

ALERT LINE

The Firm provides a hotline service for the reporting of compliance issues. This service will be available 24 hours a day, 365 days a year, to all partners and employees. An employee may report any issue or concern without fear of retaliation and may do so anonymously. All calls are monitored by an outside service with reports given to the Chief Executive Officer as well as the A&A, SEC, and Tax Directors, if appropriate, for follow up.