



Team Parker For Life WHISTLEBLOWER POLICY

Team Parker For Life Foundation, Inc. (TP4L) requires Board members, officers, employees/staff, and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of TP4L, Board members, officers, employees/staff, and volunteers must practice honesty and integrity in fulfilling responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

The Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that TP4L can address and correct inappropriate conduct and actions. It is the responsibility of all Board members, officers, employees/staff, and volunteers to report concerns about violations of TP4L's code of ethics or suspected violations of law or regulations that govern TP4L's operations.

No Retaliation

It is contrary to the values of TP4L for anyone to retaliate against any Board member, officer, employee/staff 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 TP4L. 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

TP4L has an open-door policy and suggests that employees share their questions, concerns, suggestions, or complaints with their supervisor. If an individual is not comfortable speaking with a supervisor or is not satisfied with the supervisor's response, the individual is encouraged to speak with the President of TP4L or a member of the Board of Directors. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the President or Board of Directors of TP4L, who have the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor, the President, or any member of the TP4L Board of Directors.

Compliance Officer

The President of TP4L is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The President will advise the Board of Directors of all complaints and their resolution. In addition, the President 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 President of TP4L shall immediately notify the Board of Directors of any concerns or complaints regarding corporate accounting practices, internal controls, or auditing and work with the Board and financial institutions 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 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 President of TP4L 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.

Policy Adoption

This Whistleblower Policy was adopted by the Board of Directors of the Team Parker For Life Foundation, Inc. on this XX day of July, 2025.

Board Members:

Crystal Shaw CEO/President

Brooke Lough/Secretary

Misty McHenry/Treasurer

David Shaw/Board Member

Aaron Reed/Board Member