

The Health Foundation of Greater Cincinnati

PROCEDURES AND PROTECTIONS FOR CONFIDENTIAL, ANONYMOUS SUBMISSION OF CONCERNS

The Health Foundation of Greater Cincinnati (the Foundation) provides an independent, confidential reporting channel for any associate who desires to communicate good faith concerns regarding legal, ethical or other matters related to the Foundation. The following procedures and protections have been approved by the Board of Directors of The Health Foundation of Greater Cincinnati.

I. Submission of Concerns

- A. The Chair of the Audit Committee of the Foundation, Mr. David Phillips, has been designated as the independent contact for submission of whistleblower concerns. A message referencing The Health Foundation can be left on his business voicemail, 513-744-9765, extension 115. An alternate phone number is 513-744-9045. A contact number should also be left with the message. Concerns can also be marked confidential and mailed to Mr. Phillips' home address: 3410 Oyster Bay Court; Cincinnati, OH 45244.
 - 1. A case number will be assigned to each submission and this number will be used to manage the follow up process. Associates are asked to contact the Audit Committee Chair within three working days to answer questions or clarify their statement.
 - 2. Confidentiality will be maintained to the fullest extent possible consistent with the need to conduct an adequate review.

II. Treatment of Submitted Concerns

- A. All submitted concerns will be taken seriously. Investigation details and conclusions will be documented for all phone, mail and email messages received by the Audit Committee Chair. The investigation status and results for all concerns will be reported to the Audit Committee regularly.
- B. Prompt and appropriate corrective action will be taken when and as warranted in the judgment of the Audit Committee.
- C. The Foundation will not discharge, demote, suspend threaten harass or in any manner discriminate against any associate in the terms and conditions of employment based upon any lawful actions of such associate with respect to good faith reporting of complaints.

III. Retention of Submitted Concerns

All documented information, i.e., database reports, investigation details, and conclusions will be maintained for seven years by the Foundation's counsel. The information will be destroyed after seven years.

IV. No Additional Cause of Action

The Foundation is not an issuer of securities and is voluntarily adopting this policy. No additional cause of action against the Foundation (other than that already provided in the law) shall result from the adoption of this policy.

Adopted by the Board of Directors on December 10, 2003.
Revised by the Operations Committee on November 22, 2005.
Revised July 16, 2008.