

WHISTLEBLOWERS POLICY

POLICY: Minnesota Hockey has a Whistleblowers Policy in compliance with the Sarbanes-Oxley Act of 2002

PROTOCOL:

If any associate, officer or director of Minnesota Hockey reasonably believes that some policy, practice, or activity of Minnesota Hockey is in violation of law, a written complaint may be filed by that associate, officer or director with the President, Minnesota Hockey

It is the intent of Minnesota Hockey 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 associates, officers or directors is necessary to achieving compliance with various laws and regulations. An associate, officer or director is protected from retaliation only if the associate, officer or director brings the alleged unlawful activity, policy, or practice to the attention of the Minnesota Hockey and provides the Minnesota Hockey 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.

Minnesota Hockey will not retaliate against associate, officer or director who, in good faith, has made a protest or raised a complaint against some practice of Minnesota Hockey, or of another individual or entity with whom Minnesota Hockey 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.

Minnesota Hockey 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 Minnesota Hockey 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.

Signature and Date