

THE SARBANES-OXLEY ACT

In response to the recent accounting scandals involving publicly traded companies, Congress has passed the Sarbanes-Oxley Act of 2002. The Act requires your employer to conform to stringent guidelines regarding financial auditing and reporting. The Act also requires your employer to provide a means for employees to anonymously report accounting improprieties to the Board of Director's Audit Committee.

How do I make an anonymous report?

In order to help insure your anonymity and full compliance with the Sarbanes-Oxley Act, your employer has subscribed to TellSafe, a third party intermediary, to deliver your message.

It's simple and secure. Here are your options:

1. Visit us at www.TellSafe.com

Click on the "Anonymous Submissions" arrow. You will be able to enter a message of any length on our secure page. Other than identifying the recipient of the message, you will not be asked for any personal information. We do not store any information related to the message's origin.

2. Call us at 1-800-475-4358

Our trained operators will take your message over the telephone. Other than identifying the recipient of your message, you will not be asked for any personal information.

3. Write to us at TellSafe, LLC

1817 Vaccaro Place
Henderson, NV 89074-5220.

Be sure to place your message inside a blank separate envelope within the mailing envelope.

TELLSAFE
Totally Secure