



Chugach

**STRONG.  
RESILIENT.  
INDIGENOUS.**

# BE BOLD SPEAK UP

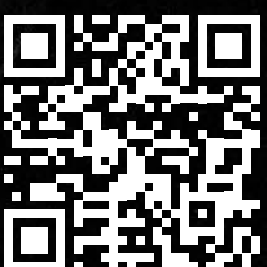
## CHUGACH ETHICS & COMPLIANCE HOTLINE

*Operated by Ethical Advocate, a third party*

Toll-free | Confidential | Available 24 hours a day, 7 days a week

☎ 1-855-620-9708

🌐 [chugach.ethicaladvocate.com](http://chugach.ethicaladvocate.com)



DOING THINGS THE RIGHT WAY IS ONE OF CHUGACH'S CORE BEHAVIORS THAT GUIDES OUR ACTIONS AND DEFINES OUR WORKPLACE CULTURE.

We welcome inquiries or concerns about: Accounting irregularities | Conflicts of interest | Environmental, health, or safety concerns | Harassment or discrimination | Improper use of company information or funds | Theft or fraud | Inappropriate gifts | Violations of company policies | Substance misuse

*In addition, you can report this information directly to your supervisor, human resources, or any member of management.*