



Ethics Hotline

If you have concerns or suggestions for preventing unethical activity, discuss them with your supervisor. If you don't feel comfortable speaking with your supervisor, find your country in the list enclosed and contact The Network.

Dial the access code, then the toll-free number.
24 hours a day | 7 days a week | 365 days a year

| Country | Access Code* | Toll-free Number |
|---------------------------------|-------------------|--------------------|
| Australia | --- | 1-800-61-0782 |
| Brazil | --- | 0800-892-1835 |
| China, Hong Kong | --- | 800-96-6459 |
| China - North | --- | 10-800-711-1160 |
| China - South | --- | 10-800-110-1078 |
| Czech Republic | --- | 800-143-352 |
| Denmark | --- | 80-250667 |
| France | --- | 0800-91-3972 |
| Germany | --- | 0800-182-7648 |
| India | 000-117 | 888-227-3565 |
| Italy | --- | 800-780249 |
| Japan (SoftBank Telecom) | --- | 0066-33-830398 |
| Japan (KDD) | --- | 00531-11-0175 |
| Japan (NTT) | --- | 0034-800-600027 |
| Korea, Republic of | --- | 00798-1-1-002-6165 |
| Malaysia | --- | 1-800-81-6249 |
| Mexico | --- | 001-888-227-3565 |
| Netherlands | --- | 0800-022-9081 |
| Russia - Moscow | 363-2400 | 888-227-3565 |
| Russia - outside Moscow | 8^495-363-2400 | 888-227-3565 |
| Russia - St. Petersburg | 363-2400 | 888-227-3565 |
| Russia - outside St. Petersburg | 8^812-363-2400 | 888-227-3565 |
| Russia - all other areas | 8^10-800-110-1011 | 888-227-3565 |
| Saudi Arabia | 1-800-10 | 888-227-3565 |
| Singapore | --- | 800-110-1931 |
| Spain | --- | 900-98-1276 |
| United Arab Emirates | 8000-021 | 888-227-3565 |
| United Kingdom | --- | 0808-234-0350 |
| North America | --- | 888-227-3565 |

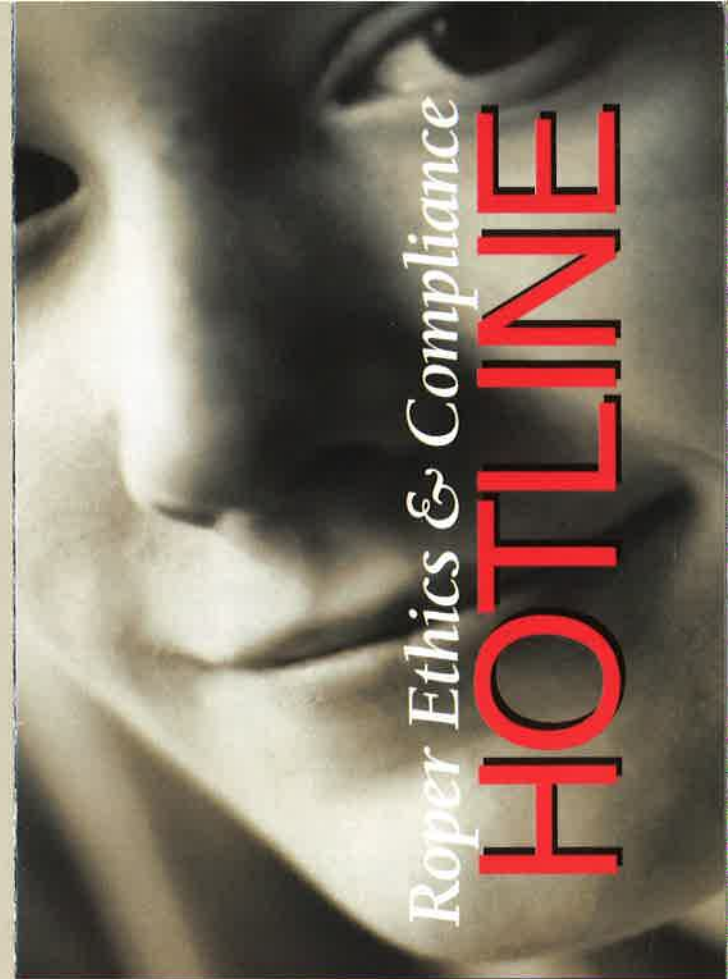
NOTE: AT&T reserves the right to change access codes at any time without notification to the user. If you experience difficulty in dialing the access code(s) listed here, visit www.business.att.com/bt/access.jsp for the most recent list.

Here's what happens when you call.

1. You are greeted by a friendly interviewer specialist, who documents the situation with you in detail. You don't have to give your name, and your call is not recorded.
2. The interviewer assigns a report number to you and asks you to make one call back.
3. The information is then relayed to your company's management to investigate your concern.
4. Using the report number and scheduled call-back date given to you by the interviewer, you call for the follow-up. You may be asked additional questions or encouraged to add any additional information at that time.

That's all there is to it. The Network's toll-free number is not intended as a substitute for speaking up directly to your company's management. However, it is an effective option if you want to help, but prefer to remain anonymous.

THE Network
Integrated GRC Solutions
1-888-227-3565
Toll-free • 24 hours a day • 7 days a week



Roper Ethics & Compliance
HOTLINE





Speak Up!

Losses caused by unethical and illegal activities cost us all. They cost us money. They cost us opportunities for growth and advancement. They can even cost jobs.

There is a way you can help keep these costs down. If you have a concern, question, or suggestion regarding unethical or illegal activities in the workplace, including accounting or auditing irregularities, please don't keep it to yourself. Speak Up!

What if I don't feel comfortable coming forward?

We realize it isn't always comfortable, or even possible, to step forward and speak up.

If you want to speak up, but prefer to remain anonymous, call The Network.

The Network is an independent company, staffed 24 hours a day, 7 days a week.

This toll-free service makes it possible for you to bring any concerns or questions to your company's attention without giving your name!

What should I speak up about?

Speak up about any illegal or unethical activity that could cause loss or harm to you, coworkers, the company, shareholders, or customers. Some examples are:

- Misuse of corporate assets including theft of cash or goods
- Loss of proprietary information
- Kickbacks or conflicts of interest
- Use or sale of illegal drugs
- Accounting or auditing irregularities
- Vandalism or sabotage
- Physical abuse or harassment
- Safety hazards
- Fraudulent insurance claims
- Unauthorized discounts
- Destroying, altering, or falsifying company records
- Violations of antitrust, environmental, or other governmental compliance regulations

The examples shown are not intended to be a complete listing. Your company may have other specific activities. See your manager or supervisor, or consult written company policy for details.

How should I speak up?

Discuss any concerns or questions regarding these activities with appropriate supervisory or management personnel in your company.

The Network is the link between concerned employees and their companies.

IT'S YOUR CALL

If you have a concern or suggestion for preventing illegal or unethical activity, please speak up.

Discuss any concerns with the appropriate supervisory personnel in your company.

