



Halverson Construction Company Inc. provides a reporting hotline for employees to anonymously report any of the following incidents:

Ethical Violations  
Unsafe Working Conditions  
Quality of Service  
Theft  
Discrimination  
Alcohol and Substance Abuse  
Fraud  
Conflict of Interest  
Theft and Embezzlement  
Violation of the Law

Wrongful Discharge  
Internal Controls  
Vandalism and Sabotage  
Improper Conduct  
Conduct Violations  
Threats  
Bribery and Kickbacks  
Misuse of Company Property  
Violation of Company Policy  
Falsification of Contract, Reports or Records

Regular business issues and matters not requiring anonymity should be directed to the employee's supervisor or HR department.

## ANONYMOUS REPORTING HOTLINE

All calls are confidential and the identity of the caller will remain anonymous.

**CALL 877-472-2110**

or

**[www.lighthouse-services.com/halversonconstruction](http://www.lighthouse-services.com/halversonconstruction)**

A service provided by Lighthouse Services, Inc.



**Confidentiality Commitment**

Lighthouse is a worldwide, anonymous reporting provider that helps companies identify improper behavior. We are committed to protecting the confidentiality and anonymity of employees who use our system. You may make a report anonymously if you choose to do so. Please note that the information provided by you may be the basis of an internal and/or external investigation into the issue you are reporting and your anonymity will be protected to the extent possible by law. However, your identity may become known during the course of the investigation. Reports are submitted by Lighthouse to your employer or employer's designee, and may or may not be investigated at the sole discretion of your employer.

*Lighthouse will illuminate where you can't - let us listen to your employees!*  
[www.lighthouse-services.com](http://www.lighthouse-services.com)