

**THE STATUE OF LIBERTY-ELLIS ISLAND FOUNDATION, INC.**  
**WHISTLE BLOWER POLICY (Policy 8-1)**  
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The Statue of Liberty-Ellis Island Foundation, Inc. the “Foundation”, is committed to providing the best possible working conditions for its employees and as part of this commitment encourages an open and fair atmosphere in which any problem, complaint, suggestion, or question receives a timely response. The Foundation has provided a Whistle Blower Communication where employee can anonymously submit and receive written communication.

All Foundation employees are encouraged to report either orally or in writing to their immediate supervisor, or alternate line of authority hereinafter described, all evidence of activity by a Foundation department or employee that may constitute:

- Instance of Organization Fraud;
- Unethical Business conduct;
- A violation of State or Federal law; or
- Substantial and specific danger to the employee’s or public’s health and safety.

Any Foundation employee who in good faith reports such incidents as described above will be protected from threats of retaliation, discharge and other types of discrimination including but not limited to compensation or terms and conditions of employment that are directly related to the disclosure of such reports. In addition, no employee may be adversely affected because the employee refused to carry out a directive which in fact, constitutes corporate fraud or is a violation of State or federal law.

Any employee who wants to report evidence of alleged improper activity as described should contact his/her immediate supervisor, or the supervisor’s manager. In instances where the employee is not satisfied with the supervisor or manager’s response, or is uncomfortable for any reason addressing such concerns to their supervisor or the manager of such supervisor, the employee may contact the President or the Controller. If the employee is uncomfortable for any reason contacting the President or the Controller, the employee may contact the Chair of the Audit Committee of the Board of Directors. Employees are encouraged to provide as much specific information as possible including names, dates, places, and events that took place, the employee’s perception of why the incident may be a violation, and what action the employee recommends be taken. Anonymous written or telephonic communications will be accepted. Employees who choose to identify themselves will receive a reply to the report within 20 working days or as soon as practicable thereafter.

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