

*****NOTICE*****

M.C. Dean has contracted with Ethical Advocate, a third party hotline service, to provide our employees, customers, and vendors with an anonymous method of reporting any fraud and unethical behavior at M.C. Dean, Inc. (MCD, Openband, Aneco, CIM, and Tibs). Anonymously report any fraud or unethical behavior by contacting Ethical Advocate at (866) 578 4277 or by visiting <http://mcdean.ethicaladvocate.com>.

ANONYMOUS FRAUD HOTLINE



M.C. Dean, Inc. has teamed up with Ethical Advocate, a company that specializes in advocating for ethical behavior in the workplace.

If you see behaviors in the workplace that you believe are unethical; such as

- Fraud
- Deceit
- Embezzlement
- Release of Proprietary Information
- Falsification of Company Records
- Theft of Cash
- Theft of Goods or Services
- Kickbacks

Please contact the Ethical Advocate at the website or toll free number below. You can report these situations anonymously and without fear of retribution.

You can access the online report form at
<http://mcdean.ethicaladvocate.com>
or by calling
1(866) 578-4277



EA Ethical Advocate
The right place to do the right thing