

National Ski Patrol Final Whistleblower Policy

(20160520)

The National Ski Patrol System, 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 the National Ski Patrol System, Inc., 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 the National Ski Patrol System, Inc. 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 National Ski Patrol System, Inc.'s code of ethics or suspected violations of law or regulations that govern National Ski Patrol System, Inc.'s operations.

No Retaliation. It is contrary to the values of National Ski Patrol System, Inc. 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 National Ski Patrol System, Inc. 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. The National Ski Patrol System, Inc. has an open door policy and strongly suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not able to speak with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the Executive Director, or the Audit Committee Chair. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations to the National Ski Patrol System, Inc.'s Audit Committee Chair, who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or the Executive Director or the organization's Audit Committee Chair. The Audit Committee can be reached directly by emailing AuditCommittee@nsp.org.

Audit Committee Chair. The National Ski Patrol System, Inc.'s Audit Committee Chair is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Audit Committee Chair will advise the Board Chair of all complaints and their resolution and will report at least annually to the Board of Directors on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters. The National Ski Patrol System, Inc.'s Audit Committee Chair shall immediately notify the Audit Committee and Finance Committee Chair of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

Acting in Good Faith. Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information

disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality. Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations. The National Ski Patrol System, Inc.'s Audit Committee Chair will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

The above National Ski Patrol System, Inc. Whistleblower Policy was approved by the National Board of Directors on 06/03/16.