



**Winston-Salem Symphony Association, Inc.  
“Whistleblower” Protection Policy**

The Winston-Salem Symphony Association, Inc. (the “Association”) is committed to maintaining compliance with all laws, regulations, and Association policies that apply to the Association's activities. The support of all persons involved in the Association’s activities is essential to our maintaining compliance with such laws, regulations, and Association policies. There are times when such support merely consists of questioning, in good faith, whether a policy, practice, or other activity might be a violation of law or policy. There are even occasions in which a concerned person might feel it necessary, in good faith, to go beyond mere questioning and file a protest or complaint about an activity.

Therefore, to bring problems to the attention of the Association for prompt investigation and resolution, if any musician, employee, volunteer, board member, or other person involved in the Association’s activities believes, in good faith, that some practice or activity is being conducted in violation of federal or state law or Association policy or otherwise constitutes an improper financial or employment practice, that person is encouraged to file a written protest or complaint with one or more of the following persons: (i) the Executive Director; (ii) the President of the Board of Directors; (iii) the Chair of the Finance and Audit Committee; or (iv) the Chair of the Personnel Committee. Any person who, in good faith, submits such a written protest or complaint to any person indicated above will be protected from retaliation by the Association for having filed such a protest or complaint.

Effective February 22, 2006