

CONFIDENTIAL REPORTING **HOTLINE**

Anonymous Reporting Hotline

report.syntrio.com/pods
or call 877-869-7918

PODS Enterprises, LLC provides a reporting hotline for employees to anonymously report any of the following incidents:

- **FRAUD**
  Fraud reports are related to embezzlement, fraudulent reporting or accounting issues, auditing violations, internal control matters and any securities violations.
- **COMPLIANCE & ETHICS**
  Compliance and Ethics reports are related to compliance and regulation violations, code of ethics violations, conflicts of interest, and waste and abuse of company equipment and resources.
- **HUMAN RESOURCES**
  Human Resources reports are related to employee relations, abuse of benefits, discrimination, harassment and work environment.

Please note: Regular business issues and matters not requiring anonymity should be directed to the employee's supervisor or HR department.

All reports are confidential and the identity of the caller will remain anonymous.

A Service Provided by Syntrio | Confidentiality Commitment

Syntrio is an independent provider that assists your company to identify improper activity. We are committed to protecting the identity of all persons who use our secure reporting system. Reports are submitted by Syntrio to the company's designee, and may or may not be investigated at the sole discretion of the company. Although we will not disclose your identity without your express permission, it is possible that your identity may be discovered during an investigation of the matter reported because of information you have provided.