

A reporting program to ensure integrity in our workplace.

Our Confidentially Speaking reporting program guarantees enterprise employees, customers, vendors, and the public can safely and anonymously, without fear of retaliation, report a concern or communicate with management regarding sensitive information.

Why did we implement this program?

We recognize the need to provide this service not just for corporate governance, but to help us gain valuable feedback to alert leadership of **inappropriate, unethical, or unlawful conduct** that goes against our core values.

Everyone has an obligation to immediately report conduct inconsistent with our core values. No one will engage in, tolerate, or condone retaliatory behavior for using this program.

How does it work?

If you know or hear about unethical or unlawful activity, report the situation promptly to Confidentially Speaking via website or phone. Either method is 100% anonymous.

Possible categories of unacceptable activities and unethical behavior:

- Conflict of interest
- Falsification of information
- Release of proprietary information
- Fraud, deceit, and embezzlement
- Securities violations
- Theft, safety concerns, company policy violations
- Discrimination and harassment
- Retaliation for reporting based on findings
- Unequal or differential treatment based on protected characteristics
- Accounting, auditing, and financial concerns

How to Report

If you have a customer service need related to your TASC account, please submit a support request by logging into your account at www.tasconline.com and clicking on Contact Us, or call 800-422-4661.

www.tasconline.ethicspoint.com

If you need to report unethical or unlawful activity, you can visit tasconline.ethicspoint.com.

You'll be walked through each step and there is a place to upload supporting documents.

To receive follow-up information:

- Create a password, or
- Provide an email address (will remain anonymous)

844-716-1734

You can also call 844-716-1734. A trained representative will interview you. Once complete, you will receive a unique code related to your report allowing you to check case status and/or to follow up on the matter.

After reporting

Reported issues are fully investigated and escalated as necessary. The enterprise will take appropriate action against any person found to violate policy, or any applicable law. Any retaliation as a result of the report findings will not be tolerated.

Confidentially Speaking is administered by Navex Global, an independent organization contractually obligated to maintain confidentiality and not disclose personal information.