

FREQUENTLY ASKED QUESTIONS

Question

Can the company management have access to the information that I will communicate?

Answer

No, not unless you specify that the information you are about to leave should be immediately viewed by the company's management team. Otherwise, only the company's Audit Committee will have access to your message.

Question

Can the company take action against me for coming forward with information about accounting and/or finance issues?

Answer

Every employee is protected by Section 806 of the Sarbanes-Oxley Act from retaliation and/or discharge by their company as the result of their role in disclosing violations of various federal laws.

Question

When can I leave a message on the Hotline?

Answer

You can leave a message anytime, 24 hours a day, 7 days a week.

Question

What methods can I use to leave a message for the Audit Committee?

Answer

The Hotline accepts messages in two ways: voicemail and web form. You only need to leave one message, as both methods deliver your message directly and immediately.

Question

Are all hotline messages I leave considered anonymous and confidential?

Answer

Yes, however, any reports or content which include terroristic threats or threat to commit bodily injury or harm that are submitted to the Hotline shall no longer be treated as anonymous and/or confidential, and may be reported to all necessary law enforcement agencies and subject to investigation.