

WHISTLEBLOWER POLICY

Every director, officer or employee of the Authority, in the performance of their duties shall conduct themselves with honesty and integrity and observe the highest standards of business and personal ethics as set forth in the Code of Ethics of Troy Industrial Development Authority (the "Code").

Each director, officer or employee is responsible to report any violation of the Code (whether suspected or known) to the Authority's Secretary. Reports of violations will be kept confidential to the extent possible. No individual, regardless of their position with the Authority, will be subject to any retaliation for making a good faith claim and, any employee who chooses to retaliate against someone who has reported a violation, shall be subject to disciplinary action which may include termination of employment. Regardless, any claim of retaliation will be taken and treated seriously and irrespective of the outcome of the initial compliant, will be treated as a separate offense.

The Secretary is responsible for immediately forwarding any claim to the Authority's counsel who shall investigate and handle the claim in a timely manner.

This policy is hereby adopted and shall be effective immediately as approved and adopted this 31st day of October, 2008.