

## **CONTACT THE AUDIT COMMITTEE OR BOARD**

The Board of Directors has approved the creation of a “Compliance and Ethics Hotline,” which is a toll-free number you can call 24 hours a day, 365 days a year to communicate with the Audit Committee or outside (non-management) directors. The Hotline can also be used by employees, investors or others to speak anonymously, or in confidence, in connection with any perceived accounting or auditing irregularities, or other misconduct or wrongful behavior. The toll-free number for the Hotline is 1-800-826-6762.

Communications will be distributed to the Audit Committee, individual directors or compliance officer, as appropriate, depending on the facts and circumstances outlined in the communication.