

D. WHISTLEBLOWER POLICY

If you know or suspect any illegal or unethical behavior by a member of the staff, Board of Directors, or member of SEDC directly involving SEDC, you have the right and possible obligation to report that behavior. The report should be given to the president but if you are uncomfortable with that, to any member of the Board. Every attempt will be made to assure you report is kept confidential, but in some investigations it cannot be assured. Management will make every attempt to assure there will be no retaliation or adverse action from the company and will attempt to assure there is none from any employee or member. This policy applies only to complaints made in good faith.