



Corporate Compliance

All employees, including supervisors and managers, have the affirmative duty to promptly report actual or potential wrongdoing, including an actual or potential violation of law, regulation, policy, procedure, or CMC's Standard of Business Conduct.

How to Report a Suspected Compliance Issue:

1. Contact a Member of the Compliance Department **Via Phone or Email**

- Vicki Watson, Compliance Auditor & Educator (603) 663-1977 vicki.watson@cmc-nh.org
- Jessica Arvanitis, Exec Director, Compliance (603) 663-6651 jessica.arvanitis@cmc-nh.org

2. Come Visit Us In-Person: **195 McGregor Street, 3rd Floor**

3. Call the **Anonymous** Compliance Hotline: **(603) 663-6749**

4. Complete an **Electronic Corporate Compliance Issue Report Form**

(via 2B.Safe Reporting System)

CMC's Non-Retaliation Policy:

- Employees who, in good faith, report a potential violation of law, regulation, policy, procedure, or CMC's Standards of Business Conduct will not be subjected to retaliation, retribution or harassment.
- No supervisor, manager, or employee is permitted to engage in retaliation, retribution, or any form of harassment against an employee for reporting a compliance related concern.
- Any supervisor, manager, or employee who conducts or condones retribution, retaliation, or harassment in any way will be subject to discipline, up to and including termination.