

California law requires the Notice below to be posted at the workplace. The Whistleblower Policy extends beyond the law by encouraging complaints of law violations as well as by prohibiting retaliation.

CALIFORNIA'S WHISTLEBLOWER LAW

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

WHISTLEBLOWER POLICY

Performing Animal Welfare Society

If any employee reasonably believes that some policy, practice, or activity of the PERFORMING ANIMAL WELFARE SOCIETY (PAWS) is in violation of law, a written complaint may be filed by that employee with the Chief Executive Officer.

It is the intent of PAWS 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 employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of PAWS, and provides PAWS with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

PAWS will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of PAWS, or of another individual or entity with which PAWS had 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.

PAWS will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of PAWS that the employee 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.

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 the Policy.

EMPLOYEE SIGNATURE AND DATE