

Compliance Reporting Hotline

The following resources are available to you to report incidents regarding legal/regulatory compliance issues, violations of the company policy or the Code of Conduct:

1. Speak with your department manager/director/supervisor/team leader
2. Contact the Executive Director of Compliance (toll free at 888-203-7770)
3. Contact the Director of Compliance (toll free at 888-203-7770)
4. Contact the Executive Director of Human Resources (toll free at 888-203-7770)
5. Use the Cooperative's **anonymous** toll-free hotline phone number, fax, email, or internet reporting tools. **The Syntrio Lighthouse reporting mechanisms are absolutely anonymous, and your identity will not be disclosed to the Cooperative unless you request it to be.**

SYNTRIO LIGHTHOUSE ANONYMOUS REPORTING CONTACT INFORMATION:

Telephone:

English speaking USA and Canada: (877) 472-2110 (not available from Mexico)

Spanish speaking North America: (800) 216-1288 (from Mexico user must dial 001-800-216-288)

E-mail: reports@lighthouse-services.com

Website: <http://www.lighthouse-services.com/group-health>

Fax: (215) 689-3885

All reports are treated confidentially. The Cooperative prohibits retaliation against anyone who reports suspected violations in good faith.

