

Crossroads Diversified Services, Inc.

POLICY STATEMENT

Subject: Employee Protection (Whistleblower) Policy

Authority to amend/repeal: Board of Directors

Date approved: June 22, 2006 (R 1-09)

It is the policy of Crossroads to comply with all applicable laws and regulations. CROSSROADS encourages its officers, and employees to share their questions, concerns, or complaints with their supervisor or the CEO.

If an officer or employee has any reason to believe that some policy, practice or activity of CROSSROADS is in violation of law, the concern should be shared with their supervisor. If the unlawful conduct implicates the supervisor, or if the employee is not comfortable reporting the unlawful conduct to the supervisor, the employee may report the problem to the CEO. If the unlawful conduct implicates the CEO, the employee may report the problem to the Chairperson of the Board of Directors.

All reports will be promptly investigated and appropriate corrective action will be taken. In conducting the investigation, CROSSROADS will strive to keep the identity of the reporting employee confidential to the extent possible, consistent with the need to conduct an adequate investigation. CROSSROADS will not knowingly retaliate or take any action harmful to the complaining party so long as they are acting in good faith.

All documents related to complaints and investigation under this policy shall be maintained in the corporate office for a period of no less than six (6) years.