



BOYS & GIRLS CLUBS
OF CENTRAL ORANGE COAST
Costa Mesa | Irvine | Newport Beach | Orange | Santa Ana

Whistleblower Protection Policy

The Whistleblower Protection Policy is being implemented at Boys & Girls Clubs of Central Orange Coast to comply with the Public Company Accounting Reform and Investor Protection Act of 2002 (Sarbanes-Oxley). This provision in the legislation applies to all organizations, not just publicly traded ones.

At Boys & Girls Clubs of Central Orange Coast, any staff member or volunteer who reports waste, fraud, or abuse will not be fired or otherwise retaliated against for making the report.

The report will be investigated and, even if determined not to be waste, fraud, or abuse, the individual making the report will not be retaliated against. There will be no punishment for reporting problems – including firing, demotion, suspension, harassment, failure to consider the employee for promotion, or any other kind of discrimination.

There are several ways to make a report of suspected waste, fraud, or abuse:

- Call the Chief Executive Officer, Robert Santana, at (714) 543-5540.
- Email the Chief Executive Officer, Robert Santana, at rsantana@boysandgirlsclub.com or Board President, Wayne Pinnell at wpinnell@hwcpa.com.
- Submit a report in writing to: Boys & Girls Clubs of Central Orange Coast – 17701 Cowan, Suite 110, Irvine, CA 92614. Letter can be addressed to Chief Executive Officer, Robert Santana, or Board President, Wayne Pinnell.

Here is what we will do to investigate the report:

An inquiry will be made to determine whether an investigation is appropriate, and if so, the form that it should take. Some concerns may be resolved without the need for investigation.

Here is how we will follow up to report on our findings:

The Chief Executive Officer or Board President will consult with the Executive Committee of the Board of Directors to determine the best course of action.
