

**EBLEN CHARITIES
WHISTLEBLOWER POLICY
Effective November, 2013**

Eblen Charities, Inc. requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of Eblen Charities, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that Eblen Charities can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of Eblen Charities' code of ethics or suspected violations of law or regulations that govern Eblen's operations.

No Retaliation

It is contrary to the values of Eblen Charities for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of Eblen Charities. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

Eblen Charities has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak directly with William Murdock, President/CEO or any active board member.

Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to William Murdock, President/CEO, or Susan Riddle, Deputy Director, who then have the responsibility to investigate all reported complaints.

Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or William Murdock, or Susan Riddle, or any active board member. In turn, these individuals are responsible for ensuring that all complaints about unethical or illegal conduct are promptly investigated and resolved.

William Murdock or Susan Riddle will advise the Board of all complaints related to ethical and legal violations and their final resolution. Further, Mr. Murdock will report at least annually to the Board of Directors on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

Eblen managers, employees or volunteers shall immediately notify the Board President of any concerns or complaints regarding corporate accounting practices, financial management, and internal controls or auditing, and work with the Board until the matter is resolved.

Signed:

William Murdock, President/CEO

Susan Riddle, Deputy Director

Board Representative

DATE: 11/12/13

Source: Council of Nonprofits