



Jewish Adoption and Family Care Options (JAFCO)

provides a reporting hotline for employees to anonymously report any of the following incidents:

- **FRAUD**
Fraud reports are related to embezzlement, fraudulent reporting or accounting issues, auditing violations, internal control matters and any securities violations.
- **COMPLIANCE & ETHICS**
Compliance and Ethics reports are related to compliance and regulation violations, code of ethics violations, conflicts of interest, and waste and abuse of company equipment and resources.
- **HUMAN RESOURCES**
Human Resources reports are related to employee relations, abuse of benefits, discrimination, harassment and work environment.

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

CONFIDENTIAL REPORTING HOTLINE

Anonymous
Reporting Hotline
833-214-2442

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

Or visit: www.lighthouse-services.com/jafco



syntrio

A Service Provided by Syntrio | Confidentiality Commitment

Syntrio is an independent provider that assists your organization to identify improper activity. We are committed to protecting the identity of all persons who use our secure reporting system. Reports are submitted by Syntrio to the organization's designee, and may or may not be investigated at the sole discretion of the organization. Although we will not disclose your identity without your express permission, it is possible that your identity may be discovered during an investigation of the matter reported because of information you have provided.