

RETALIATION

The Company does not tolerate any retaliation against any employee for exercising any legal right, making a complaint in good faith about perceived unlawful behavior (either internally or to an appropriate governmental authority) or providing truthful information in an internal or governmental investigation. This no-retaliation policy applies to an employee making a complaint in good faith about perceived unlawful behavior whether the complaint is ultimately determined to be well-founded or unfounded.

The Company does not condone and will not tolerate retaliation against any employee for exercising any legal right, making a complaint in good faith about perceived unlawful behavior (either internally or to an appropriate governmental authority) or providing truthful information in an internal or governmental investigation. This no-retaliation policy applies to an employee making a complaint in good faith about perceived unlawful behavior whether the complaint is ultimately determined to be well-founded or unfounded.

If you feel that you have been retaliated against in violation of this policy, you should report the matter promptly in the same manner as employees should report any harassment or discrimination. The Company will conduct a prompt and thorough investigation of all the circumstances surrounding the alleged incident(s) and will keep the complaint and investigation confidential to the extent practicable. If wrongdoing is discovered, The Company will take appropriate corrective and disciplinary action, up to and including termination.

Retaliatory acts include any materially adverse action taken because an individual has made a complaint pursuant to the Company's discrimination and harassment policies and procedures, assisted another in making such a complaint, participated in an investigation of a complaint (either by the Company or by a governmental entity), or engaged in other protected activity, if such adverse action would be likely to dissuade a reasonable employee from making such a complaint.