



## Ethics and Compliance Hotline Disclosure

During 2020, there were 69 reports received through the Ethics and Compliance Hotline: 54 related to Human Resources, 14 related to Operations and Safety, and 1 related to Fraud.

During the first 3 quarters of 2021, there were 55 reports received through the Hotline: 44 related to Human Resources, 7 related to Operations and Safety, 2 related to Fraud, and 1 related to Other.

All reports received are investigated and appropriate action is taken. Actions taken include, but are not limited to: additional training, coaching, and/or disciplinary actions up to and including termination.