The Nevada Independent Whistleblower Protection Policy

The Nevada Independent requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of *The Nevada Independent*, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

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

No Retaliation

It is contrary to the values of *The Nevada Independent* for anyone to retaliate against any board member, officer, employee 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 *The Nevada Independent*. 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.

Compliance Officer

The Nevada Independent's Chairman of the Board Bob Stoldal serves as the Chief Compliance Officer and is ultimately responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Chief Compliance Officer will advise the Executive Director and/or the Board of Directors of all complaints and their resolution and will report at least annually to the Board of Directors on compliance activity relating to accounting or alleged financial improprieties.

Reporting Procedure

The Nevada Independent has an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with Editor Jon Ralston. If you are not comfortable speaking with the Editor or you are not satisfied with your his response, you are encouraged to speak with Chairman of the Board and Chief Compliance Officer Bob Stoldal. You may also submit formal complaints or concerns about suspected ethical and legal violations in writing to *The Nevada Independent*'s Editor Jon Ralston or Chief Compliance Officer Bob Stoldal, who both have the responsibility to investigate all reported complaints.

Accounting and Auditing Matters

The Nevada Independent's Managing Editor Elizabeth Thompson shall immediately notify the Finance Director/Treasurer of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee 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 which 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 Nevada Independent's Editor Jon Ralston 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.

Contacts

Bob Stoldal Compliance Officer/Chairman of the Board *The Nevada Independent* 7455 Arroyo Crossing Parkway Suite 220 Las Vegas, NV 89113 <u>stoldal@cox.net</u> Cell: 702-513-1869

Jon Ralston Editor *The Nevada Independent* 7455 Arroyo Crossing Parkway Suite 220 Las Vegas, NV 89113 <u>ralston@thenvindy.com</u> Cell: 702-378-0893

Policy approved by The Nevada Independent Board of Directors on 11/15/2017.