**NATIONAL WOMEN IN ROOFING, INC.**

**WHISTLEBLOWER POLICY**

National Women in Roofing, Inc. (“NWIR”) implements this Whistleblower Policy in furtherance of its purposes and in compliance with the Public Company Accounting Reform and Investor Protection Act of 2002 (The Sarbanes-Oxley Act of 2002). This policy outlines a procedure for members and employees to report actions that such person reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to NWIR’s business and does not relate to private acts of an individual not connected to the business of NWIR.

If a member or employee has a reasonable belief that a member, employee, or NWIR has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to the Executive Director. If the member or employee does not feel comfortable reporting the information to the Executive Director, he or she is expected to report the information to the Chair.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, NWIR will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

NWIR will not terminate or otherwise retaliate against a member or employee because that member or employee: (a) reports to an NWIR Officer or Director, or to a federal, state or local agency what the member or employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect his or her rights.

**Adopted by the Board of Directors on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 2016.**

Print name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_