

Our company provides a reporting hotline to employees who wish to report and of the following incidents anonymously:

Ethical violations	Wrongful Discharge
Unsafe Working Conditions	Internal Controls
Quality of Service	Vandalism and Sabotage
Sexual Harassment	Theft
Discrimination	Conduct Violations
Alcohol and Substance Abuse	Threats
Fraud	Bribery and Kickbacks
Conflict of Interest	Improper Conduct
Theft and Embezzlement	Violation of Company Policy
Violation of the Law	Misuse of Company Property
Falsification of Contract, Reports or Records	

All calls are confidential and the anonymity of the caller will remain confidential.

ANONYMOUS REPORTING HOTLINE

CALL 800-398-1496

A service provided by Lighthouse Services, Inc.



Confidentiality Commitment

Lighthouse is a worldwide, anonymous reporting provider that helps companies identify improper behavior. We are committed to protecting the confidentiality and anonymity of employees who use our system. You may make a report anonymously if you choose to do so. Please note that the information provided by you may be the basis of an internal and/or external investigation into the issue you are reporting and your anonymity will be protected to the extent possible by law. However, your identity may become known during the course of the investigation. Complaints are submitted by Lighthouse to your employer or employer's designee, and may or may not be investigated at the sole discretion of your employer.

Lighthouse will illuminate where you can't - let us listen to your employees!

www.lighthouse-services.com