



***“Pressure to get new work, to reduce projects costs, or to complete projects on time, are all factors that may cause a less than ethical mode of conduct.”***

Ben Maibach III, President, Barton-Malow Company, ASC Proceedings of the 38th Annual Conference – Foundations of Ethical Judgment in Construction, April 2002

***“Any firm that performs public work and does not have an ‘effective’ ethics and corporate compliance program in place to detect or ferret out wrongdoing places itself in danger of losing a substantial portion, if not all, of such work through debarment and suspension. Moreover, directors and officers might be exposed personally.”***

David Watts, Chairman and CEO, Granite Construction, Inc. - ENR, September 2003

## IT'S ALL ABOUT MITIGATING RISK

A construction company's good reputation is hard earned and undeniably its single most valuable asset. One misstep, however, and many years of careful nurturing can ruin the very foundation on which the entire enterprise is built—and sometimes those missteps are avoidable and not at all related to how well the firm performs in its given line of work. Sometimes the missteps are the result of overzealous, unscrupulous, or unknowing employees trying to get ahead by bending or breaking the rules.

For most construction companies, however, there has been no cost-effective way to allow employees, subcontractors, vendors, design partners, or even clients anonymous reporting of breaches to policy or illegal acts. Now there is.

## CONFIDENTIAL

integriLINE provides a confidential, anonymous, toll-free number 24 hours a day, 7 days a week for all stakeholders to report illegal or unethical activities—and it's specifically for businesses involved in the construction industry.

## WHAT YOU DON'T KNOW WILL HURT YOU

According to a recent survey of construction industry participants:

- Unethical or illegal acts cost owners, developers, or contractors up to \$42 billion annually
- 84% of the respondents said they had “personally experienced, encountered, or observed” unethical acts or transactions

According to another, non-industry specific survey, employers lose an estimated 20% of every dollar to workplace fraud.

## COST EFFECTIVE

For most contractors, integriLINE can help minimize the risks associated with questionable acts or transactions for less than two dollars per employee per year.

## EASY IMPLEMENTATION

Simply email a list of the names of all employees along with an identifier number. If a call comes in, the employee will provide us their name and identifier. We then document the issues or concerns presented and an anonymous report is generated and sent to your designated representative.

**integriLINE specialists are trained to address the following issues:**

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<b>Conflict of Interest</b>	Personal and/or financial interest that would preclude objectivity in performing job responsibilities. For example: monetary “kickbacks”, bribery, or misuse of confidential company information.
<b>Deceptive Accounting</b>	Unethical activities associated with accounting practices. For example: misrepresentation of revenue or wrongful transactions.
<b>Falsification of Documents</b>	Altering or falsifying contracts, reports and records with the intent to deceive. For example: forgery, switching out documents, etc.
<b>Embezzlement</b>	Illegal appropriation of company funds or property. For example: deliberate bookkeeping errors to mask theft, mishandling of company monies, etc.
<b>Misconduct</b>	Intentional behavior that is in violation of the law or company personnel policies. For example: personal threats, substance abuse, etc.
<b>Harassment</b>	Unwelcome physical or verbal behavior. For example: Sexual innuendo or contact, hostile comments based on ethnicity, gender, religious beliefs, or sexual orientation, etc.
<b>Discrimination</b>	Inappropriate or illegal actions against a person based on ethnicity, gender, religious beliefs, sexual orientation, etc. For example: hiring/promotion bias, wrongful termination, inequitable compensation.
<b>Theft</b>	Removing company property or monies or that of another person in the workplace.
<b>Vandalism or Sabotage</b>	Willful destruction of company property or activities that prevent normal business operations. For example: damaging of equipment, implanting of computer viruses, work slowdowns.
<b>Hazardous Conditions</b>	Failure to meet workplace safety standards as set forth by OSHA and EPA which pose the threat of harm. For example: Unsafe handling of dangerous substances, structural/environmental hazards.
<b>Violation of Policies or Codes</b>	Actions that contradict rules set forth by a company. For example: inappropriate computer/Internet use, breaching of company confidentiality, etc.

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