

WEST VIRGINIA FARMERS MARKET ASSOCIATION, INC. WHISTLEBLOWER POLICY

Introduction

West Virginia Farmers Market Association, Inc. ("WVFMA"), a nonprofit corporation organized under the laws of the State of West Virginia has adopted this whistleblower policy on _____, _____, _____. This policy is intended to encourage and enable employees to raise serious concerns within WVFMA rather than overlooking a problem or seeking a resolution of the problem outside of WVFMA and explains the procedure to follow when reporting a concern.

Scope

This Whistleblower Policy applies to all directors, officers and employees of West Virginia Farmers Market Association, Inc. (collectively, "community members").

General Policy

West Virginia Farmers Market Association, Inc. ("WVFMA") is committed to facilitating open and honest communications concerning its governances, finances and compliance with law and ethical principles. It is important that WVFMA community members feel free to raise issues, in good faith and without fear of retaliation, concerning suspected unlawful or improper practices. These matters include, without limitation, suspected fraud, theft or embezzlement; accounting, internal controls or auditing irregularities such as undocumented transactions or misleading financial reporting; improper financial transactions or use of WVFMA assets; kickbacks; improper concealment or destruction of WVFMA records, violations of WVFMA's conflicts-of-interest policy; and violations of law. WVFMA encourages community members to report issues of concern in accordance with this Whistleblower Policy.

Reporting a Concern

If at any time an WVFMA community member has a concern regarding the propriety or legality of any action, whether contemplated to be taken or that has been taken by an WVFMA community member, or if he or she believes an action needs to be taken in order for WVFMA to be in compliance with law, policy or appropriate ethical standards, the community member may raise the issue directly by speaking with the Executive Director of WVFMA. Alternatively, the community member may anonymously report of violations or suspected violations to the Chairperson of the Board or to the Chair of the Audit Committee of the Board through the Corporate Compliance email.

Confidentiality

WVFMA will treat a report of unethical or illegal conduct as confidential, subject to and limited by the need to investigate and prevent or correct the action, and the need to comply with applicable laws. Reporting individuals are expected to cooperate in internal investigations of misconduct and to provide truthful information in connection with any official inquiry or investigation.

Non-Retaliation

A community member making a report will not be discharged, demoted, disciplined, threatened, harassed or discriminated against for making a report in good faith under this Whistleblower Policy. Any community member who retaliates against an individual for reporting or participating in an investigation of illegal or improper activity may be subject to disciplinary action.

No Impact on Employment Status

This Whistleblower Policy is not an employment contract and does not modify the employment relationship between WVFMA and its employees. It does not change the fact that employees of WVFMA are employees at will.