

Confidential Reporting Hotline



Easterseals Southern California provides a third-party reporting hotline for associates 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 associate relations, abuse of benefits, discrimination, harassment and work environment.

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

CONFIDENTIAL REPORTING HOTLINE
www.lighthouse-services.com/essc
or call: **833-670-0002**

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

A service provided by **Lighthouse Services, Inc.**
www.lighthouse-services.com



Confidentiality Commitment

Lighthouse is an independent provider that assists your company to identify improper activity. We are committed to protecting the identity of all persons who use our secure reporting system. Reports are submitted by Lighthouse to the company's designee, and may or may not be investigated at the sole discretion of the company. 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.