

CITY OF PEEKSKILL INDUSTRIAL DEVELOPMENT AGENCY

WHISTLEBLOWER POLICY

Every member of the board (the “Board”) of the City of Peekskill Industrial Development Agency (the “Agency”) and all officer and employees thereof, in the performance of their duties shall conduct themselves with honesty and integrity and observe the highest standards of business and personal ethics as set forth in the Code of Ethics of the Agency (the “Code”).

Each member, officer or employee is responsible to report any violation of the Code (whether suspected or known) to the Agency’s Executive Director. Reports of violations will be kept confidential to the extent possible. No individual, regardless of their position with the Agency, will be subject to any retaliation for making a good faith claim and, any employee who chooses to retaliate against someone who has reported a violation, shall be subject to disciplinary action which may include termination of employment. Regardless, any claim of retaliation will be taken and treated seriously and irrespective of the outcome of the initial complaint, will be treated as a separate offense.

The Executive Director is responsible for immediately forwarding any claim to the Agency's counsel who shall investigate and handle the claim in a timely manner.

The question of the adoption of the foregoing policy was duly put to vote on roll call, which resulted as follows:

	<u><i>Yea</i></u>	<u><i>Nay</i></u>	<u><i>Abstain</i></u>	<u><i>Absent</i></u>
Vincent Vesce	X			
Mel Burruss	X			
Edward Gibbs	X			
Catherine Pisani	X			
Robert Flower	X			
Carolyn Geisel	X			
Michael Anzovino				X

This policy is hereby adopted and shall be effective immediately as approved and adopted this 27th day of April, 2006.