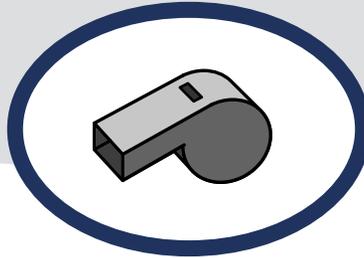


Proposed Whistleblower Policy

Approved by the National Board of Directors



Effective: January 1, 2017

Board Resolution

The Polish Falcons of America National Board of Directors approves the inclusion of the following statement in the Employee Handbook, and directs the Chief Executive Officer to ensure that it is given to and acknowledged by all employees. In addition, the Chief Executive Officer will ensure that whistleblower protection notification is posted in the workplace as required by state law.

The PFA Whistleblower Policy extends beyond the law by encouraging reporting of law violations, and violations of the PFA Constitution and Bylaws, and other policies and procedures of the organization, as well as prohibiting retaliation.

Policy

If any employee (full or part-time), volunteer, Officer and Director, anyone who provides contract services to PFA, and Member, reasonably believes that some policy, practice, or activity of Polish Falcons of America is in violation of law, the PFA Constitution and Bylaws, and other policies and procedures of the organization, a written complaint may be filed by that individual with the National President & CEO. If the complaint is specifically against the National President & CEO, it may be filed with any other Executive Officer of PFA.

It is the intent of Polish Falcons of America 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 those stated above 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 the appropriate authority and provides Polish Falcons of America with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to those that comply with this requirement.

Polish Falcons of America, or the person who receives the complaint, will not retaliate against anyone who, in good faith, has made a protest or raised a complaint against some practice of Polish Falcons of America, or of another individual or entity with whom Polish Falcons of America 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.

Polish Falcons of America, or the person who receives the complaint, will not retaliate against any person who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of Polish Falcons of America 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.

All employees will be required to sign a receipt acknowledging their understanding of the policy. They will be given the opportunity to ask questions as well. The policy will be sent to all Nest and District Officers. It will be published at least two times a year in the official publication and it will always be included on the PFA website.