



Whistleblower Policy

1. Policy

ReliabilityFirst Corporation (“ReliabilityFirst”) is committed to high standards of ethical, moral, and legal business conduct. In line with this commitment, this policy is designed to provide an anonymous and confidential means for employees to raise concerns along with the reassurance that they will be protected from reprisals or victimization for whistleblowing.

Any person, including but not limited to any director, officer, employee, and agent of ReliabilityFirst, and any member and its representatives who serve on any ReliabilityFirst Committee, organizational group, working group, or task force, who reasonably believes that there has been a material violation of the Code of Business Conduct and Ethics (“Code”) can report it using the procedures hereinafter described.

Any person who in good faith reports such violations of the Code, or testifies, participates in, or otherwise assists in any proceeding related to a reported violation under the Code, will be protected from threats of retaliation, discharge, or other types of discrimination.

Any person who wants to report a concern, potential violation, or evidence of a violation of the Code may do so via either of the two methods set forth in the procedure below.

2. Procedure

A. Reporting to the President and CEO, Chair of Finance and Audit Committee, or Vice President and General Counsel

Any person may contact the President of ReliabilityFirst, the Chair of the Finance and Audit Committee of the Board of Directors, or the Vice President and General Counsel. Anonymous and confidential written, telephonic, or electronic communications will be accepted by any of these individuals. The contact information for the President and CEO, the Chair of the Finance and Audit Committee, and Vice President and General Counsel is set forth below.

Contact Information

President and CEO
Timothy R. Gallagher
3 Summit Park Drive
Suite 600
Cleveland, OH 44131
Tel: 216-503-0600
Fax: 216-503-9208
tim.gallagher@rfirst.org

Chair, Finance and Audit
Committee
Patrick A. Cass
7507 Chestnut Hill Drive
Prospect, KY 40059
Tel: 502-541-5990
pat.cass.cpa@gmail.com

Vice President and
General Counsel
Niki Schaefer
3 Summit Park Drive
Suite 600
Cleveland, OH 44131
Tel: 216-503-0600
Fax: 216-503-9208
niki.schaefer@rfirst.org

B. Reporting via ReliabilityFirst's Third-Party Hotline

Any person may report a concern, potential violation, or evidence of a violation of the Code through the third-party vendor by using the contact information provided below:

- Website: www.lighthouse-services.com/rfirst
- E-mail: reports@lighthouse-services.com (must include company name with report)
- Toll-Free Telephone:
 - English speaking USA and Canada: 844-490-0002
 - Spanish speaking USA and Canada: 800-216-1288
 - Spanish speaking Mexico: 01-800-681-5340
 - French speaking Canada: 855-725-0002
- Fax: 215-689-3885 (must include company name with report)

Regardless of which reporting method is chosen, reporters are encouraged to provide as much specific information as possible including names, dates, places, the events that took place, the person's perception of why the incident(s) may be a violation, and what action the person recommends be taken.

The President and CEO of ReliabilityFirst, the Chair of the Finance and Audit Committee of the Board of Directors, or the Vice President and General Counsel will determine and direct an appropriate investigation for each submission. If a reported issue concerns the President and CEO, the Chair of the Finance and Audit Committee, or the Vice President and General Counsel, that individual will not receive the report and will not be involved in the investigation of the reported issue.

Reporters who choose to identify themselves will receive a reply to their report within 20 working days or as soon as practicable thereafter.