

## Holmes County Education Foundation

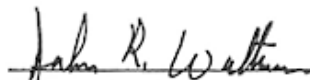
### Whistleblower Protection Policy

The Holmes County Education Foundation ("the Foundation") requires all employees to observe the highest standard of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the Foundation, employees must practice honesty and integrity in fulfilling responsibilities and comply with all applicable laws and regulations.

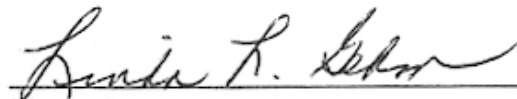
If at anytime an employee suspects or is concerned about any illegal or unsafe workplace condition or practice, including but not limited to financial impropriety, the employee is required to report this to the Executive Director of the Foundation. If the suspected concern relates to the Executive Director, the employee is required to report to the Chair of the Board of Trustees. Under no circumstance will there be any discipline or retaliation to the disclosing or reporting employee.

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. All reports will be acknowledged and promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Date Approved September 29, 2004



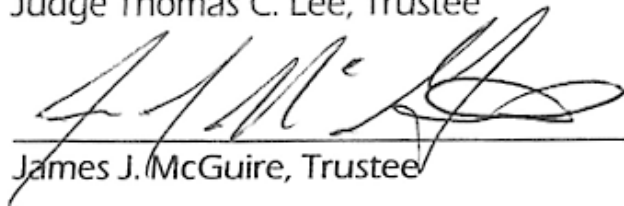
John R. Waltman, Trustee



Linda L. Gehm, Trustee



Judge Thomas C. Lee, Trustee



James J. McGuire, Trustee