



**Gulf Coast Power Association  
POLICY & PROCEDURES MANUAL**

**Whistleblower Policy**  
Effective Date: Dec 4, 2008

Version: 01.01  
Revised: May 9, 2013

If any employee or independent contractor reasonably believes that some policy, practice, or activity of Gulf Coast Power Association is in violation of law, a written complaint must be filed by that employee or independent contractor with the Board President.

It is the intent of Gulf Coast Power Association ("GCPA") to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goal of legal compliance. The support of all employee or independent contractors is necessary to achieving compliance with various laws and regulations. An employee or independent contractor is protected from retaliation only if the employee or independent contractor brings the alleged unlawful activity, policy, or practice to the attention of GCPA and provides the GCPA with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employee or independent contractors that comply with this requirement.

The Gulf Coast Power Association will not retaliate against an employee or independent contractor who in good faith, has made a protest or raised a complaint against some practice of Gulf Coast Power Association, or of another individual or entity with whom Gulf Coast Power Association has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

Gulf Coast Power Association will not retaliate against employee or independent contractors who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of Gulf Coast Power Association that the employee or independent contractor reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

\_\_\_\_\_  
Employee or independent contractor Signature

\_\_\_\_\_  
Date