuant to this Policy. The Board will retain and maintain a record of all complaints

received by it or the Executive Director pursuant to this Policy and the results of the investigations of such complaints.

The Foundation does not permit retaliation or discrimination of any kind against any individual who submits, in good faith, a complaint pursuant to this Policy.

My signature below indicates my receipt and understanding of this Policy. I also verify that I have been provided with an opportunity to ask questions about this Policy.

Printed Name:

Signature

Date