

Examples of Illegal or Unethical Activity

- Accounting or Auditing Irregularities
- Vandalism of Property
- Discrimination
- Theft of Cash, Goods or Services
- Falsification of Records
- Sale or Use of Illegal Drugs
- Crimes and Threats
- Conflicts of Interest
- Bullying or Harassment
- Violation of Policy
- Sexual Harassment

What to Expect When You Contact the Fraud & Ethics Hotline

1. You will be given the option to remain anonymous.
A professional interviewer will help document your concern in detail.
2. Your information will be relayed to GLWA for investigation or other appropriate follow-up.
3. You may be asked to check back to provide additional information or answer questions which may arise during the investigation.
4. Reports submitted to the Hotline are handled promptly and discreetly, without retaliation.



**SPEAK UP
SPEAK OUT**
GLWA's Fraud and
Ethics Hotline

 **24 HOURS**
(888) 882-GLWA (4592)

Anytime, From Any Location
You DO NOT Have to Give Your Name



Our Commitment

GLWA is committed to the elimination of all forms of ethics violations, misconduct, fraud, abuse and wrongdoing.

Why Should I File a Report?

Illegal and/or unethical activities deprive us of fundamental growth opportunities and the chance for progress and advancement.

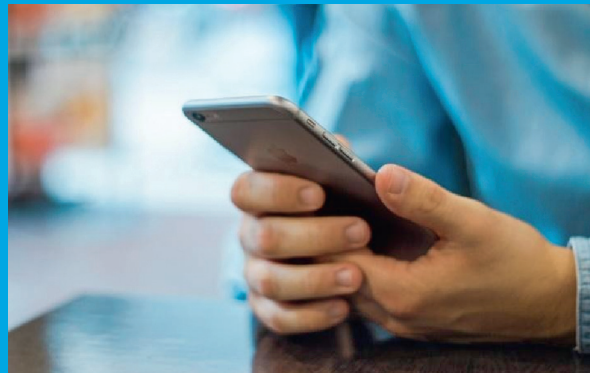
When you speak out against unethical or illegal behavior, you are telling the world that you believe in and want to maintain ethics and honesty in our workplace. By calling our Hotline, you can make a difference with one phone call, even if you choose to remain anonymous.

How Do I Know I Am Doing the Right Thing?

Do you suspect any of the following?

- Is the activity illegal?
- Is the action or wrongdoing a violation of the company's policies or standards?
- Is there a potential for loss of health, danger to the public, GLWA, or organizations which do business with us?

If you answered "YES" to any of these questions, call the Hotline. If you're not sure, please call the Hotline. Each allegation will be reviewed and investigated.



How to File a Report

If you see or suspect something illegal or unethical, say something. If you don't feel comfortable with a Team Leader, there are other ways to let us know about the concern. GLWA has implemented an independent Fraud & Ethics Hotline service, with whom you can share your concerns anonymously and confidentially via telephone, (888) 882- GLWA (4592) anytime, day or night.

Protect Yourself, Your Colleagues & Your Community

The power rests with you. Your call may make all the difference and put a stop to wrongdoing, illegal and/or unethical activity.

