

Whistleblower Protection

Policy Statement

The China Lake Museum Foundation (CLMF) shall create and maintain a "Whistleblower Protection Policy" for employees including contract employees. The CLMF Business Officer shall be responsible for execution of these actions. The CLMF Treasurer, IAW Article IV, paragraph 6, sub-paragraph 'e' of the CLMF by-laws, shall have responsibility for oversight of these actions. A signed copy of the Policy will be kept on file for each employee/contract employee in the CLMF Business Office.

If any employee or contract employee reasonably believes that some policy, practice, or activity of China Lake Museum Foundation (CLMF) is in violation of law, a written complaint must be filed by that employee/contract employee with the Board President.

It is the intent of CLMF to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all employees including contract employees is necessary to achieving compliance with various laws and regulations. An employee/contract employee is protected from retaliation only if the employee/contract employee brings the alleged unlawful activity, policy, or practice to the attention of CLMF and provides the CLMF with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement.

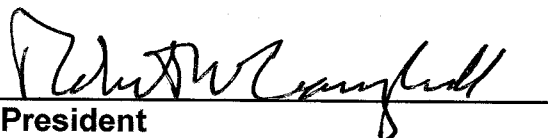
CLMF will not retaliate against an employee or contract employee who in good faith, has made a protest or raised a complaint against some practice of CLMF, or of another individual or entity with whom CLMF has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy. CLMF will not retaliate against employees who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of CLMF that the employee or contract employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

Employee/Contract Employee Signature Date

Approved by the Board of Directors

08-17-2010



President