



EMPLOYEE PROTECTION (WHISTLEBLOWER) POLICY

If any employee reasonably believes that some policy, practice, or activity of Shoes That Fit is in violation of law, a written complaint must be filed by that employee with the CEO or the Board President.

Shoes That Fit will not retaliate against employees who disclose to the CEO or Board President any activity or policy of Shoes That Fit that the employee reasonably believes is in violation of a law or policy.

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 this policy.

Employee Signature

Date