Washington Federal.
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Washington Federal, Inc.
Whistleblower Policy

WHISTLEBLOWER PROTECTION

The Company encourages open and effective communication throughout the organization. All managers, officers, and employees are expected to conduct themselves in their daily activities in such a way as to ensure the integrity of the Company's operations and financial reporting process.

In compliance with Sections 301 and 806 of the Sarbanes-Oxley Act of 2002 and related U.S. Securities and Exchange Commission (the "SEC") requirements, the Committee hereby establishes the following procedures for the reporting and treatment of violations or possible violations of federal anti-fraud or securities laws, as well as rules or regulations promulgated by the SEC, including those addressing weaknesses in internal controls and questionable accounting and auditing matters (collectively, "Covered Activities"), that have occurred, are ongoing, or are about to occur. By way of example, Covered Activities may include fraud, embezzlement, and/or misstatements or misrepresentations of the Company's financial records.

These procedures shall be reviewed annually by the Committee and communicated to all employees at the start of their employment with the Company and/or any of its subsidiaries, and periodically thereafter as the Committee determines.

AUTHORITY AND RESPONSIBILITIES

The Committee is responsible for maintaining procedures for the confidential, anonymous reporting of questionable accounting or auditing practices.

The Committee is also responsible for oversight and determination of the appropriate resolution of each complaint. The Committee will review complaints regarding Covered Activities that have occurred, are ongoing, or are about to occur.

The Committee is vested with the sole authority to determine the merits and the appropriate resolution of each complaint.

WHISTLEBLOWER PROTECTION

Any employee of the Company, and/or any of its subsidiaries, who reports a complaint or concern based upon his or her reasonable belief that a Covered Activity has occurred, is ongoing, or is about to occur, may do so without fear of discharge, demotion, suspension, threat, harassment, or other discrimination in employment of any kind.

COMPLAINT PROCEDURES

Any concern on the part of an employee regarding a Covered Activity should be reported. Employee complaints should be submitted to the Internal Audit Manager. Written complaints should be marked "Confidential" and addressed to:

Internal Audit Manager
c/o Washington Federal
425 Pike Street
Seattle, WA 98101

Complaints may also be reported by calling the Internal Audit Manager directly at (206) 777-8282.

If the purported Covered Activity involves the Internal Audit Department, complaints should be marked "Confidential" and submitted in writing to:

Audit & Risk Policy Committee Chairman
c/o Washington Federal, Inc.
425 Pike Street
Seattle, WA 98101
Attention: Mr. Kelley

Submissions may also be reported anonymously via the same procedure. All submissions will be kept confidential. Any externally submitted complaints received by the Committee will be handled in the same manner.

The Internal Audit Manager will advise the Committee of complaints received at the earliest appropriate time based on the urgency of the complaint and no later than the next regularly scheduled Committee meeting. Once the Internal Manager has been notified of a concern, he/she will assess the merits of the complaint and make a recommendation to the Committee with regard to its resolution.

The Internal Audit Manager will also respond to the individual(s) who filed the complaint, if known, as to the progress and ultimate outcome. The Internal Audit Manager will report to the Committee on the status of Whistleblower complaints on a quarterly basis and will maintain copies of complaints regarding financial records for a period of seven years.

Approved by the Board of Directors April/23/2012