

Ethics and Compliance Hotline Disclosure

During 2019 there were 118 reports received through the Ethics and Compliance hotline: 111 related to Human Resources, 2 related to Operations and Safety, and 5 related to Fraud.

During the first 3 quarters of 2020, there were 59 reports received through the hotline: 45 related to Human Resources and 14 related to Operations and Safety.

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.