

WHISTLEBLOWER POLICY

GENERAL

ACMH expects its directors, officers, employees, and other representatives to observe high standards of business and personal ethics in conducting their duties and responsibilities. As employees and representatives of ACMH, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

REPORTING RESPONSIBILITY

It is the responsibility of all directors, officers, and employees to report, in good faith, suspected Wrongful Conduct (as defined below) in accordance with this Whistleblower Policy.

DEFINITION OF WRONGFUL CONDUCT

“Wrongful Conduct” is defined in this Whistleblower Policy to include: a serious violation of ACMH policy; a violation of applicable state or federal law; or the use of ACMH property, resources, or authority for personal gain or other purpose unrelated to ACMH.

This definition of Wrongful Conduct is not intended to be an exclusive listing of the illegal or improper activity encompassed by the Whistleblower Policy. Rather, the definition of Wrongful Conduct should be interpreted to fit within the purpose of this Policy and serve as a means of reporting all serious improprieties that potentially impact the integrity and effective operation of ACMH.

NO RETALIATION

No director, officer, or employee who in good faith reports Wrongful Conduct will suffer harassment, retaliation or adverse employment consequence. Any

director, officer, or employee who retaliates against anyone who has in good faith reported suspected Wrongful Conduct is subject to discipline up to and including termination of employment or removal from the board of directors, as applicable. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within ACMH prior to seeking resolution outside ACMH.

REPORTING SUSPECTED WRONGFUL CONDUCT

ACMH encourages its directors, officers, and employees to share their questions, concerns, suggestions, or complaints with someone who can address them properly. Any director, officer, or employee may report Wrongful Conduct to the Executive Director or the President of the board of directors. If the Wrongful Conduct implicates the Executive Director or the President of the board of directors, or if the reporting individual is not comfortable speaking with or not satisfied with the response of the foregoing individuals, the issue may be reported to any member of the board of directors. Anyone receiving a report of Wrongful Conduct is required to immediately advise the full board of directors. For a proper investigation to be conducted, as much information as possible should be reported and it should clearly outline the perceived Wrongful Conduct. The report should outline a specific incident with dates and names of individual(s) involved.

ACTING IN GOOD FAITH

Anyone filing a complaint of Wrongful Conduct must be acting in good faith and have reasonable grounds for believing the information disclosed indicates suspected Wrongful Conduct. Any allegations which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

CONFIDENTIALITY

Although we encourage all reports of suspected Wrongful Conduct to be made willingly and without fear of retaliation, such reports may be made in confidence or may be submitted anonymously. Reports of suspected Wrongful Conduct will be kept confidential, except to the extent necessary 1) to conduct a complete and fair investigation, or 2) for review of ACMH's operations by the ACMH audit committee, the ACMH's accountants or legal counsel.

HANDLING OF REPORTED WRONGFUL CONDUCT

A representative of the board of directors will notify the sender and acknowledge receipt of the reported suspected Wrongful Conduct within five business days, unless such report was submitted anonymously. All reports will be promptly investigated and appropriate correction action will be taken if warranted by the investigation.