



RUTHERFORD Cable WHISTLEBLOWER POLICY

General. The Board of Directors of RUTHERFORD Cable has determined that (i) all officers, directors, chairs, committee members, employees, advisors, and representatives of RUTHERFORD Cable should observe high standards of business and personal ethics in the conduct of their duties and responsibilities, (ii) all officers, directors, chairs, committee members, employees, advisors, and representatives of RUTHERFORD Cable should practice honesty and integrity in fulfilling their duties and responsibilities with respect to RUTHERFORD Cable, and (iii) all officers, directors, chairs, committee members, employees, advisors, and representatives of RUTHERFORD Cable should comply with all applicable laws and regulations when working to ensure the mission, vision, and goals of RUTHERFORD Cable.

Reporting Responsibility. It is the responsibility of all officers, directors, chairs, committee members, employees, advisors, representatives of RUTHERFORD Cable, and members to report suspected violations accordance with this Whistleblower policy. This includes but is not limited to potential violations of accounting practices, alleged discrimination or harassment, Tennessee Nonprofit Corporation Act, Federal Income Tax Code-Section 501c3 and 501c6, fraud, other illegal practices, or violations of adopted policies of the organization.

No Retaliation. No officer, director, chair, committee member, employee, advisor, representative of Rutherford Cable, or member who in good faith reports a suspected violation shall suffer harassment, retaliation or adverse consequence from RUTHERFORD Cable. Any officer, director, chair, committee member, employee, advisor, representative of RUTHERFORD Cable, or member who retaliates against someone who has reported a potential violation in good faith is subject to discipline up to and including removal from membership. This whistleblower policy is intended to encourage and enable individuals to raise serious concerns within RUTHERFORD Cable prior to seeking resolution outside RUTHERFORD Cable.

Reporting Violations. RUTHERFORD Cable has an open-door policy and encourages all officers, directors, chairs, committee members, advisors, employees, members, and representatives of RUTHERFORD Cable to share their questions, concerns, suggestions, or complaints with someone who can address them properly. In most cases, the President is in the best position to address an area of concern. However, if you are not comfortable speaking with the President or you are not satisfied with the President's response, you are encouraged to speak with any person serving on the Board of Directors with whom you are comfortable approaching. The President and any member of the board of directors are required to report suspected violations to the Board of Directors and coordinate an investigation with the Ombuds Committee.

Ombuds Program. In the event that a person wishes to report a potential violation confidentially, the person may report using the Ombuds Program. This program was designed to create a confidential process to address potential issues relating to comments, concerns, or behaviors made by members or guests during a Rutherford Cable event **and** to address investigations related to Whistleblower Policy complaints. Please refer to Ombuds Program for specific details on utilizing this reporting and investigation process.

Acting in Good Faith. Anyone reporting a suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a potential violation Any allegations which prove to have been made maliciously or knowingly false will be viewed as a serious offense which will be reviewed by the Board of Directors for appropriate action.

Confidentiality. Suspected violations may be submitted on a confidential basis by the complainant via the Open Door Policy or may be submitted anonymously via the Ombuds Program. Reports of suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.