



Department of Energy

Bonneville Power Administration
P.O. Box 3621
Portland, Oregon 97208-3621

SECURITY AND CONTINUITY OF OPERATIONS

September 19, 2013

In reply refer to: NN-1

Ted Sickinger
The Oregonian
1320 SW Broadway
Portland, OR 97201

FOIA #BPA-2013-01583-F

Dear Mr. Sickinger:

This is a final response to your request for records you made to the Bonneville Power Administration (BPA), under the Freedom of Information Act (FOIA), 5 U.S.C. 552.

You requested the following:

“Copies of the quarterly management reports for 2012 and 2013. Copies of the Global Compliance generated monthly reports, including the management and 90-day call status reports for 2013.”

Response:

The enclosed management reports are the reports available from the vendor for the periods of time requested. They are being released in their entirety.

The “90-day Call Status Reports” are being released with some information being withheld pursuant to Exemption 6 of the FOIA.

BPA asserts this exemption for information which could reasonably be expected to constitute an unwarranted invasion of personal privacy if disclosed. The withheld information consists of the names of individual citizens and companies, as well as organizations within BPA, which if released would identify an individual. Release of this information could subject these individuals to unwanted intrusions of privacy. There is no public interest in the disclosure of this information because it does not shed any light on how BPA has performed its statutory duties.

Pursuant to 10 CFR 1004.8, if you are dissatisfied with this determination, or the adequacy of the search, you may appeal this FOIA response in writing within 30 calendar days of receipt of a final response letter. The appeal should be made to the Director, Office of Hearings and Appeals, HG-1, Department of Energy, 1000 Independence Avenue, SW, Washington, DC 20585-1615. The written appeal, including the envelope, must clearly indicate that a FOIA Appeal is being made.

There are no fees associated with this request.

Please contact Kim Winn, FOIA Specialist, at 503-230-5273 with any questions about this letter.

Sincerely,

/s/Christina J. Munro

Christina J. Munro

Freedom of Information/Privacy Act Officer

Enclosure: Responsive

Bonneville Power Administration 90-Day Call Status Report

Cases initiated within the past 90 days, as of: 11/03/2012

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
08/07/2012	BPA-12-08-0002	Ross Complex -- Hazmat	Guidance Request	Other	C	I have an avocation as a state certified high school football official	Closed	1
08/10/2012	BPA-12-08-0003	Headquarters	Accounting and Auditing Practices	Financial Concerns	C	how can a manager approve someone's time that has 0 hours?	Closed	38
08/21/2012	BPA-12-08-0004	Ross Complex -- Construction Services Building	Conflict of Interest - Personal	Employee Relations	C	I am considering applying on a vacancy announcement for the General Manager position at Skamania County PUD.	Closed	1
08/23/2012	BPA-12-08-0005	LOCATION PROVIDED BY REPORTER	Substance Abuse	Environmental, Health and Safety	B	Ex 6 has used marijuana, alcohol, and opiates on a weekly basis while employed with the company.	Closed	61
08/29/2012	BPA-12-08-0006	Headquarters	Inappropriate Behavior	Employee Relations	C	A CFTE in Energy Efficiency may have communicated EE Central system information to the EE Tracker vendor, Sitka.	New	66
08/22/2012	BPA-12-08-0007	Two Park Place	Inappropriate Behavior	Employee Relations	C	Employee caught sleeping.	Closed	22
09/10/2012	BPA-12-09-0001	Ross Complex -- Plant Services Building	Political Activity	Employee Relations	C	Political email	Closed	22
09/10/2012	BPA-12-09-0002	Headquarters	Unfair Employment Practices	Employee Relations	C	Selective misapplication of teleworking provisions.	New	54
09/11/2012	BPA-12-09-0003	Ross Complex -- Warehouse	Guidance Request	Other	C	Can BPA employees give a gift card to a contractor who is getting married?	Closed	3
09/11/2012	BPA-12-09-0004	Headquarters	Inappropriate Behavior	Employee Relations	C	A Fitness center employee was asked out on a date by a security guard.	Closed	29
09/14/2012	BPA-12-09-0005	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The Caller reported unspecified time card fraud.	New	50
09/17/2012	BPA-12-09-0006	Raver Substation	Falsification or Destruction of Information	Policy and Process Integrity	B	Twice in the last two years our flat bed Ford 1 ton truck has been wrecked. Each time there were multiple witnesses to the event. Each time the wreck was never recorded as an accident by BPA.	Closed	17
09/18/2012	BPA-12-09-0007	Headquarters	Guidance Request	Other	C	Why would forwarding a desk phone to a cell require manager or supervisor approval?	Closed	7
09/18/2012	BPA-12-09-0008	LOCATION PROVIDED BY REPORTER	Other	Other	C	Employee is 121 days late in paying her bill.	Closed	7
09/27/2012	BPA-12-09-0009	Rogue Substation	Customer Relations	Misuse or Misappropriation of Assets or Information	C	Ex 6 said a contractor company damaged the cattle guard on his property.	New	37
09/27/2012	BPA-12-09-0010	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The Caller said time theft occurred at the sign-in board, and the Employee (name and job title withheld) was improperly hired.	New	37
09/27/2012	BPA-12-09-0011	Headquarters	Conflict of Interest - Personal	Employee Relations	C	The Caller said a Manager (name withheld) employed an Employee (name and job title withheld) even though the Employee did not meet the qualifications for the position.	New	37

BPA Ethics Hotline

09/30/2012	BPA-12-09-0012	Two Park Place	Falsification or Destruction of Information	Policy and Process Integrity	B	Ex 6 , contract project manger working for , has obtained contract employment under false pretenses by claiming he has the PMP certification from the Project Management Institute.	Closed
09/24/2012	BPA-12-09-0013	Headquarters	Inappropriate Behavior	Employee Relations	C	Telework Misuse	Closed
09/13/2012	BPA-12-09-0014	Headquarters	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	A BPA employee has and continues to be subjected to hostile work conditions by senior BPA officials.	New
10/09/2012	BPA-12-10-0001	Headquarters	Guidance Request	Other	C	Can the Christians Values Resource Group can run their Operation Christmas Child drive outside of CFC?	Closed
10/16/2012	BPA-12-10-0002	Two Park Place	Inappropriate Behavior	Employee Relations	C	Ex 6 said Ex 6 made inappropriate comments about her to upper management.	New
10/12/2012	BPA-12-10-0003	Headquarters	Guidance Request	Other	C	Can I send out an email/meeting invite to ask people to donate baked items for the bake sale. What verbage should I stick to?	Closed
10/18/2012	BPA-12-10-0004	Eastern Area Customer Service Center	Guidance Request	Other	C	Post-BPA Employment.	Closed
10/19/2012	BPA-12-10-0005	LOCATION PROVIDED BY REPORTER	Inappropriate Behavior	Employee Relations	C	The Caller said Ex 6 repeatedly sent his/her romantic Partner (name withheld) personal emails from her work email address.	New
10/16/2012	BPA-12-10-0006	Construction Services Building (CSB)	Inappropriate Behavior	Employee Relations	C	Employee is sleeping at a meeting, not first time sleeping in a meeting or at his desk.	Closed
10/24/2012	BPA-12-10-0007	Ross Complex -- Warehouse	Guidance Request	Other	C	Can an employee consume alcohol during the lunch break.	Closed
10/29/2012	BPA-12-10-0008	Snohomish District Office	Guidance Request	Other	C	Ex 6 requested information about alcohol misuse training.	No Action Required
10/24/2012	BPA-12-10-0009	Headquarters	Guidance Request	Other	C	Can only attend and actually eat at this vendor-sponsored dinner if I pay for the meal from my own personal funds?	Closed
10/26/2012	BPA-12-10-0010	Headquarters	Guidance Request	Other	C	Can an outside speaker use some of the attendees feedback as quotes?	Closed
10/17/2012	BPA-12-10-0011	Ross Complex -- Construction Services Building	Inappropriate Behavior	Employee Relations	C	Employee is sleeping at his desk. He was verbally counseled before.	Closed
10/30/2012	BPA-12-10-0012	Western Area Customer Service Center	Unfair Employment Practices	Employee Relations	C	Ex 6 said the company withdrew a job offer it had extended to her unfairly.	New

Bonneville Power Administration 90-Day Call Status Report

Cases initiated within the past 90 days, as of: 12/03/2012

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
09/10/2012	BPA-12-09-0001	Ross Complex -- Plant Services Building	Political Activity	Employee Relations	C	Political email	Closed	22
09/10/2012	BPA-12-09-0002	Headquarters	Unfair Employment Practices	Employee Relations	C	Selective misapplication of teleworking provisions.	Closed	71
09/11/2012	BPA-12-09-0003	Ross Complex -- Warehouse	Guidance Request	Other	C	Can BPA employees give a gift card to a contractor who is getting married?	Closed	3
09/11/2012	BPA-12-09-0004	Headquarters	Inappropriate Behavior	Employee Relations	C	A Fitness center employee was asked out on a date by a security guard.	Closed	29
09/14/2012	BPA-12-09-0005	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The Caller reported unspecified time card fraud.	Open	80
09/17/2012	BPA-12-09-0006	Raver Substation	Falsification or Destruction of Information	Policy and Process Integrity	B	Twice in the last two years our flat bed Ford 1 ton truck has been wrecked. Each time there were multiple witnesses to the event. Each time the wreck was never recorded as an accident by BPA.	Closed	17
09/18/2012	BPA-12-09-0007	Headquarters	Guidance Request	Other	C	Why would forwarding a desk phone to a cell require manager or supervisor approval?	Closed	7
09/18/2012	BPA-12-09-0008	LOCATION PROVIDED BY REPORTER	Other	Other	C	Employee is 121 days late in paying her bill.	Closed	7
09/27/2012	BPA-12-09-0009	Rogue Substation	Customer Relations	Misuse or Misappropriation of Assets or Information	C	Ex 6 said a contractor company damaged the cattle guard on his property.	Closed	62
09/27/2012	BPA-12-09-0010	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The Caller said time theft occurred at the sign-in board, and the Employee (name and job title withheld) was improperly hired.	Open	67
09/27/2012	BPA-12-09-0011	Headquarters	Conflict of Interest - Personal	Employee Relations	C	The Caller said a Manager (name withheld) employed an Employee (name and job title withheld) even though the Employee did not meet the qualifications for the position.	Open	67
09/30/2012	BPA-12-09-0012	Two Park Place	Falsification or Destruction of Information	Policy and Process Integrity	B	Ex 6 , contract project manger working for , has obtained contract employment under false pretenses by claiming he has the PMP certification from the Project Management Institute.	Closed	5
09/24/2012	BPA-12-09-0013	Headquarters	Inappropriate Behavior	Employee Relations	C	Telework Misuse	Closed	37
09/13/2012	BPA-12-09-0014	Headquarters	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	A BPA employee has and continues to be subjected to hostile work conditions by senior BPA officials.	Open	81
10/09/2012	BPA-12-10-0001	Headquarters	Guidance Request	Other	C	Can the Christians Values Resource Group can run their Operation Christmas Child drive outside of CFC?	Closed	0
10/16/2012	BPA-12-10-0002	Two Park Place	Inappropriate Behavior	Employee Relations	C	Ex 6 said Ex 6 made inappropriate comments about her to upper management.	Open	48

BPA Ethics Hotline

10/12/2012	BPA-12-10-0003	Headquarters	Guidance Request	Other	C	Can I send out an email/meeting invite to ask people to donate baked items for the bake sale. What verbage should I stick to?	Closed	6
10/18/2012	BPA-12-10-0004	Eastern Area Customer Service Center	Guidance Request	Other	C	Post-BPA Employment.	Closed	4
10/19/2012	BPA-12-10-0005	LOCATION PROVIDED BY REPORTER	Inappropriate Behavior	Employee Relations	C	The Caller said Ex 6 repeatedly sent his/her romantic Partner (name withheld) personal emails from her work email address.	Closed	42
10/16/2012	BPA-12-10-0006	Construction Services Building (CSB)	Inappropriate Behavior	Employee Relations	C	Employee is sleeping at a meeting, not first time sleeping in a meeting or at his desk.	Closed	7
10/24/2012	BPA-12-10-0007	Ross Complex -- Warehouse	Guidance Request	Other	C	Can an employee consume alcohol during the lunch break.	Closed	1
10/29/2012	BPA-12-10-0008	Snohomish District Office	Guidance Request	Other	C	Ex 6 requested information about alcohol misuse training.	No Action Required	0
10/24/2012	BPA-12-10-0009	Headquarters	Guidance Request	Other	C	Can only attend and actually eat at this vendor-sponsored dinner if I pay for the meal from my own personal funds?	Closed	5
10/26/2012	BPA-12-10-0010	Headquarters	Guidance Request	Other	C	Can an outside speaker use some of the attendees feedback as quotes?	Closed	3
10/17/2012	BPA-12-10-0011	Ross Complex -- Construction Services Building	Inappropriate Behavior	Employee Relations	C	Employee is sleeping at his desk. He was verbally counseled before.	Closed	13
10/30/2012	BPA-12-10-0012	Western Area Customer Service Center	Unfair Employment Practices	Employee Relations	C	Ex 6 said the company withdrew a job offer it had extended to her unfairly.	Closed	9
11/05/2012	BPA-12-11-0001	Headquarters	Guidance Request	Other	C	The Caller requested guidance on if he/she can use confidential information from an EEO case to file an ethics report.	Closed	2
11/08/2012	BPA-12-11-0002	Headquarters	Unfair Employment Practices	Employee Relations	C	Ex 6 , a contractor was hired by Ex 6 and the desktop manager Ex 6 without the normal interview process and are allowing their personal relationship to influence hiring.	Closed	13
11/08/2012	BPA-12-11-0003	Headquarters	Environment, Health and Safety	Environmental, Health and Safety	C	The Caller said the Employees (name withheld) have not cooperated with him/her and left him/her in unsafe environments.	Closed	7
11/08/2012	BPA-12-11-0004	Headquarters	Guidance Request	Other	C	Can a BPA executive accept a free \$75 dinner from EDI to attend a graduation event on November 8, 2012? Attendance would support the BPA employees who have gone through this program this year.	Closed	7
11/08/2012	BPA-12-11-0005	Headquarters	Other	Other	C	Ex 6 said Ex 6 violated company policies by soliciting for another company at the workplace.	No Action Required	6
11/13/2012	BPA-12-11-0006	Headquarters	Inappropriate Behavior	Employee Relations	B	The reporter witnessed a BPA employee using the library computers to download porn onto a flash drive.	Open	20
11/08/2012	BPA-12-11-0007	Ross Complex -- Warehouse	Guidance Request	Other	C	A BPA manager requested a contract worker position be reclassified.	Closed	11
11/14/2012	BPA-12-11-0008	Headquarters	Conflict of Interest - Personal	Employee Relations	C	Ex 6 told Ex 6 that she would violate company policy for her sister, Non-Employee (name unknown).	No Action Required	1

BPA Ethics Hotline

11/13/2012	BPA-12-11-0009	Ross Complex -- Dittmer	Gifts, Bribes and Kickbacks	Financial Concerns	C	Employee was soliciting contractors for money.	Open	20
11/16/2012	BPA-12-11-0010	Van Mall	Falsification or Destruction of Information	Policy and Process Integrity	B	The Caller said Ex 6 has falsified his timecard on a weekly basis.	Open	17
11/15/2012	BPA-12-11-0011	Headquarters	Guidance Request	Other	C	Would accepting an invitation and attending a reception be considered accepting a gift?	Closed	1
11/15/2012	BPA-12-11-0012	Headquarters	Guidance Request	Other	C	Can a contractor pick up lunch for a BPA manager?	Closed	4
11/15/2012	BPA-12-11-0013	Headquarters	Guidance Request	Other	C	Can we put champagne in the CFC basket?	Closed	1
11/08/2012	BPA-12-11-0014	Headquarters	Guidance Request	Other	C	Can BPA employees host fundraisers for their office holiday party in a GSA building?	Closed	8
11/19/2012	BPA-12-11-0015	Headquarters	Guidance Request	Other	C	Response to the PSU Executive MPA program representative who has requested to deliver a program information session on site to BPA employees.	New	14
11/20/2012	BPA-12-11-0016	Headquarters	Substance Abuse	Environmental, Health and Safety	B	Ex 6 has consumed alcohol at the facility.	No Action Required	6
11/21/2012	BPA-12-11-0017	LOCATION PROVIDED BY REPORTER	Customer Relations	Misuse or Misappropriation of Assets or Information	C	Ex 6 said the Interstate 5 corridor project caused property damage to Ex 6 home. and Ex 6 made an inappropriate comment to Ex 6	Open	12
11/28/2012	BPA-12-11-0018	Headquarters	Unfair Employment Practices	Employee Relations	C	Ex 6 said Management (names withheld) retaliated against Ex 6 for possibly filing a report against them.	No Action Required	1
12/01/2012	BPA-12-12-0001	Headquarters	Guidance Request	Other	C	Gift issue	New	2

Bonneville Power Administration 90-Day Call Status Report

Cases initiated within the past 90 days, as of: 01/05/2013

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
10/09/2012	BPA-12-10-0001	Headquarters	Guidance Request	Other	C	Can the Christians Values Resource Group can run their Operation Christmas Child drive outside of CFC?	Closed	0
10/16/2012	BPA-12-10-0002	Two Park Place	Inappropriate Behavior	Employee Relations	C	Ex 6 said Ex 6 made inappropriate comments about her to upper management.	Closed	62
10/12/2012	BPA-12-10-0003	Headquarters	Guidance Request	Other	C	Can I send out an email/meeting invite to ask people to donate baked items for the bake sale. What verbage should I stick to?	Closed	6
10/18/2012	BPA-12-10-0004	Eastern Area Customer Service Center	Guidance Request	Other	C	Post-BPA Employment.	Closed	4
10/19/2012	BPA-12-10-0005	LOCATION PROVIDED BY REPORTER	Inappropriate Behavior	Employee Relations	C	The Caller said Ex 6 repeatedly sent his/her romantic Partner (name withheld) personal emails from her work email address.	Closed	42
10/16/2012	BPA-12-10-0006	Construction Services Building (CSB)	Inappropriate Behavior	Employee Relations	C	Employee is sleeping at a meeting, not first time sleeping in a meeting or at his desk.	Closed	7
10/24/2012	BPA-12-10-0007	Ross Complex -- Warehouse	Guidance Request	Other	C	Can an employee consume alcohol during the lunch break.	Closed	1
10/29/2012	BPA-12-10-0008	Snohomish District Office	Guidance Request	Other	C	Ex 6 requested information about alcohol misuse training.	No Action Required	0
10/24/2012	BPA-12-10-0009	Headquarters	Guidance Request	Other	C	Can only attend and actually eat at this vendor-sponsored dinner if I pay for the meal from my own personal funds?	Closed	5
10/26/2012	BPA-12-10-0010	Headquarters	Guidance Request	Other	C	Can an outside speaker use some of the attendees feedback as quotes?	Closed	3
10/17/2012	BPA-12-10-0011	Ross Complex -- Construction Services Building	Inappropriate Behavior	Employee Relations	C	Employee is sleeping at his desk. He was verbally counseled before.	Closed	13
10/30/2012	BPA-12-10-0012	Western Area Customer Service Center	Unfair Employment Practices	Employee Relations	C	Ex 6 said the company withdrew a job offer it had extended to her unfairly.	Closed	9
11/05/2012	BPA-12-11-0001	Headquarters	Guidance Request	Other	C	The Caller requested guidance on if he/she can use confidential information from an EEO case to file an ethics report.	Closed	2
11/08/2012	BPA-12-11-0002	Headquarters	Unfair Employment Practices	Employee Relations	C	Ex 6 a contractor was hired by Ex 6 and the desktop manager Ex 6 without the normal interview process and are allowing their personal relationship to influence hiring.	Closed	13
11/08/2012	BPA-12-11-0003	Headquarters	Environment, Health and Safety	Environmental, Health and Safety	C	The Caller said the Employees (name withheld) have not cooperated with him/her and left him/her in unsafe environments.	Closed	7
11/08/2012	BPA-12-11-0004	Headquarters	Guidance Request	Other	C	Can a BPA executive accept an free \$75 dinner from EDI to attend a graduation event on November 8, 2012? Attendance would support the BPA employees who have gone through this program this year.	Closed	7

BPA Ethics Hotline

11/08/2012	BPA-12-11-0005	Headquarters	Other	Other	C	Ex 6 said Ex 6 violated company policies by soliciting for another company at the workplace.	No Action Required	6
11/13/2012	BPA-12-11-0006	Headquarters	Inappropriate Behavior	Employee Relations	B	The reporter witnessed a BPA employee using the library computers to download porn onto a flash drive.	Open	53
11/08/2012	BPA-12-11-0007	Ross Complex -- Warehouse	Guidance Request	Other	C	A BPA manager requested a contract worker position be reclassified.	Closed	11
11/14/2012	BPA-12-11-0008	Headquarters	Conflict of Interest - Personal	Employee Relations	C	Ex 6 told Ex 6 that she would violate company policy for her sister, Non-Employee (name unknown).	No Action Required	1
11/13/2012	BPA-12-11-0009	Ross Complex -- Dittmer	Gifts, Bribes and Kickbacks	Financial Concerns	C	Employee was soliciting contractors for money.	Closed	51
11/16/2012	BPA-12-11-0010	Van Mall	Falsification or Destruction of Information	Policy and Process Integrity	B	The Caller said Ex 6 has falsified his timecard on a weekly basis.	Open	50
11/15/2012	BPA-12-11-0011	Headquarters	Guidance Request	Other	C	Would accepting an invitation and attending a reception be considered accepting a gift?	Closed	1
11/15/2012	BPA-12-11-0012	Headquarters	Guidance Request	Other	C	Can a contractor pick up lunch for a BPA manager?	Closed	4
11/15/2012	BPA-12-11-0013	Headquarters	Guidance Request	Other	C	Can we put champagne in the CFC basket?	Closed	1
11/08/2012	BPA-12-11-0014	Headquarters	Guidance Request	Other	C	Can BPA employees host fundraisers for their office holiday party in a GSA building?	Closed	8
11/19/2012	BPA-12-11-0015	Headquarters	Guidance Request	Other	C	Response to the PSU Executive MPA program representative who has requested to deliver a program information session on site to BPA employees.	New	47
11/20/2012	BPA-12-11-0016	Headquarters	Substance Abuse	Environmental, Health and Safety	B	Ex 6 has consumed alcohol at the facility.	No Action Required	6
11/21/2012	BPA-12-11-0017	LOCATION PROVIDED BY REPORTER	Customer Relations	Misuse or Misappropriation of Assets or Information	C	Ex 6 said the Interstate 5 corridor project caused property damage to Ex 6 home, and Ex 6 made an inappropriate comment to Ex 6	Open	45
11/28/2012	BPA-12-11-0018	Headquarters	Unfair Employment Practices	Employee Relations	C	Ex 6 said Management (names withheld) retaliated against Ex 6 for possibly filing a report against them.	No Action Required	1
11/20/2012	BPA-12-11-0019	Ross Complex -- Line Maintenance	Inappropriate Behavior	Employee Relations	C	Employee took out numerous cash advances in the past year with no associated official travel.	Closed	45
12/01/2012	BPA-12-12-0001	Headquarters	Guidance Request	Other	C	Gift issue	Closed	10
12/05/2012	BPA-12-12-0002	Headquarters	Accounting and Auditing Practices	Financial Concerns	C	Ex 6 purchased fleece jackets on P-card and charged to her Recognition budget. However, none of her employees have received a fleece jacket.	Closed	12
12/07/2012	BPA-12-12-0003	Headquarters	Guidance Request	Other	C	Can J ask the BPA relocation company a personal question about his home mortgage?	Closed	10
12/13/2012	BPA-12-12-0004	Ross Complex -- Warehouse Modular	Guidance Request	Other	C	The giving of a P2P by an employee to their supervisor	Closed	1
12/17/2012	BPA-12-12-0005	Headquarters	Guidance Request	Other	C	May BPA employees (I am assuming identified as such) participate in LinkedIn?	Closed	1

BPA Ethics Hotline

12/19/2012	BPA-12-12-0006	Construction Services Building (CSB)	Inappropriate Behavior	Employee Relations	C	Employee continues to sleep at desk after two warnings.	New	17
01/02/2013	BPA-13-01-0001	Ross Complex -- Dittmer Modular	Guidance Request	Other	C	Meeting regarding BPA participation in SW Washington Science and Engineering Fair	New	3

Cases initiated within the past 90 days, as of: 02/03/2013

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
11/05/2012	BPA-12-11-0001	Headquarters	Guidance Request	Other	C	The Caller requested guidance on if he/she can use confidential information from an EEO case to file an ethics report.	Closed	2
11/08/2012	BPA-12-11-0002	Headquarters	Unfair Employment Practices	Employee Relations	C	Ex 6 a contractor was hired by Ex 6 and the desktop manager Ex 6 without the normal interview process and are allowing their personal relationship to influence hiring.	Closed	13
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11/08/2012	BPA-12-11-0005	Headquarters	Other	Other	C	Ex 6 said Ex 6 violated company policies by soliciting for another company at the workplace.	No Action Required	6
11/13/2012	BPA-12-11-0006	Headquarters	Inappropriate Behavior	Employee Relations	B	The reporter witnessed a BPA employee using the library computers to download porn onto a flash drive.	No Action Required	65
11/08/2012	BPA-12-11-0007	Ross Complex -- Warehouse	Guidance Request	Other	C	A BPA manager requested a contract worker position be reclassified.	Closed	11
11/14/2012	BPA-12-11-0008	Headquarters	Conflict of Interest - Personal	Employee Relations	C	Ex 6 told Ex 6 that she would violate company policy for her sister, Non-Employee (name unknown).	No Action Required	1
11/13/2012	BPA-12-11-0009	Ross Complex -- Dittmer	Gifts, Bribes and Kickbacks	Financial Concerns	C	Employee was soliciting contractors for money.	Closed	51
11/16/2012	BPA-12-11-0010	Van Mall	Falsification or Destruction of Information	Policy and Process Integrity	B	The Caller said Ex 6 has falsified his timecard on a weekly basis.	Closed	76
11/15/2012	BPA-12-11-0011	Headquarters	Guidance Request	Other	C	Would accepting an invitation and attending a reception be considered accepting a gift?	Closed	1
11/15/2012	BPA-12-11-0012	Headquarters	Guidance Request	Other	C	Can a contractor pick up lunch for a BPA manager?	Closed	4
11/15/2012	BPA-12-11-0013	Headquarters	Guidance Request	Other	C	Can we put champagne in the CFC basket?	Closed	1
11/08/2012	BPA-12-11-0014	Headquarters	Guidance Request	Other	C	Can BPA employees host fundraisers for their office holiday party in a GSA building?	Closed	8
11/19/2012	BPA-12-11-0015	Headquarters	Guidance Request	Other	C	Response to the PSU Executive MPA program representative who has requested to deliver a program information session on site to BPA employees.	New	76
11/20/2012	BPA-12-11-0016	Headquarters	Substance Abuse	Environmental, Health and Safety	B	Ex 6 has consumed alcohol at the facility.	No Action Required	6

BPA Ethics Hotline

11/21/2012	BPA-12-11-0017	LOCATION PROVIDED BY REPORTER	Customer Relations	Misuse or Misappropriation of Assets or Information	C	Ex 6 said the Interstate 5 corridor project caused property damage to Ex 6 home, and Ex 6 made an inappropriate comment to Ex 6	Open	74
11/28/2012	BPA-12-11-0018	Headquarters	Unfair Employment Practices	Employee Relations	C	Ex 6 said Management (names withheld) retaliated against Ex 6 for possibly filing a report against them.	No Action Required	1
11/20/2012	BPA-12-11-0019	Ross Complex -- Line Maintenance	Inappropriate Behavior	Employee Relations	C	Employee took out numerous cash advances in the past year with no associated official travel.	Closed	45
12/01/2012	BPA-12-12-0001	Headquarters	Guidance Request	Other	C	Gift issue	Closed	10
12/05/2012	BPA-12-12-0002	Headquarters	Accounting and Auditing Practices	Financial Concerns	C	Ex 6 purchased fleece jackets on P-card and charged to her Recognition budget. However, none of her employees have received a fleece jacket.	Closed	12
12/07/2012	BPA-12-12-0003	Headquarters	Guidance Request	Other	C	Can J ask the BPA relocation company a personal question about his home mortgage?	Closed	10
12/13/2012	BPA-12-12-0004	Ross Complex -- Warehouse Modular	Guidance Request	Other	C	The giving of a P2P by an employee to their supervisor	Closed	1
12/17/2012	BPA-12-12-0005	Headquarters	Guidance Request	Other	C	May BPA employees (I am assuming identified as such) participate in LinkedIn?	Closed	1
12/19/2012	BPA-12-12-0006	Construction Services Building (CSB)	Inappropriate Behavior	Employee Relations	C	Employee continues to sleep at desk after two warnings.	Closed	41
12/12/2012	BPA-12-12-0007	LOCATION PROVIDED BY REPORTER	Other	Other	C	Ex 6 sent the OIG a set of questions and requested a response under FOIA.	New	53
01/02/2013	BPA-13-01-0001	Ross Complex -- Dittmer Modular	Guidance Request	Other	C	Meeting regarding BPA participation in SW Washington Science and Engineering Fair	New	32
01/08/2013	BPA-13-01-0002	Ross Complex -- Utilization and Disposal	Guidance Request	Other	C	Can BPA provide employees with a RODs key pad as a memento?	Closed	8
01/08/2013	BPA-13-01-0003	Headquarters	Guidance Request	Other	C	Offer of volume discount for BPA enrolling four or more participants in the PSU Designing the Smart Grid for Sustainable Communities Class.	Closed	7
01/08/2013	BPA-13-01-0004	Headquarters	Guidance Request	Other	C	Can an employee display a photograph of the President and his family outside of their cubicle?	Closed	7
01/15/2013	BPA-13-01-0005	Van Mall	Unfair Employment Practices	Employee Relations	C	I am contracted employee for BPA. My contracting company is Ex 6 I have had many issues with their medical benefit options. They do not offer Flexible Spending to pay for independant healthcare.	Closed	7
01/11/2013	BPA-13-01-0006	Headquarters	Guidance Request	Other	C	Offer to attend a seminar for free to evaluate if BPA should bring the vendor on site for a session.	Closed	11
01/22/2013	BPA-13-01-0007	Two Park Place	Guidance Request	Other	C	Can I profit as a certified trainer of software that BPA requires of its Master Contractors?	Open	12
01/22/2013	BPA-13-01-0008	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The employee travels for BPA when the need/nature of his travel is unclear. Also, he claims to telework, but there is no evidence of a product produced.	Open	12
01/24/2013	BPA-13-01-0009	Headquarters	Guidance Request	Other	C	Is it permissible for a BPA employee to take a contractor out to lunch for the contractor's birthday?	Closed	1
01/29/2013	BPA-13-01-0010	LOCATION PROVIDED BY REPORTER	Other	Other	C	Ex 6 said Ex 6 (last name unknown) violates a city ordinance by parking her company vehicle in front of his house and not moving the vehicle.	New	5

Bonneville Power Administration 90-Day Call Status Report

Cases initiated within the past 90 days, as of: 03/03/2013

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
12/05/2012	BPA-12-12-0002	Headquarters	Accounting and Auditing Practices	Financial Concerns	C	Ex 6 purchased fleece jackets on P-card and charged to her Recognition budget. However, none of her employees have received a fleece jacket.	Closed	12
12/07/2012	BPA-12-12-0003	Headquarters	Guidance Request	Other	C	Can J ask the BPA relocation company a personal question about his home mortgage?	Closed	10
12/13/2012	BPA-12-12-0004	Ross Complex -- Warehouse Modular	Guidance Request	Other	C	The giving of a P2P by an employee to their supervisor	Closed	1
12/17/2012	BPA-12-12-0005	Headquarters	Guidance Request	Other	C	May BPA employees (I am assuming identified as such) participate in LinkedIn?	Closed	1
12/19/2012	BPA-12-12-0006	Construction Services Building (CSB)	Inappropriate Behavior	Employee Relations	C	Employee continues to sleep at desk after two warnings.	Closed	41
12/12/2012	BPA-12-12-0007	LOCATION PROVIDED BY REPORTER	Other	Other	C	Ex 6 sent the OIG a set of questions and requested a response under FOIA.	New	81
01/02/2013	BPA-13-01-0001	Ross Complex -- Dittmer Modular	Guidance Request	Other	C	Meeting regarding BPA participation in SW Washington Science and Engineering Fair	New	60
01/08/2013	BPA-13-01-0002	Ross Complex -- Utilization and Disposal	Guidance Request	Other	C	Can BPA provide employees with a RODs key pad as a memento?	Closed	8
01/08/2013	BPA-13-01-0003	Headquarters	Guidance Request	Other	C	Offer of volume discount for BPA enrolling four or more participants in the PSU Designing the Smart Grid for Sustainable Communities Class.	Closed	7
01/08/2013	BPA-13-01-0004	Headquarters	Guidance Request	Other	C	Can an employee display a photograph of the President and his family outside of their cubicle?	Closed	7
01/15/2013	BPA-13-01-0005	Van Mall	Unfair Employment Practices	Employee Relations	C	I am contracted employee for BPA. My contracting company is EX 6 I have had many issues with their medical benefit options. They do not offer Flexible Spending to pay for independant healthcare.	Closed	7
01/11/2013	BPA-13-01-0006	Headquarters	Guidance Request	Other	C	Offer to attend a seminar for free to evaluate if BPA should bring the vendor on site for a session.	Closed	11
01/22/2013	BPA-13-01-0007	Two Park Place	Guidance Request	Other	C	Can I profit as a certified trainer of software that BPA requires of its Master Contractors?	Closed	21
01/22/2013	BPA-13-01-0008	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The employee travels for BPA when the need/nature of his travel is unclear. Also, he claims to telework, but there is no evidence of a product produced.	Open	40
01/24/2013	BPA-13-01-0009	Headquarters	Guidance Request	Other	C	Is it permissible for a BPA employee to take a contractor out to lunch for the contractor's birthday?	Closed	1
01/29/2013	BPA-13-01-0010	LOCATION PROVIDED BY REPORTER	Other	Other	C	Ex 6 said Ex 6 (last name unknown) violates a city ordinance by parking her company vehicle in front of his house and not moving the vehicle.	Closed	6
01/24/2013	BPA-13-01-0011	Two Park Place	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	Employee's government travel card payments have been delinquent.	Open	38

BPA Ethics Hotline

02/13/2013	BPA-13-02-0001	Ross Complex	Guidance Request	Other	C	Ex 6 requested guidance in regards to the company's conflict of interest policy.	Closed	8
02/11/2013	BPA-13-02-0002	Redmond District Office	Other	Other	C	Careless Workmanship or Negligence.	New	20
02/22/2013	BPA-13-02-0003	Van Mall	Proper Use of Your Position	Employee Relations	C	Contractor using position to influence sons hiring, work, training, and positioning for other BPA job opportunities	Open	9
02/22/2013	BPA-13-02-0004	Headquarters	Guidance Request	Other	C	Letter of recommendation	New	9
02/22/2013	BPA-13-02-0005	Van Mall	Proper Use of Your Position	Employee Relations	C	Contractor Ex 6 hired to support TEPO. EX 6 used his position in TEPO to influence the hiring of his brother inlaw EX 6 and assign his work and special team assignments	Open	9
02/25/2013	BPA-13-02-0006	Alvey Substation	Inappropriate Behavior	Employee Relations	C	I am seeking guidance in what seems to be the un-ethical and systemic actions of my Managers	New	6

Bonneville Power Administration 90-Day Call Status Report

Cases initiated within the past 90 days, as of: 04/03/2013

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
01/08/2013	BPA-13-01-0002	Ross Complex -- Utilization and Disposal	Guidance Request	Other	C	Can BPA provide employees with a RODs key pad as a memento?	Closed	8
01/08/2013	BPA-13-01-0003	Headquarters	Guidance Request	Other	C	Offer of volume discount for BPA enrolling four or more participants in the PSU Designing the Smart Grid for Sustainable Communities Class.	Closed	7
01/08/2013	BPA-13-01-0004	Headquarters	Guidance Request	Other	C	Can an employee display a photograph of the President and his family outside of their cubicle?	Closed	7
01/15/2013	BPA-13-01-0005	Van Mall	Unfair Employment Practices	Employee Relations	C	I am contracted employee for BPA. My contracting company is Ex 6 I have had many issues with their medical benefit options. They do not offer Flexible Spending to pay for independant healthcare.	Closed	7
01/11/2013	BPA-13-01-0006	Headquarters	Guidance Request	Other	C	Offer to attend a seminar for free to evaluate if BPA should bring the vendor on site for a session.	Closed	11
01/22/2013	BPA-13-01-0007	Two Park Place	Guidance Request	Other	C	Can I profit as a certified trainer of software that BPA requires of its Master Contractors?	Closed	21
01/22/2013	BPA-13-01-0008	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The employee travels for BPA when the need/nature of his travel is unclear. Also, he claims to telework, but there is no evidence of a product produced.	Closed	56
01/24/2013	BPA-13-01-0009	Headquarters	Guidance Request	Other	C	Is it permissible for a BPA employee to take a contractor out to lunch for the contractor's birthday?	Closed	1
01/29/2013	BPA-13-01-0010	LOCATION PROVIDED BY REPORTER	Other	Other	C	Ex 6 said Ex 6 (name unknown) violates a city ordinance by parking her company vehicle in front of his house and not moving the vehicle.	Closed	6
01/24/2013	BPA-13-01-0011	Two Park Place	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	Employee's government travel card payments have been delinquent.	Open	69
02/13/2013	BPA-13-02-0001	Ross Complex	Guidance Request	Other	C	Ex 6 requested guidance in regards to the company's conflict of interest policy.	Closed	8
02/11/2013	BPA-13-02-0002	Redmond District Office	Other	Other	C	Careless Workmanship or Negligence.	New	51
02/22/2013	BPA-13-02-0003	Van Mall	Proper Use of Your Position	Employee Relations	C	Contractor using position to influence sons hiring, work, training, and positioning for other BPA job oppurtunities	Open	40
02/22/2013	BPA-13-02-0004	Headquarters	Guidance Request	Other	C	Letter of recommendation	New	40
02/22/2013	BPA-13-02-0005	Van Mall	Proper Use of Your Position	Employee Relations	C	Contractor Ex 6 hired to support TEPO. Ex 6 used his position in TEPO to influence the hiring of his brother inlaw Ex 6 and assign his work and special team assignments	Open	40
02/25/2013	BPA-13-02-0006	Alvey Substation	Inappropriate Behavior	Employee Relations	C	I am seeking guidance in what seems to be the un-ethical and systemic actions of my Managers	New	37
03/05/2013	BPA-13-03-0001	Headquarters	Guidance Request	Other	C	Ex 6 requested clarification of the company's conflict of interest policy.	Closed	3

BPA Ethics Hotline

03/05/2013	BPA-13-03-0002	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	A BPA employee notified legal anonymously concerning a contractor in their group, EX 6 , using government equipment related to his outside activity with Boy Scouts.	Closed	8
03/11/2013	BPA-13-03-0003	Headquarters	Proper Use of Your Position	Employee Relations	C	Raising money for a school fundraiser by selling plants.	Closed	7
03/12/2013	BPA-13-03-0004	Headquarters	Guidance Request	Other	C	An individual is bringing in eggs to employees. It is said a "donation" is appreciated. When asked if a donation has ever not been given the answer was no.	Closed	10
03/13/2013	BPA-13-03-0005	Ashe Substation	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The Caller said he/she witnessed an Individual (name unknown)'s misuse of a government vehicle.	No Action Required	1
03/14/2013	BPA-13-03-0006	Dittmer Control Center	Proper Use of Your Position	Employee Relations	C	TGM EX 6 hired a CFTE to fill behind retiring EX 6 . CFTE is EX 6 college friend. CFTE has IT backgrd. EX 6 do root cause analysis with no background. CFTE contract @3yrs- others 1 yr.	Open	20
03/17/2013	BPA-13-03-0007	Two Park Place	Inappropriate Behavior	Employee Relations	C	Contractor employee taking extended time off.	Open	17
03/22/2013	BPA-13-03-0008	Two Park Place	Guidance Request	Other	C	The Caller wants to know if he/she is permitted to look for outside employment before his/her term runs out.	Closed	0

Bonneville Power Administration 90-Day Call Status Report

Cases initiated within the past 90 days, as of: 05/03/2013

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
02/13/2013	BPA-13-02-0001	Ross Complex	Guidance Request	Other	C	Ex 6 requested guidance in regards to the company's conflict of interest policy.	Closed	8
02/11/2013	BPA-13-02-0002	Redmond District Office	Other	Other	C	Careless Workmanship or Negligence.	New	81
02/22/2013	BPA-13-02-0003	Van Mall	Proper Use of Your Position	Employee Relations	C	Contractor using position to influence sons hiring, work, training, and positioning for other BPA job opportunities	Closed	47
02/22/2013	BPA-13-02-0004	Headquarters	Guidance Request	Other	C	Letter of recommendation	New	70
02/22/2013	BPA-13-02-0005	Van Mall	Proper Use of Your Position	Employee Relations	C	Contractor Ex 6 hired to support TEPO. Ex 6 used his position in TEPO to influence the hiring of his brother inlaw Ex 6 and assign his work and special team assignments	Closed	47
02/25/2013	BPA-13-02-0006	Alvey Substation	Inappropriate Behavior	Employee Relations	C	I am seeking guidance in what seems to be the un-ethical and systemic actions of my Managers	New	67
03/05/2013	BPA-13-03-0001	Headquarters	Guidance Request	Other	C	Ex 6 requested clarification of the company's conflict of interest policy.	Closed	3
03/05/2013	BPA-13-03-0002	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	A BPA employee notified legal anonymously concerning a contractor in their group. Ex 6, using government equipment related to his outside activity with Boy Scouts.	Closed	8
03/11/2013	BPA-13-03-0003	Headquarters	Proper Use of Your Position	Employee Relations	C	Raising money for a school fundraiser by selling plants.	Closed	7
03/12/2013	BPA-13-03-0004	Headquarters	Guidance Request	Other	C	An individual is bringing in eggs to employees. It is said a "donation" is appreciated. When asked if a donation has ever not been given the answer was no.	Closed	10
03/13/2013	BPA-13-03-0005	Ashe Substation	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The Caller said he/she witnessed an Individual (name unknown)'s misuse of a government vehicle.	No Action Required	1
03/14/2013	BPA-13-03-0006	Dittmer Control Center	Proper Use of Your Position	Employee Relations	C	TGM Ex 6 hired a CFTE to fill behind retiring Ex 6 CFTE is Ex 6 college friend. CFTE has IT backgrd. Ex 6 do root cause analysis with no background. CFTE contract @3yrs- others 1 yr.	Closed	22
03/17/2013	BPA-13-03-0007	Two Park Place	Inappropriate Behavior	Employee Relations	C	Contractor employee taking extended time off.	Closed	37
03/22/2013	BPA-13-03-0008	Two Park Place	Guidance Request	Other	C	The Caller wants to know if he/she is permitted to look for outside employment before his/her term runs out.	Closed	0
04/03/2013	BPA-13-04-0001	Construction Services Building (CSB)	Guidance Request	Other	C	Question on attending a trade show in Portland	Closed	0
04/05/2013	BPA-13-04-0002	Headquarters	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	I was walking to the stairwell and overheard a female telling a co-worker to "F" you three and "F" this group very loudly and aggressively.	Closed	21
04/07/2013	BPA-13-04-0003	Headquarters	Substance Abuse	Environmental, Health and Safety	B	Ex 6 has come to work under the influence of alcohol.	Open	26

BPA Ethics Hotline

04/09/2013	BPA-13-04-0004	Ross Complex -- Dittmer Modular	Unfair Employment Practices	Employee Relations	C	Ex 6 was selected to fill the TG Manager position on approx March 27, 2013. Ex 6 is STILL a CFTE Contractor for BPA thru	Closed
04/12/2013	BPA-13-04-0005	Construction Services Building (CSB)	Guidance Request	Other	C	Attendance at a vendor sponsored breakfast and information session.	Closed
04/16/2013	BPA-13-04-0006	Grand Coulee Substation	Environment, Health and Safety	Environmental, Health and Safety	C	Critical safety relay was removed from line between the switchyard and g-10 generator in the right powerhouse causing fire at Grand Coulee project. Ex 6 initiated removal.	No Action Required
04/10/2013	BPA-13-04-0007	LOCATION PROVIDED BY REPORTER	Inappropriate Behavior	Employee Relations	C	Travel card delinquency.	New
04/22/2013	BPA-13-04-0008	Headquarters	Guidance Request	Other	C	Participation on a Board of Directors.	Closed
04/25/2013	BPA-13-04-0009	Ross Complex -- Construction Services Building	Inappropriate Behavior	Employee Relations	B	Bad situation.	Open
04/25/2013	BPA-13-04-0010	Headquarters	Other	Other	C	Document request.	New
04/26/2013	BPA-13-04-0011	Headquarters	Guidance Request	Other	C	Guidance Request. Relocation information to display at all manager's meeting.	Closed
04/27/2013	BPA-13-04-0012	LOCATION PROVIDED BY REPORTER	Environment, Health and Safety	Environmental, Health and Safety	C	Ex 6 said Company Representatives (names unknown) have removed occupied Osprey nests fro the electrical lines without building a perch in a safe place.	Open
04/29/2013	BPA-13-04-0013	Ross Complex -- Dittmer	Guidance Request	Other	C	2nd Workshop on Active Power Control From Wind Power.	Closed
05/02/2013	BPA-13-05-0001	Two Park Place	Proper Use of Your Position	Employee Relations	C	contractors choosing contractors to be hired by BPA and then getting kickbacks if they pick people from their own company	New

Bonneville Power Administration 90-Day Call Status Report

Cases initiated within the past 90 days, as of: 06/03/2013

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
03/05/2013	BPA-13-03-0001	Headquarters	Guidance Request	Other	C	Ex 6 requested clarification of the company's conflict of interest policy.	Closed	3
03/05/2013	BPA-13-03-0002	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	A BPA employee notified legal anonymously concerning a contractor in their group, Ex 6, using government equipment related to his outside activity with Boy Scouts.	Closed	8
03/11/2013	BPA-13-03-0003	Headquarters	Proper Use of Your Position	Employee Relations	C	Raising money for a school fundraiser by selling plants	Closed	7
03/12/2013	BPA-13-03-0004	Headquarters	Guidance Request	Other	C	An individual is bringing in eggs to employees. It is said a "donation" is appreciated. When asked if a donation has ever not been given the answer was no.	Closed	10
03/13/2013	BPA-13-03-0005	Ashe Substation	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The Caller said he/she witnessed an Individual (name unknown)'s misuse of a government vehicle.	No Action Required	1
03/14/2013	BPA-13-03-0006	Dittmer Control Center	Proper Use of Your Position	Employee Relations	C	TG M Ex 6 hired a CFTE to fill behind retiring Ex 6. CFTE is Ex 6 college friend. CFTE has IT backgrd. Ex 6 do root cause analysis with no background. CFTE contract @3yrs- others 1 yr.	Closed	22
03/17/2013	BPA-13-03-0007	Two Park Place	Inappropriate Behavior	Employee Relations	C	Contractor employee taking extended time off.	Closed	37
03/22/2013	BPA-13-03-0008	Two Park Place	Guidance Request	Other	C	The Caller wants to know if he/she is permitted to look for outside employment before his/her term runs out.	Closed	0
04/03/2013	BPA-13-04-0001	Construction Services Building (CSB)	Guidance Request	Other	C	Question on attending a trade show in Portland	Closed	0
04/05/2013	BPA-13-04-0002	Headquarters	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	I was walking to the stairwell and overheard a female telling a co-worker to "F" you three and "F" this group very loudly and aggressively.	Closed	21
04/07/2013	BPA-13-04-0003	Headquarters	Substance Abuse	Environmental, Health and Safety	B	Ex 6 has come to work under the influence of alcohol.	Closed	40
04/09/2013	BPA-13-04-0004	Ross Complex -- Dittmer Modular	Unfair Employment Practices	Employee Relations	C	Ex 6 was selected to fill the TG Manager position on approx March 27, 2013. Ex 6 is STILL a CFTE Contractor for BPA thru	Closed	14
04/12/2013	BPA-13-04-0005	Construction Services Building (CSB)	Guidance Request	Other	C	Attendance at a vendor sponsored breakfast and information session.	Closed	0
04/16/2013	BPA-13-04-0006	Grand Coulee Substation	Environment, Health and Safety	Environmental, Health and Safety	C	Critical safety relay was removed from line between the switchyard and g-10 generator in the right powerhouse causing fire at Grand Coulee project. Ex 6 initiated removal.	No Action Required	16
04/10/2013	BPA-13-04-0007	LOCATION PROVIDED BY REPORTER	Inappropriate Behavior	Employee Relations	C	Travel card delinquency.	New	54
04/22/2013	BPA-13-04-0008	Headquarters	Guidance Request	Other	C	Participation on a Board of Directors.	Closed	1

BPA Ethics Hotline

04/25/2013	BPA-13-04-0009	Ross Complex -- Construction Services Building	Inappropriate Behavior	Employee Relations	B	Bad situation.	Open	39
04/25/2013	BPA-13-04-0010	Headquarters	Other	Other	C	Document request.	Closed	12
04/26/2013	BPA-13-04-0011	Headquarters	Guidance Request	Other	C	Guidance Request. Relocation information to display at all manager's meeting.	Closed	5
04/27/2013	BPA-13-04-0012	LOCATION PROVIDED BY REPORTER	Environment, Health and Safety	Environmental, Health and Safety	C	Ex 6 said Company Representatives (names unknown) have removed occupied Osprey nests fro the electrical lines without building a perch in a safe place.	Closed	20
04/29/2013	BPA-13-04-0013	Ross Complex -- Dittmer	Guidance Request	Other	C	2nd Workshop on Active Power Control From Wind Power.	Closed	0
05/02/2013	BPA-13-05-0001	Two Park Place	Proper Use of Your Position	Employee Relations	C	contractors choosing contractors to be hired by BPA and then getting kickbacks if they pick people from their own company	Open	32
05/03/2013	BPA-13-05-0002	Headquarters	Proper Use of Your Position	Employee Relations	C	I have observed a lead in NJS training a contractor for work that she was not hired to do as well as an inappropriate BFTE/CFTE relationship.	Open	31
05/06/2013	BPA-13-05-0003	Headquarters	Inappropriate Behavior	Employee Relations	C	I have observed an employee on QVC and other shopping sites on a regular basis.	No Action Required	0
05/09/2013	BPA-13-05-0004	Ross Complex -- Dittmer	Guidance Request	Other	C	Can BPA Employees and Contractors receive money from the Pikeminnow Program?	Closed	1
05/09/2013	BPA-13-05-0005	Ross Complex -- Dittmer	Guidance Request	Other	C	Using CCEP certification for a non-BPA activity.	Closed	1
05/13/2013	BPA-13-05-0006	Headquarters	Conflict of Interest - Financial	Financial Concerns	C	Ex 6 is a contractor for BPA with 2 degrees. She is managing BPA's relationship with PwC another contractor for BPA. She should not be managing a contractor relationship.	Open	21
05/17/2013	BPA-13-05-0007	Ross Complex -- Warehouse	Seeking Employment	Employee Relations	C	Ex 6 a manager in Ex 6 who was hired to manage the Technology portion of the Ex 6 organization, and is now talking about retiring from BPA and coming back as a contractor	Closed	4
05/15/2013	BPA-13-05-0008	Ross Complex -- Construction Services Building	Inappropriate Behavior	Employee Relations	C	Misuse of Government Travel Card.	New	19
05/17/2013	BPA-13-05-0009	Chemawa Substation	Inappropriate Behavior	Employee Relations	C	Misuse of Government Travel Card.	New	17
05/22/2013	BPA-13-05-0010	Ross Complex -- Dittmer Modular	Proper Use of Your Position	Employee Relations	C	inappropriate relationship between BPA supervisor and contract employees; favoritism and financial gain of contract employees	Open	12
05/23/2013	BPA-13-05-0011	Ross Complex -- DOB-1	Inappropriate Behavior	Employee Relations	C	Ex 6 reports employees to Ex 6	Open	11
05/27/2013	BPA-13-05-0012	LOCATION PROVIDED BY REPORTER	Unfair Employment Practices	Employee Relations	C	The company has used unfair employment practices with term employees.	Open	7
05/28/2013	BPA-13-05-0013	LOCATION PROVIDED BY REPORTER	Substance Abuse	Environmental, Health and Safety	B	Ex 6 works under the influence of methamphetamines and marijuana.	Open	6
05/28/2013	BPA-13-05-0014	Ross Complex -- Plant Services Building	Guidance Request	Other	C	Can a BPA employee give a reference?	Open	6

BPA Ethics Hotline

05/29/2013	BPA-13-05-0015	Headquarters	Guidance Request	Other	C	Ex 6 inquired about a potential conflict of interest.	Open	5
05/30/2013	BPA-13-05-0016	Headquarters	Guidance Request	Other	C	Can a contractor bake brownies for the print shop.	Closed	0

Bonneville Power Administration 90-Day Call Status Report

Cases initiated within the past 90 days, as of: 07/03/2013

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
04/05/2013	BPA-13-04-0002	Headquarters	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	I was walking to the stairwell and overheard a female telling a co-worker to "F" you three and "F" this group very loudly and aggressively.	Closed	21
04/07/2013	BPA-13-04-0003	Headquarters	Substance Abuse	Environmental, Health and Safety	B	Ex 6 has come to work under the influence of alcohol.	Closed	40
04/09/2013	BPA-13-04-0004	Ross Complex -- Dittmer Modular	Unfair Employment Practices	Employee Relations	C	Ex 6 was selected to fill the Ex 6 Manager position on approx March 27, 2013. Ex 6 is STILL a CFTE Contractor for BPA thru Ex 6	Closed	14
04/12/2013	BPA-13-04-0005	Construction Services Building (CSB)	Guidance Request	Other	C	Attendance at a vendor sponsored breakfast and information session.	Closed	0
04/16/2013	BPA-13-04-0006	Grand Coulee Substation	Environment, Health and Safety	Environmental, Health and Safety	C	Critical safety relay was removed from line between the switchyard and g-10 generator in the right powerhouse causing fire at Grand Coulee project. Ex 6 initiated removal.	No Action Required	16
04/10/2013	BPA-13-04-0007	LOCATION PROVIDED BY REPORTER	Inappropriate Behavior	Employee Relations	C	Travel card delinquency.	New	84
04/22/2013	BPA-13-04-0008	Headquarters	Guidance Request	Other	C	Participation on a Board of Directors.	Closed	1
04/25/2013	BPA-13-04-0009	Ross Complex -- Construction Services Building	Inappropriate Behavior	Employee Relations	B	Bad situation.	Open	69
04/25/2013	BPA-13-04-0010	Headquarters	Other	Other	C	Document request.	Closed	12
04/26/2013	BPA-13-04-0011	Headquarters	Guidance Request	Other	C	Guidance Request. Relocation information to display at all manager's meeting.	Closed	5
04/27/2013	BPA-13-04-0012	LOCATION PROVIDED BY REPORTER	Environment, Health and Safety	Environmental, Health and Safety	C	Ex 6 said Company Representatives (names unknown) have removed occupied Osprey nests fro the electrical lines without building a perch in a safe place.	Closed	20
04/29/2013	BPA-13-04-0013	Ross Complex -- Dittmer	Guidance Request	Other	C	2nd Workshop on Active Power Control From Wind Power.	Closed	45
04/09/2013	BPA-13-04-0014	Ross Complex -- Construction Services Building	Inappropriate Behavior	Employee Relations	C	Misuse of Government Travel Card	Closed	69
05/02/2013	BPA-13-05-0001	Two Park Place	Proper Use of Your Position	Employee Relations	C	contractors choosing contractors to be hired by BPA and then getting kickbacks if they pick people from their own company	Closed	39
05/03/2013	BPA-13-05-0002	Headquarters	Proper Use of Your Position	Employee Relations	C	I have observed a lead in NJS training a contractor for work that she was not hired to do as well as an inappropriate BFTE/CFTE relationship.	Closed	38
05/06/2013	BPA-13-05-0003	Headquarters	Inappropriate Behavior	Employee Relations	C	I have observed an employee on QVC and other shopping sites on a regular basis.	No Action Required	0

BPA Ethics Hotline

05/09/2013	BPA-13-05-0004	Ross Complex -- Dittmer	Guidance Request	Other	C	Can BPA Employees and Contractors receive money from the Pikeminnow Program?	Closed	1
05/09/2013	BPA-13-05-0005	Ross Complex -- Dittmer	Guidance Request	Other	C	Using CCEP certification for a non-BPA activity.	Closed	1
05/13/2013	BPA-13-05-0006	Headquarters	Conflict of Interest - Financial	Financial Concerns	C	Ex 6 is a contractor for BPA with 2 degrees. She is managing BPA's relationship with Ex 6 another contractor for BPA. She should not be managing a contractor relationship.	Closed	28
05/17/2013	BPA-13-05-0007	Ross Complex -- Warehouse	Seeking Employment	Employee Relations	C	Ex 6 a manager in Ex 6 was hired to manage the Technology portion of the organization, and is now talking about retiring from BPA and coming back as a contractor	Closed	4
05/15/2013	BPA-13-05-0008	Ross Complex -- Construction Services Building	Inappropriate Behavior	Employee Relations	C	Misuse of Government Travel Card.	Closed	44
05/17/2013	BPA-13-05-0009	Chemawa Substation	Inappropriate Behavior	Employee Relations	C	Misuse of Government Travel Card.	New	47
05/22/2013	BPA-13-05-0010	Ross Complex -- Dittmer Modular	Proper Use of Your Position	Employee Relations	C	inappropriate relationship between BPA supervisor and contract employees; favoritism and financial gain of contract employees	Open	42
05/23/2013	BPA-13-05-0011	Ross Complex -- DOB-1	Inappropriate Behavior	Employee Relations	C	Ex 6 reports employees to Ex 6	Open	41
05/27/2013	BPA-13-05-0012	LOCATION PROVIDED BY REPORTER	Unfair Employment Practices	Employee Relations	C	The company has used unfair employment practices with term employees.	Closed	9
05/28/2013	BPA-13-05-0013	LOCATION PROVIDED BY REPORTER	Substance Abuse	Environmental, Health and Safety	B	Ex 6 works under the influence of methamphetamines and marijuana.	Closed	6
05/28/2013	BPA-13-05-0014	Ross Complex -- Plant Services Building	Guidance Request	Other	C	Can a BPA employee give a reference?	Closed	16
05/29/2013	BPA-13-05-0015	Headquarters	Guidance Request	Other	C	Ex 6 inquired about a potential conflict of interest.	Closed	15
05/30/2013	BPA-13-05-0016	Headquarters	Guidance Request	Other	C	Can a contractor bake brownies for the print shop.	Closed	0
06/03/2013	BPA-13-06-0001	LOCATION PROVIDED BY REPORTER	Guidance Request	Other	C	Can a tenant of a federal employee with a medical marijuana card have plants in pots.	Closed	3
06/04/2013	BPA-13-06-0002	Headquarters	Proper Use of Your Position	Employee Relations	C	Ex 6 has taken liberties with his staff in Ex 6 which has resulted in a number of ethical violations as a supervisor	Open	29
06/03/2013	BPA-13-06-0003	Ross Complex -- Dittmer	Guidance Request	Other	C	Accepting lunches at a NERC sponsored working group meeting.	Closed	15
06/03/2013	BPA-13-06-0004	Headquarters	Guidance Request	Other	C	Can an employee can accept a LinkedIn invitation from a contractor?	Closed	15
06/05/2013	BPA-13-06-0005	LOCATION PROVIDED BY REPORTER	Other	Other	C	The All Supervisors / Management meeting occurring this week at Eagle Crest Resort in Redmond, OR.	Open	28
06/06/2013	BPA-13-06-0006	LOCATION PROVIDED BY REPORTER	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	Ex 6 Ex 6 Ex 6 have retained hot water heaters the company released to the city.	Open	27
06/07/2013	BPA-13-06-0007	Two Park Place	Inappropriate Behavior	Employee Relations	C	Supplemental Laborer abusing or possibly misusing time.	Closed	24

BPA Ethics Hotline

06/11/2013	BPA-13-06-0008	Two Park Place	Proper Use of Your Position	Employee Relations	C	Is it a conflict of interest if an current contract employee, who is in charge of recommending the purchase of automotive tires, exclusively uses his former employee?	Open	22
06/12/2013	BPA-13-06-0009	Two Park Place	Guidance Request	Other	C	The Caller requested clarification of the company's employment policy for employees who want to obtain alternate employment.	Closed	1
06/11/2013	BPA-13-06-0010	Headquarters	Guidance Request	Other	C	Concern that someone is going through folders left overnight on desk.	Closed	2
06/13/2013	BPA-13-06-0011	Covington District Office	Guidance Request	Other	C	I lost my job and I believe Ex 6 caused me to lose my job. I am not asking to get my job back, but there seems to be several ethics issues here and other people in BPA did warn me about him.	New	20
06/17/2013	BPA-13-06-0012	LOCATION PROVIDED BY REPORTER	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	A BPA employee, Ex 6 , appears to be abusing his role and wasting government funds for travel with an undefined mission and/or assignment.	New	16
06/18/2013	BPA-13-06-0013	Headquarters	Retaliation or Retribution	Diversity, Equal Opportunity and Respect in the Workplace	C	Manager made a decision about system security that violated existing domain security models and created a high-risk, wide scope, known vulnerable configuration (documented in 2 previous IG audits).	Open	15
06/19/2013	BPA-13-06-0014	LOCATION PROVIDED BY REPORTER	Customer Relations	Misuse or Misappropriation of Assets or Information	C	The Caller said Ex 6 and Ex 6 behaved improperly and suspiciously by refusing to show him/her their identifications.	Open	14
06/19/2013	BPA-13-06-0015	Two Park Place	Proper Use of Your Position	Employee Relations	C	Ex 6 is guilty of misuse of her position, conflict of interest, and favoritism. In addition, Ex 6 and Ex 6 have committed time abuse.	Open	14
06/19/2013	BPA-13-06-0016	Olympia Regional Office	Guidance Request	Other	C	Is it okay to have lunch with a contractor?	Closed	2
06/24/2013	BPA-13-06-0017	Headquarters	Guidance Request	Other	C	Can a contractor provide snacks to BPA employees during a 2-day training session?	Closed	1
06/24/2013	BPA-13-06-0018	Van Mall	Guidance Request	Other	C	I am a professional employee of BPA working on land acquisitions. I have been informed that BPA is planning to put a certain land acquisition policy in place which I believe is unconstitutional.	Closed	6
06/25/2013	BPA-13-06-0019	Seattle Customer Service Center	Guidance Request	Other	C	Thank you card included 2 tickets to Pacific Science Center IMAX show and 2 tickets to Exhibit Auditorium.	Closed	3
06/26/2013	BPA-13-06-0020	LOCATION PROVIDED BY REPORTER	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	Harassment, theft, falsification or destruction of information, fraud, and quality control.	Open	7
06/26/2013	BPA-13-06-0021	Headquarters	Guidance Request	Other	C	DOE Ethics Training -- OGE Form 278T	New	7
06/26/2013	BPA-13-06-0022	Headquarters	Guidance Request	Other	C	Attendance at Ex 6 Open House and Networking Reception.	Closed	2
06/27/2013	BPA-13-06-0023	Ross Complex -- Construction Services Building	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 harassed Ex 6 and repeatedly contacted Ex 6	Open	6
06/11/2013	BPA-13-06-0024	Pearl Substation	Inappropriate Behavior	Employee Relations	C	Being Intoxicated on Duty.	New	22
06/28/2013	BPA-13-06-0025	Ross Complex -- Warehouse	Inappropriate Behavior	Employee Relations	C	Request inappropriate picture be removed from the back window of a CFTE's car.	Open	5

BPA Ethics Hotline

07/01/2013 BPA-13-07-0001

LOCATION PROVIDED
BY REPORTER

Threats and Physical
Violence

Environmental,
Health and Safety

B I was attacked by **Ex 6** on the BPA right of way where I have an agricultural easement. I was knocked over by a riding lawn tractor and struck with fists. Open

07/02/2013 BPA-13-07-0002

Ross Complex --
Dittmer Modular

Discrimination

Diversity, Equal
Opportunity and
Respect in the
Workplace

C **Ex 6** unfairly terminated **Ex 6** because **Ex 6** requested Family Medical Leave Act (FMLA) leave. Open

Bonneville Power Administration 90-Day Call Status Report

Cases initiated within the past 90 days, as of: 08/04/2013

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
05/09/2013	BPA-13-05-0004	Ross Complex -- Dittmer	Guidance Request	Other	C	Can BPA Employees and Contractors receive money from the Pikeminnow Program?	Closed	1
05/09/2013	BPA-13-05-0005	Ross Complex -- Dittmer	Guidance Request	Other	C	Using CCEP certification for a non-BPA activity.	Closed	1
05/13/2013	BPA-13-05-0006	Headquarters	Conflict of Interest - Financial	Financial Concerns	C	Ex 6 is a contractor for BPA with 2 degrees. She is managing BPA's relationship with Ex 6 another contractor for BPA. She should not be managing a contractor relationship.	Closed	28
05/17/2013	BPA-13-05-0007	Ross Complex -- Warehouse	Seeking Employment	Employee Relations	C	Ex 6 a manager in Ex 6 who was hired to manage the Technology portion of the organization, and is now talking about retiring from BPA and coming back as a contractor	Closed	4
05/15/2013	BPA-13-05-0008	Ross Complex -- Construction Services Building	Inappropriate Behavior	Employee Relations	C	Misuse of Government Travel Card.	Closed	44
05/17/2013	BPA-13-05-0009	Chemawa Substation	Inappropriate Behavior	Employee Relations	C	Misuse of Government Travel Card.	New	79
05/22/2013	BPA-13-05-0010	Ross Complex -- Dittmer Modular	Proper Use of Your Position	Employee Relations	C	inappropriate relationship between BPA supervisor and contract employees; favoritism and financial gain of contract employees	Open	74
05/23/2013	BPA-13-05-0011	Ross Complex -- DOB-1	Inappropriate Behavior	Employee Relations	C	Ex 6 reports employees to Ex 6	Open	73
05/27/2013	BPA-13-05-0012	LOCATION PROVIDED BY REPORTER	Unfair Employment Practices	Employee Relations	C	The company has used unfair employment practices with term employees.	Closed	9
05/28/2013	BPA-13-05-0013	LOCATION PROVIDED BY REPORTER	Substance Abuse	Environmental, Health and Safety	B	Ex 6 works under the influence of methamphetamines and marijuana.	Closed	6
05/28/2013	BPA-13-05-0014	Ross Complex -- Plant Services Building	Guidance Request	Other	C	Can a BPA employee give a reference?	Closed	16
05/29/2013	BPA-13-05-0015	Headquarters	Guidance Request	Other	C	Ex 6 inquired about a potential conflict of interest.	Closed	15
05/30/2013	BPA-13-05-0016	Headquarters	Guidance Request	Other	C	Can a contractor bake brownies for the print shop.	Closed	0
06/03/2013	BPA-13-06-0001	LOCATION PROVIDED BY REPORTER	Guidance Request	Other	C	Can a tenant of a federal employee with a medical marijuana card have plants in pots.	Closed	3
06/04/2013	BPA-13-06-0002	Headquarters	Proper Use of Your Position	Employee Relations	C	Ex 6 has taken liberties with his staff in which has resulted in a number of ethical violations as a supervisor	Open	61
06/03/2013	BPA-13-06-0003	Ross Complex -- Dittmer	Guidance Request	Other	C	Accepting lunches at a NERC sponsored working group meeting.	Closed	15
06/03/2013	BPA-13-06-0004	Headquarters	Guidance Request	Other	C	Can an employee can accept a LinkedIn invitation from a contractor?	Closed	15
06/05/2013	BPA-13-06-0005	LOCATION PROVIDED BY REPORTER	Other	Other	C	The All Supervisors / Management meeting occurring this week at Eagle Crest Resort in Redmond, OR.	Closed	50

BPA Ethics Hotline

06/06/2013	BPA-13-06-0006	LOCATION PROVIDED BY REPORTER	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	Ex 6 Ex 6 Ex 6 have retained hot water heaters the company released to the city.	Closed	50
06/07/2013	BPA-13-06-0007	Two Park Place	Inappropriate Behavior	Employee Relations	C	Supplemental Laborer abusing or possibly misusing time.	Closed	24
06/11/2013	BPA-13-06-0008	Two Park Place	Proper Use of Your Position	Employee Relations	C	Is it a conflict of interest if an current contract employee, who is in charge of recommending the purchase of automotive tires, exclusively uses his former employee?	Closed	22
06/12/2013	BPA-13-06-0009	Two Park Place	Guidance Request	Other	C	The Caller requested clarification of the company's employment policy for employees who want to obtain alternate employment.	Closed	1
06/11/2013	BPA-13-06-0010	Headquarters	Guidance Request	Other	C	Concern that someone is going through folders left overnight on desk.	Closed	2
06/13/2013	BPA-13-06-0011	Covington District Office	Guidance Request	Other	C	I lost my job and I believe Ex 6 caused me to lose my job. I am not asking to get my job back, but there seems to be several ethics issues here and other people in BPA did warn me about him.	New	52
06/17/2013	BPA-13-06-0012	LOCATION PROVIDED BY REPORTER	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	A BPA employee, Ex 6 appears to be abusing his role and wasting government funds for travel with an undefined mission and/or assignment.	Closed	21
06/18/2013	BPA-13-06-0013	Headquarters	Retaliation or Retribution	Diversity, Equal Opportunity and Respect in the Workplace	C	Manager made a decision about system security that violated existing domain security models and created a high-risk, wide scope, known vulnerable configuration (documented in 2 previous IG audits).	Open	47
06/19/2013	BPA-13-06-0014	LOCATION PROVIDED BY REPORTER	Customer Relations	Misuse or Misappropriation of Assets or Information	C	The Caller said Ex 6 and Ex 6 behaved improperly and suspiciously by refusing to show him/her their identifications.	Open	46
06/19/2013	BPA-13-06-0015	Two Park Place	Proper Use of Your Position	Employee Relations	C	Ex 6 is guilty of misuse of her position, conflict of interest, and favoritism. In addition, Ex 6 and Ex 6 have committed time abuse.	Open	46
06/19/2013	BPA-13-06-0016	Olympia Regional Office	Guidance Request	Other	C	Is it okay to have lunch with a contractor?	Closed	2
06/24/2013	BPA-13-06-0017	Headquarters	Guidance Request	Other	C	Can a contractor provide snacks to BPA employees during a 2-day training session?	Closed	1
06/24/2013	BPA-13-06-0018	Van Mall	Guidance Request	Other	C	I am a professional employee of BPA working on land acquisitions. I have been informed that BPA is planning to put a certain land acquisition policy in place which I believe is unconstitutional.	Re-Open	41
06/25/2013	BPA-13-06-0019	Seattle Customer Service Center	Guidance Request	Other	C	Thank you card included 2 tickets to Pacific Science Center IMAX show and 2 tickets to Exhibit Auditorium.	Closed	3
06/26/2013	BPA-13-06-0020	LOCATION PROVIDED BY REPORTER	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	Harassment, theft, falsification or destruction of information, fraud, and quality control.	Open	39
06/26/2013	BPA-13-06-0021	Headquarters	Guidance Request	Other	C	DOE Ethics Training -- OGE Form 278T	New	39
06/26/2013	BPA-13-06-0022	Headquarters	Guidance Request	Other	C	Attendance at Ex 6 Open House and Networking Reception.	Closed	2

BPA Ethics Hotline

06/27/2013	BPA-13-06-0023	Ross Complex -- Construction Services Building	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 harassed Ex 6 and repeatedly contacted	Closed	14
06/11/2013	BPA-13-06-0024	Pearl Substation	Inappropriate Behavior	Employee Relations	C	Being Intoxicated on Duty.	New	54
06/28/2013	BPA-13-06-0025	Ross Complex -- Warehouse	Inappropriate Behavior	Employee Relations	C	Request inappropriate picture be removed from the back window of a CFTE's car.	Closed	27
07/01/2013	BPA-13-07-0001	LOCATION PROVIDED BY REPORTER	Threats and Physical Violence	Environmental, Health and Safety	B	I was attacked by Ex 6 on the BPA right of way where I have an agricultural easement. I was knocked over by a riding lawn tractor and struck with fists.	Open	34
07/02/2013	BPA-13-07-0002	Ross Complex -- Dittmer Modular	Discrimination	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 unfairly terminated Ex 6 because Ex 6 requested Family Medical Leave Act (FMLA) leave.	Open	33
07/12/2013	BPA-13-07-0003	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The Caller said Ex 6 misuses company resources for her personal gain and pleasure.	Open	23
07/12/2013	BPA-13-07-0004	Two Park Place	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 intimidates and harasses his employees at will. Ex 6 has aided Ex 6 intimidation by revealing employee concerns to Ex 6	Open	23
07/16/2013	BPA-13-07-0005	Van Mall	Unfair Employment Practices	Employee Relations	C	A "Principal Electrical Engineer" position was created in TEL. The job description was tailored precisely for a single person, such that no other applicant could ever qualify.	Open	19
07/16/2013	BPA-13-07-0006	Van Mall	Unfair Employment Practices	Employee Relations	C	Two employees in TELP were promoted to GS13 positions with no interviews and no posting of vacancy.	Open	19
07/16/2013	BPA-13-07-0007	Van Mall	Unfair Employment Practices	Employee Relations	C	The current supervisor of TELC, Ex 6 was selected over other, considerably more qualified applicants in an unfair hiring process.	Open	19
07/18/2013	BPA-13-07-0008	Ross Complex -- Technical Training	Guidance Request	Other	B	Ex 6 requested guidance on working as a consultant while being employed with the company.	Closed	1
07/18/2013	BPA-13-07-0009	Snohomish District Office	Unfair Employment Practices	Employee Relations	C	Ex 6 hired Ex 6 for a position that Ex 6 is not qualified to hold.	Open	17
07/22/2013	BPA-13-07-0011	LOCATION PROVIDED BY REPORTER	Unfair Employment Practices	Employee Relations	C	Within the last 5 years, two BFTE jobs within TER were unfairly advertised and slated for the two individuals who got the positions.	Open	13
07/22/2013	BPA-13-07-0012	Headquarters	Guidance Request	Other	C	Request to attend Oracle ESA CAB.	Closed	4
07/24/2013	BPA-13-07-0013	LOCATION PROVIDED BY REPORTER	Discrimination	Diversity, Equal Opportunity and Respect in the Workplace	C	Transmission field services management have discriminated against Ex 6 because of his race.	Open	11
07/24/2013	BPA-13-07-0014	Headquarters	Discrimination	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 did not hire and discriminated against Ex 6 for being a former military pilot.	Open	11
07/23/2013	BPA-13-07-0015	Ross Complex -- Dittmer	Inappropriate Behavior	Employee Relations	C	See attached US mail addressed to Ex 6 ; Acting BPA Administrator.	Open	12

BPA Ethics Hotline

07/25/2013	BPA-13-07-0016	Headquarters	Unfair Employment Practices	Employee Relations	B	Management changed the job application package after the selection was made.	Open
07/26/2013	BPA-13-07-0021	Ross Complex -- Ampere	Unfair Employment Practices	Employee Relations	C	Misuse of BPA time, funds, and pain medication.	New
07/26/2013	BPA-13-07-0022	Headquarters	Other	Other	C	Ex 6 is requesting some guidance on how to apply for positions with private firms that he is currently, or has previously, managed contracts for, on behalf of BPA.	Open
08/01/2013	BPA-13-08-0001	Headquarters	Retaliation or Retribution	Diversity, Equal Opportunity and Respect in the Workplace	C	In an Ex 6 hands meeting, the Ex 6 speculated inappropriately and shared personal opinions about a congressional hearing that was currently taking place involving alleged illegal hiring practices.	New

Bonneville Power Administration 90-Day Call Status Report

Cases initiated within the past 90 days, as of: 09/03/2013

Date	Report Number	Location	Allegation	Allegation Class	Priority	Call Summary	Status	Days Open
BPA Ethics Hotline								
06/05/2013	BPA-13-06-0005	LOCATION PROVIDED BY REPORTER	Other	Other	C	The All Supervisors / Management meeting occurring this week at Eagle Crest Resort in Redmond, OR.	Closed	50
06/06/2013	BPA-13-06-0006	LOCATION PROVIDED BY REPORTER	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	Ex 6 Ex 6 Ex 6 have retained hot water heaters the company released to the city.	Closed	50
06/07/2013	BPA-13-06-0007	Two Park Place	Inappropriate Behavior	Employee Relations	C	Supplemental Laborer abusing or possibly misusing time.	Closed	24
06/11/2013	BPA-13-06-0008	Two Park Place	Proper Use of Your Position	Employee Relations	C	Is it a conflict of interest if an current contract employee, who is in charge of recommending the purchase of automotive tires, exclusively uses his former employee?	Closed	22
06/12/2013	BPA-13-06-0009	Two Park Place	Guidance Request	Other	C	The Caller requested clarification of the company's employment policy for employees who want to obtain alternate employment.	Closed	1
06/11/2013	BPA-13-06-0010	Headquarters	Guidance Request	Other	C	Concern that someone is going through folders left overnight on desk.	Closed	2
06/13/2013	BPA-13-06-0011	Covington District Office	Guidance Request	Other	C	I lost my job and I believe Ex 6 caused me to lose my job. I am not asking to get my job back, but there seems to be several ethics issues here and other people in BPA did warn me about him.	Closed	67
06/17/2013	BPA-13-06-0012	LOCATION PROVIDED BY REPORTER	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	A BPA employee, Ex 6 appears to be abusing his role and wasting government funds for travel with an undefined mission and/or assignment.	Closed	21
06/18/2013	BPA-13-06-0013	Headquarters	Retaliation or Retribution	Diversity, Equal Opportunity and Respect in the Workplace	C	Manager made a decision about system security that violated existing domain security models and created a high-risk, wide scope, known vulnerable configuration (documented in 2 previous IG audits).	Open	77
06/19/2013	BPA-13-06-0014	LOCATION PROVIDED BY REPORTER	Customer Relations	Misuse or Misappropriation of Assets or Information	C	The Caller said Ex 6 and Ex 6 behaved improperly and suspiciously by refusing to show him/her their identifications.	Closed	64
06/19/2013	BPA-13-06-0015	Two Park Place	Proper Use of Your Position	Employee Relations	C	Ex 6 is guilty of misuse of her position, conflict of interest, and favoritism. In addition, Ex 6 and Ex 6 have committed time abuse.	Open	76
06/19/2013	BPA-13-06-0016	Olympia Regional Office	Guidance Request	Other	C	Is it okay to have lunch with a contractor?	Closed	2
06/24/2013	BPA-13-06-0017	Headquarters	Guidance Request	Other	C	Can a contractor provide snacks to BPA employees during a 2-day training session?	Closed	1
06/24/2013	BPA-13-06-0018	Van Mall	Guidance Request	Other	C	I am a professional employee of BPA working on land acquisitions. I have been informed that BPA is planning to put a certain land acquisition policy in place which I believe is unconstitutional.	Re-Open	71
06/25/2013	BPA-13-06-0019	Seattle Customer Service Center	Guidance Request	Other	C	Thank you card included 2 tickets to Pacific Science Center IMAX show and 2 tickets to Exhibit Auditorium.	Closed	3

BPA Ethics Hotline

06/26/2013	BPA-13-06-0020	LOCATION PROVIDED BY REPORTER	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	Harassment, theft, falsification or destruction of information, fraud, and quality control.	Open	69
06/26/2013	BPA-13-06-0021	Headquarters	Guidance Request	Other	C	DOE Ethics Training -- OGE Form 278T	New	69
06/26/2013	BPA-13-06-0022	Headquarters	Guidance Request	Other	C	Attendance at Ex 6 Open House and Networking Reception.	Closed	2
06/27/2013	BPA-13-06-0023	Ross Complex -- Construction Services Building	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 harassed Ex 6 and repeatedly contacted Ex 6	Closed	14
06/11/2013	BPA-13-06-0024	Pearl Substation	Inappropriate Behavior	Employee Relations	C	Being Intoxicated on Duty.	New	84
06/28/2013	BPA-13-06-0025	Ross Complex -- Warehouse	Inappropriate Behavior	Employee Relations	C	Request inappropriate picture be removed from the back window of a CFTE's car.	Closed	27
07/01/2013	BPA-13-07-0001	LOCATION PROVIDED BY REPORTER	Threats and Physical Violence	Environmental, Health and Safety	B	I was attacked by Ex 6 on the BPA right of way where I have an agricultural easement. I was knocked over by a riding lawn tractor and struck with fists.	Closed	35
07/02/2013	BPA-13-07-0002	Ross Complex -- Dittmer Modular	Discrimination	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 unfairly terminated Ex 6 because Ex 6 requested Family Medical Leave Act (FMLA) leave.	Open	63
07/12/2013	BPA-13-07-0003	Headquarters	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	The Caller said Ex 6 misuses company resources for her personal gain and pleasure.	Open	53
07/12/2013	BPA-13-07-0004	Two Park Place	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 intimidates and harasses his employees at will. Ex 6 has aided Ex 6 intimidation by revealing employee concerns to Ex 6.	Open	53
07/16/2013	BPA-13-07-0005	Van Mall	Unfair Employment Practices	Employee Relations	C	A "Principal Electrical Engineer" position was created in TEL. The job description was tailored precisely for a single person, such that no other applicant could ever qualify.	Open	49
07/16/2013	BPA-13-07-0006	Van Mall	Unfair Employment Practices	Employee Relations	C	Two employees in TELP were promoted to GS13 positions with no interviews and no posting of vacancy.	Open	49
07/16/2013	BPA-13-07-0007	Van Mall	Unfair Employment Practices	Employee Relations	C	The current supervisor of TELC, Ex 6, was selected over other, considerably more qualified applicants in an unfair hiring process.	Open	49
07/18/2013	BPA-13-07-0008	Ross Complex -- Technical Training	Guidance Request	Other	B	Ex 6 requested guidance on working as a consultant while being employed with the company.	Closed	1
07/18/2013	BPA-13-07-0009	Snohomish District Office	Unfair Employment Practices	Employee Relations	C	Ex 6 hired Ex 6 for a position that Ex 6 is not qualified to hold.	Open	47
07/22/2013	BPA-13-07-0011	LOCATION PROVIDED BY REPORTER	Unfair Employment Practices	Employee Relations	C	Within the last 5 years, two BFTE jobs within TER were unfairly advertised and slated for the two individuals who got the positions.	Open	43
07/22/2013	BPA-13-07-0012	Headquarters	Guidance Request	Other	C	Request to attend Oracle ESA CAB.	Closed	4

BPA Ethics Hotline

07/24/2013	BPA-13-07-0013	LOCATION PROVIDED BY REPORTER	Discrimination	Diversity, Equal Opportunity and Respect in the Workplace	C	Transmission field services management have discriminated against Ex 6 because of his race.	Closed	30
07/24/2013	BPA-13-07-0014	Headquarters	Discrimination	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 did not hire and discriminated against Ex 6 for being a former military pilot.	Open	41
07/23/2013	BPA-13-07-0015	Ross Complex -- Dittmer	Inappropriate Behavior	Employee Relations	C	See attached US mail addressed to Ex 6 : Acting BPA Administrator.	Open	42
07/25/2013	BPA-13-07-0016	Headquarters	Unfair Employment Practices	Employee Relations	B	Management changed the job application package after the selection was made.	Open	40
07/26/2013	BPA-13-07-0021	Ross Complex -- Ampere	Unfair Employment Practices	Employee Relations	C	Misuse of BPA time, funds, and pain medication.	New	39
07/26/2013	BPA-13-07-0022	Headquarters	Guidance Request	Other	C	Ex 6 is requesting some guidance on how to apply for positions with private firms that he is currently, or has previously, managed contracts for, on behalf of BPA.	Closed	10
08/01/2013	BPA-13-08-0001	Headquarters	Retaliation or Retribution	Diversity, Equal Opportunity and Respect in the Workplace	C	In an Ex 6 hands meeting, the Ex 6 speculated inappropriately and shared personal opinions about a congressional hearing that was currently taking place involving alleged illegal hiring practices.	New	33
08/06/2013	BPA-13-08-0002	Headquarters	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	Repeated incidents where bullying, badgering, humiliating and name calling have been used to intimidate and cower realty employees. When a complaint has been filed their concerns are dismissed.	Open	28
08/06/2013	BPA-13-08-0003	Headquarters	Retaliation or Retribution	Diversity, Equal Opportunity and Respect in the Workplace	C	Employee was informed of reassignment after reporting an alleged prohibited personnel practice.	Open	28
08/14/2013	BPA-13-08-0004	Headquarters	Inappropriate Behavior	Employee Relations	C	My second level manager, Ex 6 , has been accusatory, retaliatory, and has prevaricated in an attempt to embarrass, intimidate, harass, and marginalize me.	Open	20
08/19/2013	BPA-13-08-0005	Headquarters	Unfair Employment Practices	Employee Relations	C	I am aware of a situation where an employee has diciplinary action pending but the diciplinary action is due to FMLA related illness and the employee has not exceeded their hour allotment.	Open	15
08/22/2013	BPA-13-08-0006	Ross Complex	Unfair Employment Practices	Employee Relations	C	How did BPA hire a GS15 from VA with several sexual harassment claims and a lawsuit against him and "encouraged" to leave VA.	Open	12
08/22/2013	BPA-13-08-0007	Van Mall	Accounting and Auditing Practices	Financial Concerns	C	Ex 6 acts outside his warrant authority, Incomplete files, discloses government estimates, AWOL, fraudulent time, violates cyber security protocols, among other violations.	Open	12
08/22/2013	BPA-13-08-0008	Two Park Place	Other	Other	C	Acting Supervisor said not to provide any information to the accident investigation board until the accident investigation board gives him a written request.	Open	12
08/26/2013	BPA-13-08-0009	Ross Complex -- Construction Services Building	Unfair Employment Practices	Employee Relations	C	Ex 6 is giving contractors more work than BPA employees.	Open	8

BPA Ethics Hotline

08/26/2013	BPA-13-08-0010	Ross Comple -- Line Maintenance	Misuse of Resources	Misuse or Misappropriation of Assets or Information	C	an employee storing personal vehicles and equipment on-site	Open	8
08/26/2013	BPA-13-08-0011	LOCATION PROVIDED BY REPORTER	Fraud or Embezzlement	Misuse or Misappropriation of Assets or Information	C	missuse of position to have crewmember stay at work site for upto an additional 4 hours of overtime while there was no work to be performed at that time.	Open	8
08/28/2013	BPA-13-08-0012	Van Mall	Harassment - Workplace	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 of NSC as well as the manager Ex 6 have created a hostile work environment	Open	6
08/29/2013	BPA-13-08-0013	Van Mall	Discrimination	Diversity, Equal Opportunity and Respect in the Workplace	C	Ex 6 and Ex 6 have singled out Ex 6 to get masters degree so she can be promoted. DOE has mandated no personnel actions and no one else was provided the opportunity.	Open	5
08/29/2013	BPA-13-08-0014	Headquarters	Conflict of Interest - Personal	Employee Relations	C	The Caller wished to report a potential conflict of interest.	Open	5



Confidential Report

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INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	6		116		7		78	
Priority B	0	0%	11	9%	2	29%	6	8%
Priority C	6	100%	105	91%	5	71%	72	92%
Anonymous Callers	1	17%	37	32%	1	14%	25	32%
First Time Callers	0	0%	38	33%	1	14%	31	40%
Business Hours (8:00am - 9:00pm EDT)	2	33%	56	48%	1	14%	42	54%
After Hours (Including Weekends)	4	67%	60	52%	6	86%	36	46%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	3		17		3		16	
Additional Information Provided by Reporter	0	0%	3	18%	2	67%	7	44%
No New Information from Reporter	0	0%	2	12%	0	0%	1	6%
Response Given-Additional Information Provided	1	33%	5	29%	1	33%	7	44%
Response Given-No New Information	2	67%	7	41%	0	0%	1	6%
Initial Follow-Up Reports	3	100%	12	71%	2	67%	10	63%
Repeat Follow-Up Reports	0	0%	5	29%	1	33%	6	38%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	0	10	2	11

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
	9	143	12	105



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ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	6		116		7		78	
Diversity, Equal Opportunity and Respect in the Workplace	0	0%	1	1%	0	0%	2	3%
Employee Relations	1	17%	38	33%	2	29%	12	15%
Environmental, Health and Safety	0	0%	5	4%	0	0%	3	4%
Financial Concerns	1	17%	5	4%	0	0%	3	4%
Misuse or Misappropriation of Assets or Information	0	0%	9	8%	0	0%	12	15%
Other	4	67%	54	47%	3	43%	42	54%
Policy and Process Integrity	0	0%	4	3%	2	29%	4	5%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	6		116		7		78	
Accounting and Auditing Practices [C]	1	17%	3	3%	0	0%	1	1%
Conflict of Interest - Financial [C]	0	0%	1	1%	0	0%	1	1%
Conflict of Interest - Personal [C]	0	0%	6	5%	0	0%	1	1%
Customer Relations [C]	0	0%	3	3%	0	0%	0	0%
Disclosure of Confidential Information [B]	0	0%	1	1%	0	0%	0	0%
Discrimination [C]	0	0%	0	0%	0	0%	1	1%
Environment, Health and Safety [B]	0	0%	0	0%	0	0%	1	1%
Environment, Health and Safety [C]	0	0%	1	1%	0	0%	2	3%
Falsification or Destruction of Information [B]	0	0%	4	3%	2	29%	4	5%
Fraud or Embezzlement [C]	0	0%	2	2%	0	0%	2	3%
Gifts, Bribes and Kickbacks [C]	0	0%	1	1%	0	0%	1	1%
Guidance Request [C]	4	67%	46	40%	3	43%	36	46%
Harassment - Workplace [C]	0	0%	1	1%	0	0%	0	0%
Inappropriate Behavior [B]	0	0%	2	2%	0	0%	0	0%
Inappropriate Behavior [C]	1	17%	20	17%	2	29%	6	8%
Misuse of Resources [C]	0	0%	3	3%	0	0%	7	9%
Other [C]	0	0%	8	7%	0	0%	6	8%



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Political Activity [C]	0	0%	1	1%	0	0%	1	1%
Post-Employment [C]	0	0%	1	1%	0	0%	0	0%
Proper Use of Your Position [C]	0	0%	0	0%	0	0%	2	3%
Retaliation or Retribution [C]	0	0%	0	0%	0	0%	1	1%
Substance Abuse [B]	0	0%	4	3%	0	0%	0	0%
Theft [C]	0	0%	0	0%	0	0%	3	4%
Unfair Employment Practices [B]	0	0%	0	0%	0	0%	1	1%
Unfair Employment Practices [C]	0	0%	8	7%	0	0%	1	1%



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How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	6		116		7		78	
BPA Connection (BPAX)	0	0%	6	5%	1	14%	4	5%
Briefings	0	0%	1	1%	0	0%	0	0%
Brochure	0	0%	3	3%	0	0%	0	0%
Code of Conduct	0	0%	4	3%	0	0%	2	3%
Declined	6	100%	69	59%	6	86%	34	44%
E-Mail	0	0%	1	1%	0	0%	1	1%
Ethics Training	0	0%	3	3%	0	0%	6	8%
Ethics Web Site	0	0%	8	7%	0	0%	3	4%
Intranet	0	0%	7	6%	0	0%	6	8%
Manager or Supervisor	0	0%	1	1%	0	0%	1	1%
New Employee Orientation	0	0%	0	0%	0	0%	3	4%
Other	0	0%	9	8%	0	0%	11	14%
Poster	0	0%	2	2%	0	0%	1	1%
Unknown	0	0%	2	2%	0	0%	6	8%

Monthly Management Summary Report

December 2012

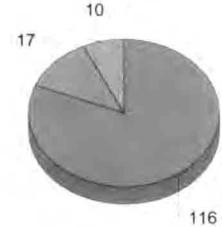
CALL TYPES

Current Period



Initial WPA Alert	66.7%
Follow-up WPA Alert	33.3%
Inquiry or Referral	0.0%
Total:	100.0%

YTD



Initial WPA Alert	81.1%
Follow-up WPA Alert	11.9%
Inquiry or Referral	7.0%
Total:	100.0%

INITIAL WORKPLACE ALERT REPORTS

Priority



A	0.0%
B	0.0%
C	100.0%
Total:	100.0%



A	9.5%
B	0.8%
C	90.5%
Total:	100.0%

Anonymity



Anonymous Callers	16.7%
Identified Callers	83.3%
Total:	100.0%



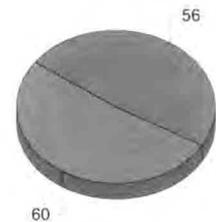
Anonymous Callers	31.9%
Identified Callers	68.1%
Total:	100.0%

Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT

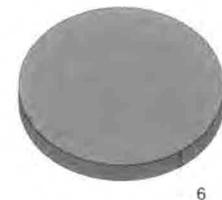


Business Hours	33.3%
After Hours	66.7%
Total:	100.0%



Business Hours	48.3%
After Hours	51.7%
Total:	100.0%

First Time Users (self-reporting)



First-Time Callers	0.0%
Have Called Previously	100.0%
Total:	100.0%

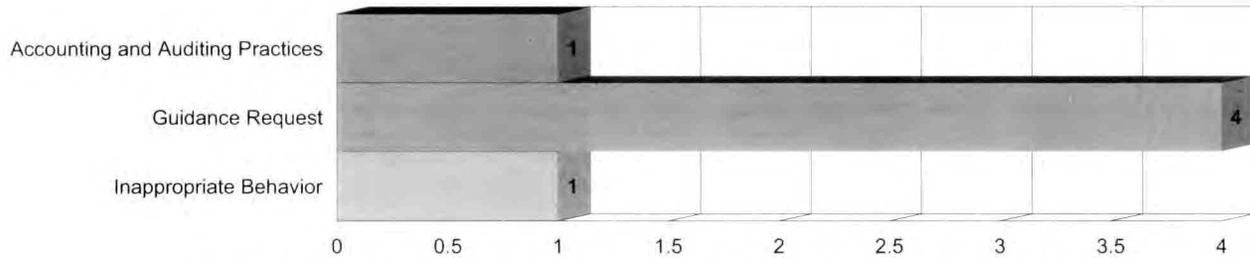


First-Time Caller	32.8%
Have Called Previously	67.2%
Total:	100.0%

Monthly Management Summary Report

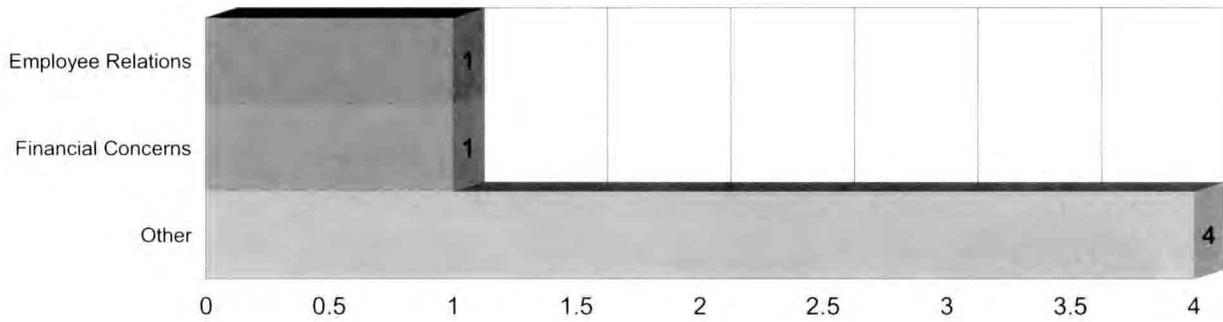
December 2012

Allegations



Graphs represent data gathered for the reporting period only, and do not include year-to-date data.

Allegation Classes



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INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	18		109		8		71	
Priority B	3	17%	11	10%	0	0%	4	6%
Priority C	15	83%	98	90%	8	100%	67	94%
Anonymous Callers	5	28%	36	33%	2	25%	24	34%
First Time Callers	7	39%	38	35%	2	25%	30	42%
Business Hours (8:00am - 9:00pm EDT)	11	61%	54	50%	3	38%	41	58%
After Hours (Including Weekends)	7	39%	55	50%	5	63%	30	42%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	4		14		0		13	
Additional Information Provided by Reporter	1	25%	3	21%	0	0%	5	38%
No New Information from Reporter	1	25%	2	14%	0	0%	1	8%
Response Given-Additional Information Provided	2	50%	4	29%	0	0%	6	46%
Response Given-No New Information	0	0%	5	36%	0	0%	1	8%
Initial Follow-Up Reports	2	50%	9	64%	0	0%	8	62%
Repeat Follow-Up Reports	2	50%	5	36%	0	0%	5	38%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	0	10	1	9

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
	22	133	9	93



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November 2012

ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	18		109		8		71	
Diversity, Equal Opportunity and Respect in the Workplace	0	0%	1	1%	0	0%	2	3%
Employee Relations	4	22%	36	33%	0	0%	10	14%
Environmental, Health and Safety	2	11%	5	5%	0	0%	3	4%
Financial Concerns	1	6%	4	4%	1	13%	3	4%
Misuse or Misappropriation of Assets or Information	1	6%	9	8%	1	13%	12	17%
Other	9	50%	50	46%	6	75%	39	55%
Policy and Process Integrity	1	6%	4	4%	0	0%	2	3%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	18		109		8		71	
Accounting and Auditing Practices [C]	0	0%	2	2%	0	0%	1	1%
Conflict of Interest - Financial [C]	0	0%	1	1%	1	13%	1	1%
Conflict of Interest - Personal [C]	1	6%	6	6%	0	0%	1	1%
Customer Relations [C]	1	6%	3	3%	0	0%	0	0%
Disclosure of Confidential Information [B]	0	0%	1	1%	0	0%	0	0%
Discrimination [C]	0	0%	0	0%	0	0%	1	1%
Environment, Health and Safety [B]	0	0%	0	0%	0	0%	1	1%
Environment, Health and Safety [C]	1	6%	1	1%	0	0%	2	3%
Falsification or Destruction of Information [B]	1	6%	4	4%	0	0%	2	3%
Fraud or Embezzlement [C]	0	0%	2	2%	0	0%	2	3%
Gifts, Bribes and Kickbacks [C]	1	6%	1	1%	0	0%	1	1%
Guidance Request [C]	8	44%	42	39%	5	63%	33	46%
Harassment - Workplace [C]	0	0%	1	1%	0	0%	0	0%
Inappropriate Behavior [B]	1	6%	2	2%	0	0%	0	0%
Inappropriate Behavior [C]	0	0%	18	17%	0	0%	4	6%
Misuse of Resources [C]	0	0%	3	3%	1	13%	7	10%
Other [C]	1	6%	8	7%	1	13%	6	8%



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Political Activity [C]	0	0%	1	1%	0	0%	1	1%
Post-Employment [C]	0	0%	1	1%	0	0%	0	0%
Proper Use of Your Position [C]	0	0%	0	0%	0	0%	2	3%
Retaliation or Retribution [C]	0	0%	0	0%	0	0%	1	1%
Substance Abuse [B]	1	6%	4	4%	0	0%	0	0%
Theft [C]	0	0%	0	0%	0	0%	3	4%
Unfair Employment Practices [B]	0	0%	0	0%	0	0%	1	1%
Unfair Employment Practices [C]	2	11%	8	7%	0	0%	1	1%



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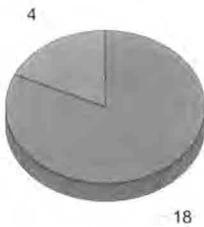
How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	18		109		8		71	
BPA Connection (BPAX)	0	0%	6	6%	0	0%	3	4%
Briefings	0	0%	1	1%	0	0%	0	0%
Brochure	2	11%	3	3%	0	0%	0	0%
Code of Conduct	1	6%	4	4%	0	0%	2	3%
Declined	9	50%	62	57%	6	75%	28	39%
E-Mail	1	6%	1	1%	0	0%	1	1%
Ethics Training	0	0%	3	3%	0	0%	6	8%
Ethics Web Site	2	11%	8	7%	0	0%	3	4%
Intranet	1	6%	7	6%	0	0%	6	8%
Manager or Supervisor	0	0%	1	1%	0	0%	1	1%
New Employee Orientation	0	0%	0	0%	1	13%	3	4%
Other	2	11%	9	8%	1	13%	11	15%
Poster	0	0%	2	2%	0	0%	1	1%
Unknown	0	0%	2	2%	0	0%	6	8%

Monthly Management Summary Report

November 2012

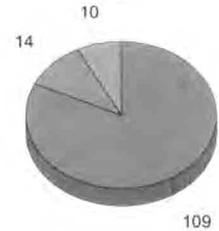
CALL TYPES

Current Period



Initial WPA Alert	81.8%
Follow-up WPA Alert	18.2%
Inquiry or Referral	0.0%
Total:	100.0%

YTD



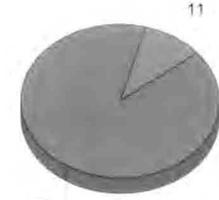
Initial WPA Alert	82.0%
Follow-up WPA Alert	10.5%
Inquiry or Referral	7.5%
Total:	100.0%

INITIAL WORKPLACE ALERT REPORTS

Priority



A	0.0%
B	16.7%
C	83.3%
Total:	100.0%



A	0.0%
B	10.1%
C	89.9%
Total:	100.0%

Anonymity



Anonymous Callers	27.8%
Identified Callers	72.2%
Total:	100.0%



Anonymous Callers	33.0%
Identified Callers	67.0%
Total:	100.0%

Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT



Business Hours	61.1%
After Hours	38.9%
Total:	100.0%



Business Hours	49.5%
After Hours	50.5%
Total:	100.0%

First Time Users (self-reporting)



First-Time Callers	38.9%
Have Called Previously	61.1%
Total:	100.0%

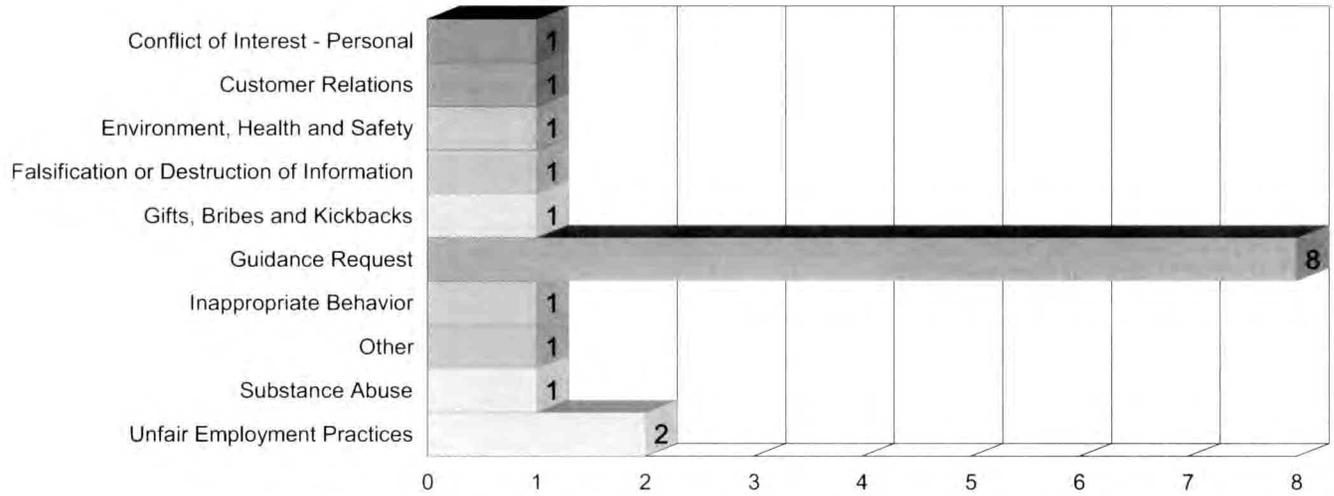


First-Time Caller	34.9%
Have Called Previously	65.1%
Total:	100.0%

Monthly Management Summary Report

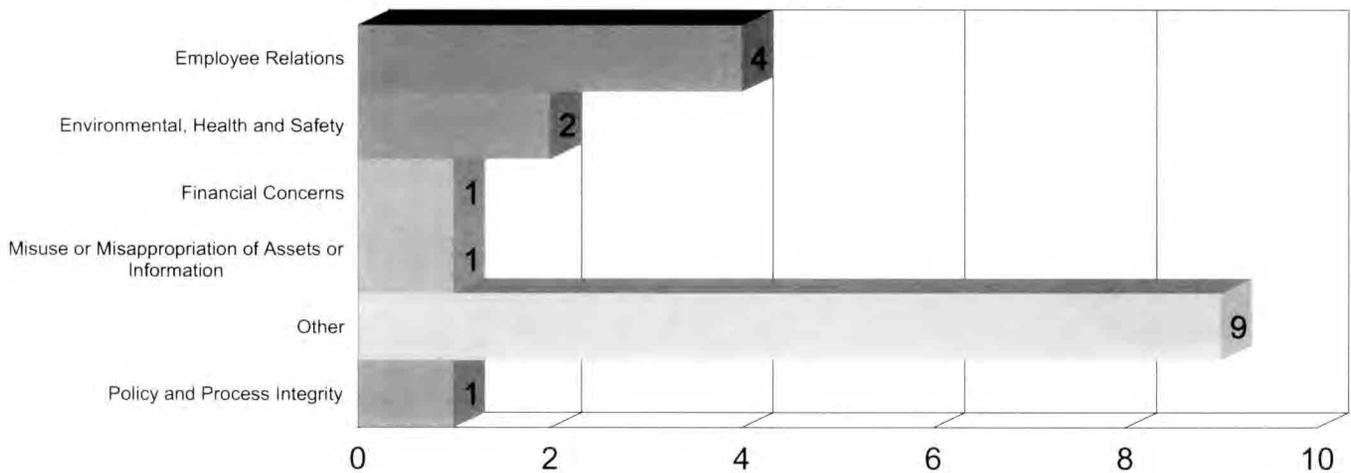
November 2012

Allegations



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Allegation Classes



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INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	12		91		6		63	
Priority B	0	0%	8	9%	1	17%	4	6%
Priority C	12	100%	83	91%	5	83%	59	94%
Anonymous Callers	1	8%	31	34%	2	33%	22	35%
First Time Callers	4	33%	31	34%	4	67%	28	44%
Business Hours (8:00am - 9:00pm EDT)	6	50%	43	47%	4	67%	38	60%
After Hours (Including Weekends)	6	50%	48	53%	2	33%	25	40%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	1		10		0		13	
Additional Information Provided by Reporter	0	0%	2	20%	0	0%	5	38%
No New Information from Reporter	0	0%	1	10%	0	0%	1	8%
Response Given-Additional Information Provided	0	0%	2	20%	0	0%	6	46%
Response Given-No New Information	1	100%	5	50%	0	0%	1	8%
Initial Follow-Up Reports	1	100%	7	70%	0	0%	8	62%
Repeat Follow-Up Reports	0	0%	3	30%	0	0%	5	38%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	1	10	0	8

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
	14	111	6	84



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Global Compliance
13950 Ballantyne Corporate Place
Charlotte, NC 28277
(800) 528-5745

Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

October 2012

ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	12		91		6		63	
Diversity, Equal Opportunity and Respect in the Workplace	0	0%	1	1%	0	0%	2	3%
Employee Relations	5	42%	32	35%	1	17%	10	16%
Environmental, Health and Safety	0	0%	3	3%	1	17%	3	5%
Financial Concerns	0	0%	3	3%	0	0%	2	3%
Misuse or Misappropriation of Assets or Information	0	0%	8	9%	2	33%	11	17%
Other	7	58%	41	45%	2	33%	33	52%
Policy and Process Integrity	0	0%	3	3%	0	0%	2	3%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	12		91		6		63	
Accounting and Auditing Practices [C]	0	0%	2	2%	0	0%	1	2%
Conflict of Interest - Financial [C]	0	0%	1	1%	0	0%	0	0%
Conflict of Interest - Personal [C]	0	0%	5	5%	0	0%	1	2%
Customer Relations [C]	0	0%	2	2%	0	0%	0	0%
Disclosure of Confidential Information [B]	0	0%	1	1%	0	0%	0	0%
Discrimination [C]	0	0%	0	0%	0	0%	1	2%
Environment, Health and Safety [B]	0	0%	0	0%	1	17%	1	2%
Environment, Health and Safety [C]	0	0%	0	0%	0	0%	2	3%
Falsification or Destruction of Information [B]	0	0%	3	3%	0	0%	2	3%
Fraud or Embezzlement [C]	0	0%	2	2%	0	0%	2	3%
Gifts, Bribes and Kickbacks [C]	0	0%	0	0%	0	0%	1	2%
Guidance Request [C]	7	58%	34	37%	2	33%	28	44%
Harassment - Workplace [C]	0	0%	1	1%	0	0%	0	0%
Inappropriate Behavior [B]	0	0%	1	1%	0	0%	0	0%
Inappropriate Behavior [C]	4	33%	18	20%	0	0%	4	6%
Misuse of Resources [C]	0	0%	3	3%	2	33%	6	10%
Other [C]	0	0%	7	8%	0	0%	5	8%



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Political Activity [C]	0	0%	1	1%	1	17%	1	2%
Post-Employment [C]	0	0%	1	1%	0	0%	0	0%
Proper Use of Your Position [C]	0	0%	0	0%	0	0%	2	3%
Retaliation or Retribution [C]	0	0%	0	0%	0	0%	1	2%
Substance Abuse [B]	0	0%	3	3%	0	0%	0	0%
Theft [C]	0	0%	0	0%	0	0%	3	5%
Unfair Employment Practices [B]	0	0%	0	0%	0	0%	1	2%
Unfair Employment Practices [C]	1	8%	6	7%	0	0%	1	2%



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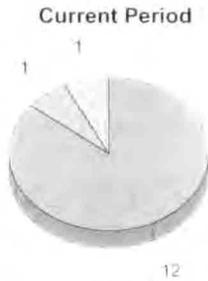
October 2012

How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	12		91		6		63	
BPA Connection (BPAX)	0	0%	6	7%	2	33%	3	5%
Briefings	0	0%	1	1%	0	0%	0	0%
Brochure	0	0%	1	1%	0	0%	0	0%
Code of Conduct	0	0%	3	3%	0	0%	2	3%
Declined	8	67%	53	58%	2	33%	22	35%
E-Mail	0	0%	0	0%	0	0%	1	2%
Ethics Training	1	8%	3	3%	1	17%	6	10%
Ethics Web Site	1	8%	6	7%	0	0%	3	5%
Intranet	1	8%	6	7%	1	17%	6	10%
Manager or Supervisor	0	0%	1	1%	0	0%	1	2%
New Employee Orientation	0	0%	0	0%	0	0%	2	3%
Other	1	8%	7	8%	0	0%	10	16%
Poster	0	0%	2	2%	0	0%	1	2%
Unknown	0	0%	2	2%	0	0%	6	10%

Monthly Management Summary Report

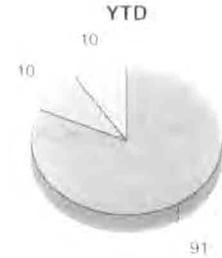
October 2012

CALL TYPES



Initial WPA Alert	85.7%
Follow-up WPA Alert	7.1%
Inquiry or Referral	7.1%
Total	100.0%

Initial WPA Alert	82.0%
Follow-up WPA Alert	9.0%
Inquiry or Referral	9.0%
Total	100.0%



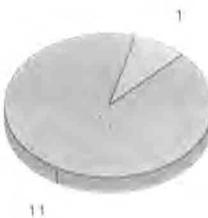
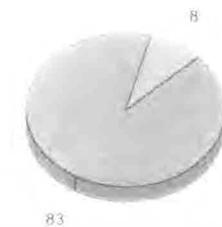
INITIAL WORKPLACE ALERT REPORTS



Priority

A	0.0%
B	0.0%
C	100.0%
Total	100.0%

A	0.0%
B	8.8%
C	91.2%
Total	100.0%



Anonymity

Anonymous Callers	8.3%
Identified Callers	91.7%
Total	100.0%

Anonymous Callers	34.1%
Identified Callers	65.9%
Total	100.0%

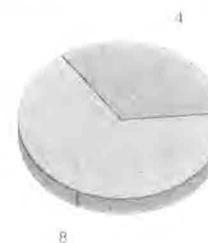


Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT

Business Hours	50.0%
After Hours	50.0%
Total	100.0%

Business Hours	47.3%
After Hours	52.7%
Total	100.0%



**First Time Users
(self-reporting)**

First Time Callers	33.3%
Have Called Previously	66.7%
Total	100.0%

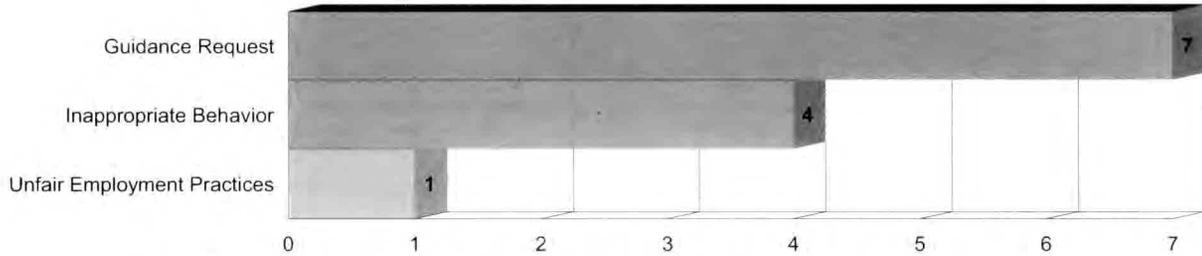
First Time Caller	34.1%
Have Called Previously	65.9%
Total	100.0%



Monthly Management Summary Report

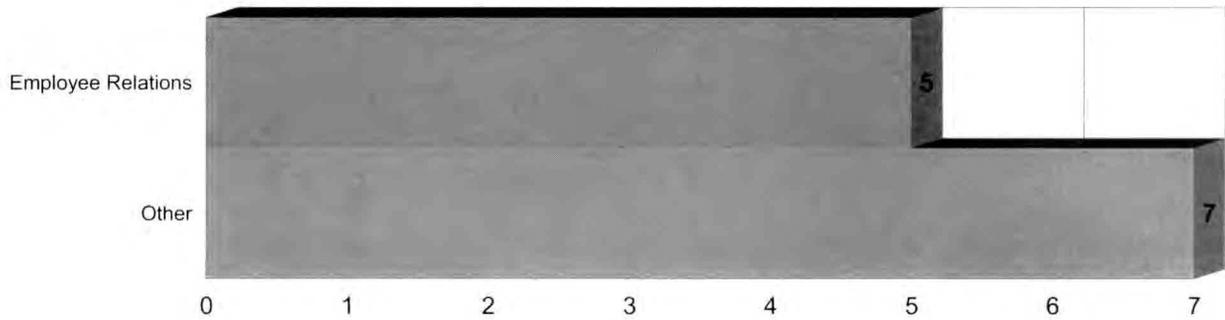
October 2012

Allegations



Graphs represent data gathered for the reporting period only, and do not include year-to-date data.

Allegation Classes



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INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	14		112		7		70	
Priority B	0	0%	6	5%	1	14%	7	10%
Priority C	14	100%	106	95%	6	86%	63	90%
Anonymous Callers	8	57%	48	43%	3	43%	24	34%
First Time Callers	2	14%	26	23%	5	71%	23	33%
Business Hours (8:00am - 9:00pm EDT)	9	64%	76	68%	4	57%	29	41%
After Hours (Including Weekends)	5	36%	36	32%	3	43%	41	59%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	2		37		0		9	
Additional Information Provided by Reporter	1	50%	22	59%	0	0%	2	22%
No New Information from Reporter	1	50%	2	5%	0	0%	1	11%
Response Given-Additional Information Provided	0	0%	8	22%	0	0%	2	22%
Response Given-No New Information	0	0%	5	14%	0	0%	4	44%
Initial Follow-Up Reports	0	0%	15	41%	0	0%	6	67%
Repeat Follow-Up Reports	2	100%	22	59%	0	0%	3	33%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	3	12	0	9

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
TOTAL REPORTS	19	161	7	88



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ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	14		112		7		70	
Diversity, Equal Opportunity and Respect in the Workplace	5	36%	13	12%	0	0%	0	0%
Employee Relations	5	36%	40	36%	4	57%	26	37%
Environmental, Health and Safety	0	0%	5	4%	1	14%	3	4%
Financial Concerns	1	7%	2	2%	1	14%	3	4%
Misuse or Misappropriation of Assets or Information	2	14%	10	9%	0	0%	6	9%
Other	1	7%	42	38%	1	14%	31	44%
Policy and Process Integrity	0	0%	0	0%	0	0%	1	1%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	14		112		7		70	
Accounting and Auditing Practices [C]	1	7%	1	1%	1	14%	2	3%
Conflict of Interest - Financial [C]	0	0%	1	1%	0	0%	1	1%
Conflict of Interest - Personal [C]	1	7%	1	1%	2	29%	4	6%
Customer Relations [C]	0	0%	1	1%	0	0%	1	1%
Disclosure of Confidential Information [B]	0	0%	0	0%	0	0%	2	3%
Discrimination [C]	1	7%	4	4%	0	0%	0	0%
Environment, Health and Safety [C]	0	0%	2	2%	0	0%	0	0%
Falsification or Destruction of Information [B]	0	0%	0	0%	0	0%	1	1%
Fraud or Embezzlement [C]	1	7%	1	1%	0	0%	2	3%
Gifts, Bribes and Kickbacks [C]	0	0%	0	0%	0	0%	0	0%
Guidance Request [B]	0	0%	1	1%	0	0%	0	0%
Guidance Request [C]	0	0%	36	32%	1	14%	25	36%
Harassment - Workplace [C]	2	14%	6	5%	0	0%	0	0%
Inappropriate Behavior [B]	0	0%	1	1%	0	0%	1	1%
Inappropriate Behavior [C]	1	7%	14	13%	2	29%	16	23%
Misuse of Resources [C]	1	7%	8	7%	0	0%	1	1%
Other [C]	1	7%	5	4%	0	0%	6	9%



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August 2013

Political Activity [C]	0	0%	0	0%	0	0%	0	0%
Post-Employment [C]	0	0%	0	0%	0	0%	1	1%
Proper Use of Your Position [C]	0	0%	10	9%	0	0%	0	0%
Retaliation or Retribution [C]	2	14%	3	3%	0	0%	0	0%
Seeking Employment [C]	0	0%	1	1%	0	0%	0	0%
Substance Abuse [B]	0	0%	2	2%	1	14%	3	4%
Threats and Physical Violence [B]	0	0%	1	1%	0	0%	0	0%
Unfair Employment Practices [B]	0	0%	1	1%	0	0%	0	0%
Unfair Employment Practices [C]	3	21%	12	11%	0	0%	4	6%



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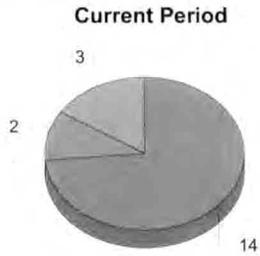
August 2013

How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	14		112		7		70	
BPA Connection (BPAX)	0	0%	2	2%	2	29%	3	4%
Briefings	0	0%	1	1%	0	0%	0	0%
Brochure	1	7%	1	1%	0	0%	1	1%
Code of Conduct	0	0%	2	2%	1	14%	3	4%
Declined	12	86%	85	76%	2	29%	43	61%
E-Mail	0	0%	1	1%	0	0%	0	0%
Ethics Training	1	7%	3	3%	2	29%	2	3%
Ethics Web Site	0	0%	0	0%	0	0%	4	6%
Intranet	0	0%	7	6%	0	0%	4	6%
Manager or Supervisor	0	0%	0	0%	0	0%	1	1%
New Employee Orientation	0	0%	1	1%	0	0%	0	0%
Other	0	0%	8	7%	0	0%	6	9%
Poster	0	0%	1	1%	0	0%	2	3%
Unknown	0	0%	0	0%	0	0%	1	1%

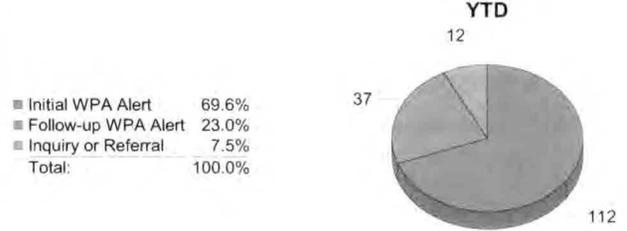
Monthly Management Summary Report

August 2013

CALL TYPES



Initial WPA Alert	73.7%
Follow-up WPA Alert	10.5%
Inquiry or Referral	15.8%
Total:	100.0%



Initial WPA Alert	69.6%
Follow-up WPA Alert	23.0%
Inquiry or Referral	7.5%
Total:	100.0%

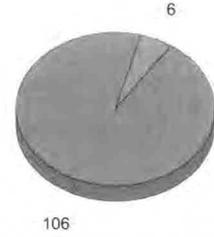
INITIAL WORKPLACE ALERT REPORTS



Priority

A	0.0%
B	0.0%
C	100.0%
Total:	100.0%

A	0.0%
B	5.4%
C	94.6%
Total:	100.0%



Anonymity



Anonymous Callers	57.1%
Identified Callers	42.9%
Total:	100.0%

Anonymous Callers	42.9%
Identified Callers	57.1%
Total:	100.0%



Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT

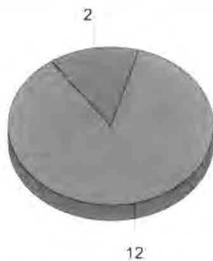


Business Hours	64.3%
After Hours	35.7%
Total:	100.0%

Business Hours	67.9%
After Hours	32.1%
Total:	100.0%



First Time Users (self-reporting)



First-Time Callers	14.3%
Have Called Previously	85.7%
Total:	100.0%

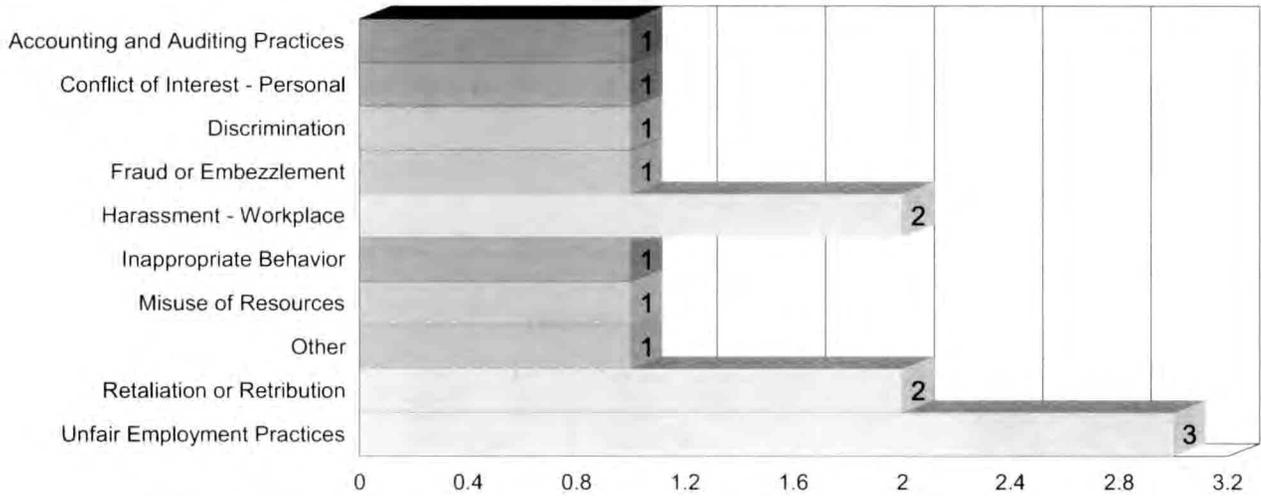
First-Time Caller	23.2%
Have Called Previously	76.8%
Total:	100.0%



Monthly Management Summary Report

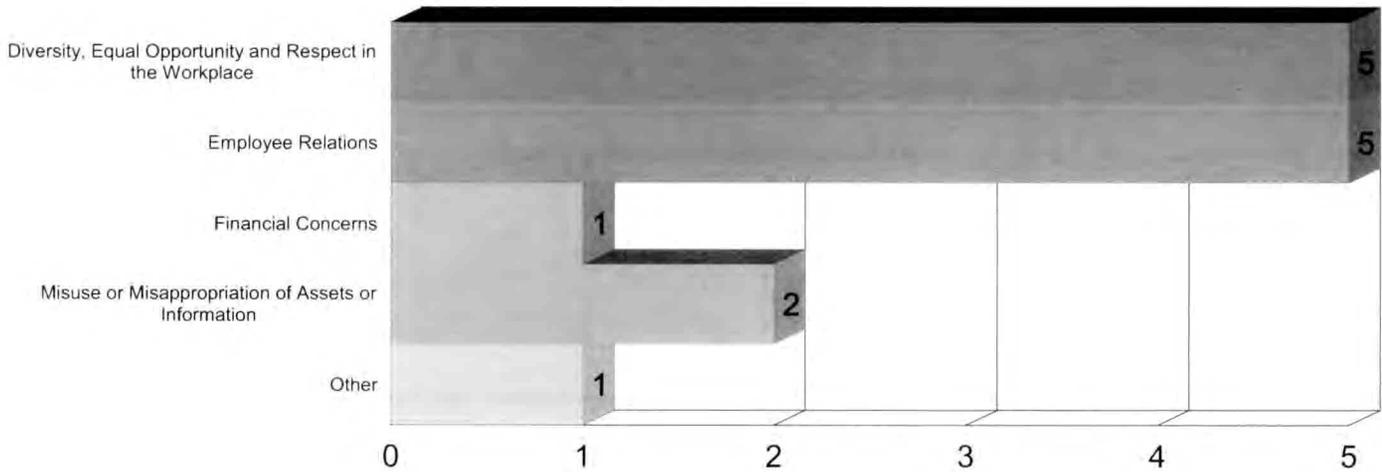
August 2013

Allegations



Graphs represent data gathered for the reporting period only, and do not include year-to-date data.

Allegation Classes



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July 2013

INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	17		98		8		63	
Priority B	3	18%	6	6%	0	0%	6	10%
Priority C	14	82%	92	94%	8	100%	57	90%
Anonymous Callers	8	47%	40	41%	4	50%	21	33%
First Time Callers	9	53%	24	24%	0	0%	18	29%
Business Hours (8:00am - 9:00pm EDT)	14	82%	67	68%	0	0%	25	40%
After Hours (Including Weekends)	3	18%	31	32%	8	100%	38	60%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	8		35		1		9	
Additional Information Provided by Reporter	6	75%	21	60%	0	0%	2	22%
No New Information from Reporter	0	0%	1	3%	0	0%	1	11%
Response Given-Additional Information Provided	1	13%	8	23%	0	0%	2	22%
Response Given-No New Information	1	13%	5	14%	1	100%	4	44%
Initial Follow-Up Reports	2	25%	15	43%	1	100%	6	67%
Repeat Follow-Up Reports	6	75%	20	57%	0	0%	3	33%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	1	9	0	9

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
TOTAL REPORTS	26	142	9	81

Monthly Management Summary Report

July 2013

ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	17		98		8		63	
Diversity, Equal Opportunity and Respect in the Workplace	4	24%	8	8%	0	0%	0	0%
Employee Relations	8	47%	35	36%	5	63%	22	35%
Environmental, Health and Safety	1	6%	5	5%	0	0%	2	3%
Financial Concerns	0	0%	1	1%	0	0%	2	3%
Misuse or Misappropriation of Assets or Information	1	6%	8	8%	0	0%	6	10%
Other	3	18%	41	42%	3	38%	30	48%
Policy and Process Integrity	0	0%	0	0%	0	0%	1	2%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	17		98		8		63	
Accounting and Auditing Practices [C]	0	0%	0	0%	0	0%	1	2%
Conflict of Interest - Financial [C]	0	0%	1	1%	0	0%	1	2%
Conflict of Interest - Personal [C]	0	0%	0	0%	1	13%	2	3%
Customer Relations [C]	0	0%	1	1%	0	0%	1	2%
Disclosure of Confidential Information [B]	0	0%	0	0%	0	0%	2	3%
Discrimination [C]	3	18%	3	3%	0	0%	0	0%
Environment, Health and Safety [C]	0	0%	2	2%	0	0%	0	0%
Falsification or Destruction of Information [B]	0	0%	0	0%	0	0%	1	2%
Fraud or Embezzlement [C]	0	0%	0	0%	0	0%	2	3%
Gifts, Bribes and Kickbacks [C]	0	0%	0	0%	0	0%	0	0%
Guidance Request [B]	1	6%	1	1%	0	0%	0	0%
Guidance Request [C]	1	6%	35	36%	3	38%	24	38%
Harassment - Workplace [C]	1	6%	4	4%	0	0%	0	0%
Inappropriate Behavior [B]	0	0%	1	1%	0	0%	1	2%
Inappropriate Behavior [C]	1	6%	13	13%	2	25%	14	22%
Misuse of Resources [C]	1	6%	7	7%	0	0%	1	2%
Other [C]	1	6%	5	5%	0	0%	6	10%



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Political Activity [C]	0	0%	0	0%	0	0%	0	0%
Post-Employment [C]	0	0%	0	0%	1	13%	1	2%
Proper Use of Your Position [C]	0	0%	10	10%	0	0%	0	0%
Retaliation or Retribution [C]	0	0%	1	1%	0	0%	0	0%
Seeking Employment [C]	0	0%	1	1%	0	0%	0	0%
Substance Abuse [B]	0	0%	2	2%	0	0%	2	3%
Threats and Physical Violence [B]	1	6%	1	1%	0	0%	0	0%
Unfair Employment Practices [B]	1	6%	1	1%	0	0%	0	0%
Unfair Employment Practices [C]	6	35%	9	9%	1	13%	4	6%



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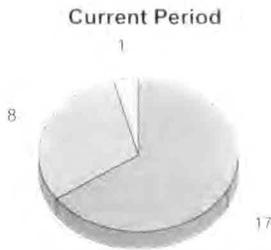
July 2013

How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	17		98		8		63	
BPA Connection (BPAX)	1	6%	2	2%	0	0%	1	2%
Briefings	1	6%	1	1%	0	0%	0	0%
Brochure	0	0%	0	0%	0	0%	1	2%
Code of Conduct	1	6%	2	2%	0	0%	2	3%
Declined	8	47%	73	74%	7	88%	41	65%
E-Mail	1	6%	1	1%	0	0%	0	0%
Ethics Training	0	0%	2	2%	0	0%	0	0%
Ethics Web Site	0	0%	0	0%	0	0%	4	6%
Intranet	2	12%	7	7%	0	0%	4	6%
Manager or Supervisor	0	0%	0	0%	0	0%	1	2%
New Employee Orientation	1	6%	1	1%	0	0%	0	0%
Other	2	12%	8	8%	0	0%	6	10%
Poster	0	0%	1	1%	0	0%	2	3%
Unknown	0	0%	0	0%	1	13%	1	2%

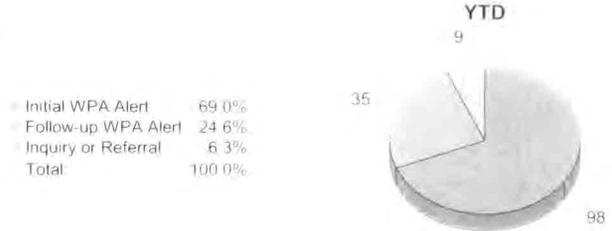
Monthly Management Summary Report

July 2013

CALL TYPES

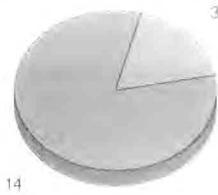


Initial WPA Alert	65.4%
Follow-up WPA Alert	30.8%
Inquiry or Referral	3.8%
Total	100.0%



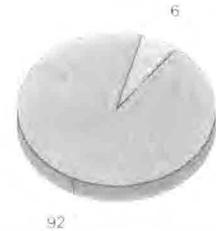
Initial WPA Alert	69.0%
Follow-up WPA Alert	24.6%
Inquiry or Referral	6.3%
Total	100.0%

INITIAL WORKPLACE ALERT REPORTS



Priority

A	0.0%
B	17.6%
C	82.4%
Total	100.0%



A	0.0%
B	6.1%
C	93.9%
Total	100.0%

Anonymity



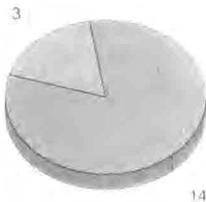
Anonymous Callers	47.1%
Identified Callers	52.9%
Total	100.0%



Anonymous Callers	40.8%
Identified Callers	59.2%
Total	100.0%

Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT



Business Hours	82.4%
After Hours	17.6%
Total	100.0%



Business Hours	68.4%
After Hours	31.6%
Total	100.0%

First Time Users (self-reporting)



First-Time Callers	52.9%
Have Called Previously	47.1%
Total	100.0%

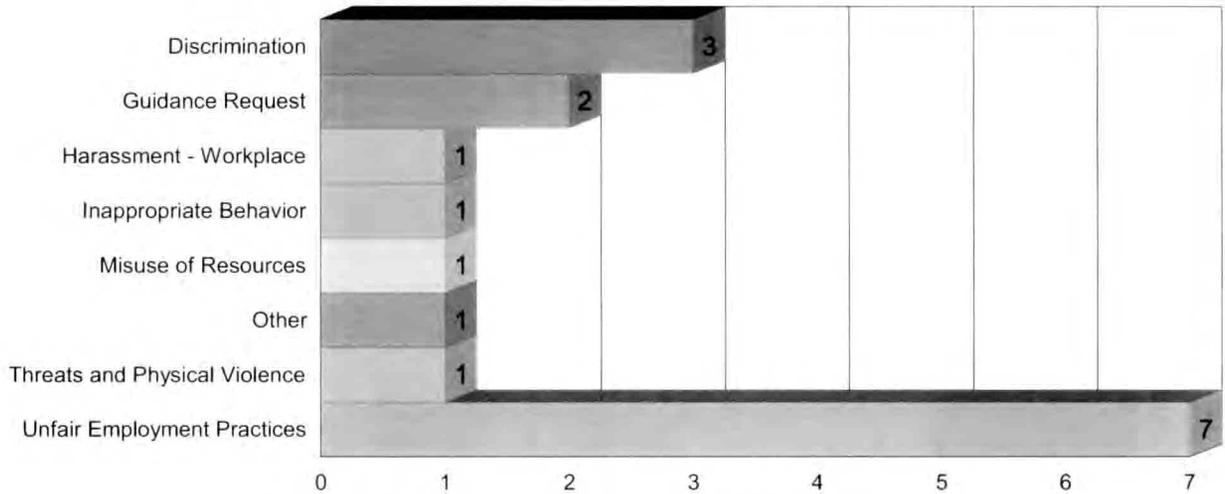


First-Time Caller	24.5%
Have Called Previously	75.5%
Total	100.0%

Monthly Management Summary Report

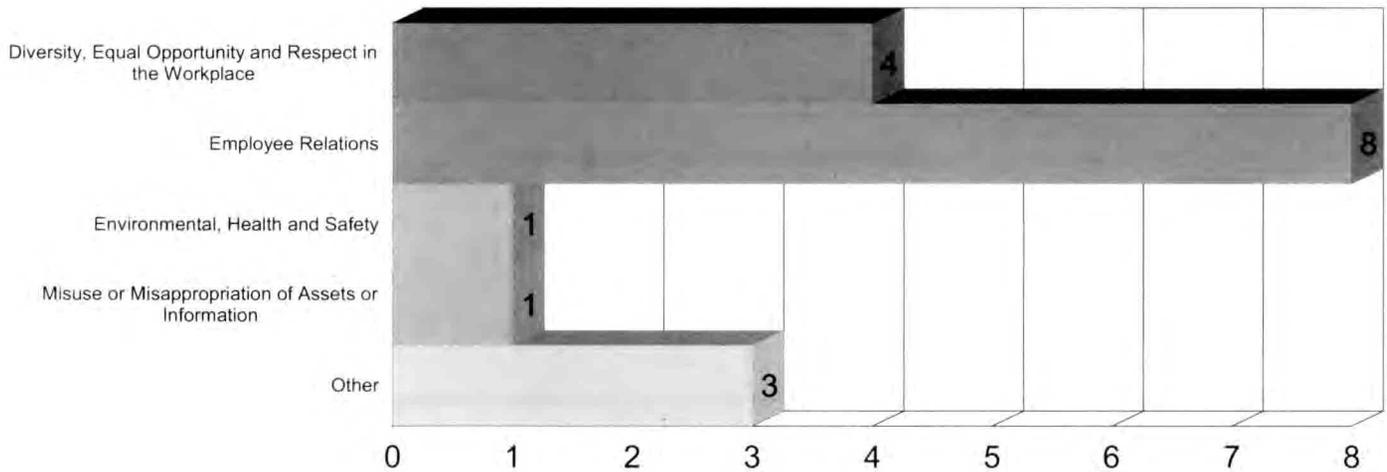
July 2013

Allegations



Graphs represent data gathered for the reporting period only, and do not include year-to-date data.

Allegation Classes



Graphs represent data gathered for the reporting period only, and do not include year-to-date data.



Confidential Report

Global Compliance
 13950 Ballantyne Corporate Place
 Charlotte, NC 28277
 (800) 528-5745

Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

June 2013

INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	25		81		11		55	
Priority B	0	0%	3	4%	1	9%	6	11%
Priority C	25	100%	78	96%	10	91%	49	89%
Anonymous Callers	9	36%	32	40%	5	45%	17	31%
First Time Callers	5	20%	15	19%	5	45%	18	33%
Business Hours (8:00am - 9:00pm EDT)	17	68%	53	65%	6	55%	25	45%
After Hours (Including Weekends)	8	32%	28	35%	5	45%	30	55%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	10		27		0		8	
Additional Information Provided by Reporter	6	60%	15	56%	0	0%	2	25%
No New Information from Reporter	0	0%	1	4%	0	0%	1	13%
Response Given-Additional Information Provided	3	30%	7	26%	0	0%	2	25%
Response Given-No New Information	1	10%	4	15%	0	0%	3	38%
Initial Follow-Up Reports	6	60%	13	48%	0	0%	5	63%
Repeat Follow-Up Reports	4	40%	14	52%	0	0%	3	38%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	0	8	1	9

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
	35	116	12	72

Monthly Management Summary Report

June 2013

ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	25		81		11		55	
Diversity, Equal Opportunity and Respect in the Workplace	3	12%	4	5%	0	0%	0	0%
Employee Relations	6	24%	27	33%	5	45%	17	31%
Environmental, Health and Safety	0	0%	4	5%	0	0%	2	4%
Financial Concerns	0	0%	1	1%	0	0%	2	4%
Misuse or Misappropriation of Assets or Information	3	12%	7	9%	1	9%	6	11%
Other	13	52%	38	47%	4	36%	27	49%
Policy and Process Integrity	0	0%	0	0%	1	9%	1	2%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	25		81		11		55	
Accounting and Auditing Practices [C]	0	0%	0	0%	0	0%	1	2%
Conflict of Interest - Financial [C]	0	0%	1	1%	0	0%	1	2%
Conflict of Interest - Personal [C]	0	0%	0	0%	0	0%	1	2%
Customer Relations [C]	1	4%	1	1%	1	9%	1	2%
Disclosure of Confidential Information [B]	0	0%	0	0%	0	0%	2	4%
Discrimination [C]	0	0%	0	0%	0	0%	0	0%
Environment, Health and Safety [C]	0	0%	2	2%	0	0%	0	0%
Falsification or Destruction of Information [B]	0	0%	0	0%	1	9%	1	2%
Fraud or Embezzlement [C]	0	0%	0	0%	0	0%	2	4%
Gifts, Bribes and Kickbacks [C]	0	0%	0	0%	0	0%	0	0%
Guidance Request [C]	12	48%	34	42%	4	36%	21	38%
Harassment - Workplace [C]	2	8%	3	4%	0	0%	0	0%
Inappropriate Behavior [B]	0	0%	1	1%	0	0%	1	2%
Inappropriate Behavior [C]	3	12%	12	15%	3	27%	12	22%
Misuse of Resources [C]	2	8%	6	7%	0	0%	1	2%
Other [C]	1	4%	4	5%	0	0%	6	11%
Political Activity [C]	0	0%	0	0%	0	0%	0	0%



Confidential Report

Global Compliance
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Program Name: BPA Ethics Helpline

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Monthly Management Summary Report

June 2013

Post-Employment [C]	0	0%	0	0%	0	0%	0	0%
Proper Use of Your Position [C]	3	12%	10	12%	0	0%	0	0%
Retaliation or Retribution [C]	1	4%	1	1%	0	0%	0	0%
Seeking Employment [C]	0	0%	1	1%	0	0%	0	0%
Substance Abuse [B]	0	0%	2	2%	0	0%	2	4%
Threats and Physical Violence [B]	0	0%	0	0%	0	0%	0	0%
Unfair Employment Practices [C]	0	0%	3	4%	2	18%	3	5%



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Program Start Date: March 01, 2010

Monthly Management Summary Report

June 2013

How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	25		81		11		55	
BPA Connection (BPAX)	1	4%	1	1%	1	9%	1	2%
Briefings	0	0%	0	0%	0	0%	0	0%
Brochure	0	0%	0	0%	1	9%	1	2%
Code of Conduct	0	0%	1	1%	0	0%	2	4%
Declined	20	80%	65	80%	6	55%	34	62%
E-Mail	0	0%	0	0%	0	0%	0	0%
Ethics Training	0	0%	2	2%	0	0%	0	0%
Ethics Web Site	0	0%	0	0%	0	0%	4	7%
Intranet	2	8%	5	6%	2	18%	4	7%
Manager or Supervisor	0	0%	0	0%	0	0%	1	2%
Other	2	8%	6	7%	0	0%	6	11%
Poster	0	0%	1	1%	1	9%	2	4%
Unknown	0	0%	0	0%	0	0%	0	0%

Monthly Management Summary Report

June 2013

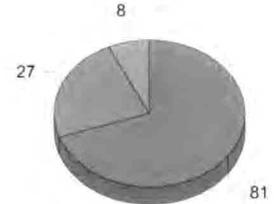
CALL TYPES

Current Period



Initial WPA Alert	71.4%
Follow-up WPA Alert	28.6%
Inquiry or Referral	0.0%
Total:	100.0%

YTD



Initial WPA Alert	69.8%
Follow-up WPA Alert	23.3%
Inquiry or Referral	6.9%
Total:	100.0%

INITIAL WORKPLACE ALERT REPORTS

Priority



A	0.0%
B	0.0%
C	100.0%
Total:	100.0%



A	0.0%
B	3.7%
C	96.3%
Total:	100.0%

Anonymity



Anonymous Callers	36.0%
Identified Callers	64.0%
Total:	100.0%



Anonymous Callers	39.5%
Identified Callers	60.5%
Total:	100.0%

Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT

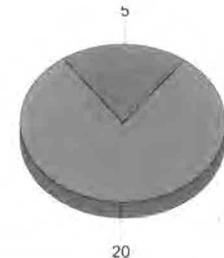


Business Hours	68.0%
After Hours	32.0%
Total:	100.0%



Business Hours	65.4%
After Hours	34.6%
Total:	100.0%

First Time Users (self-reporting)



First-Time Callers	20.0%
Have Called Previously	80.0%
Total:	100.0%

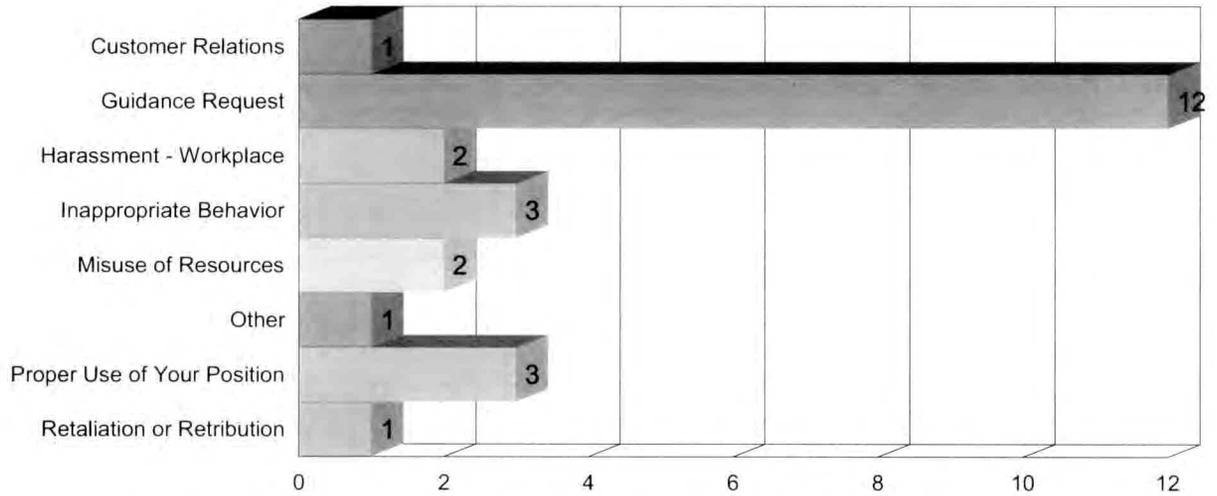


First-Time Caller	18.5%
Have Called Previously	81.5%
Total:	100.0%

Monthly Management Summary Report

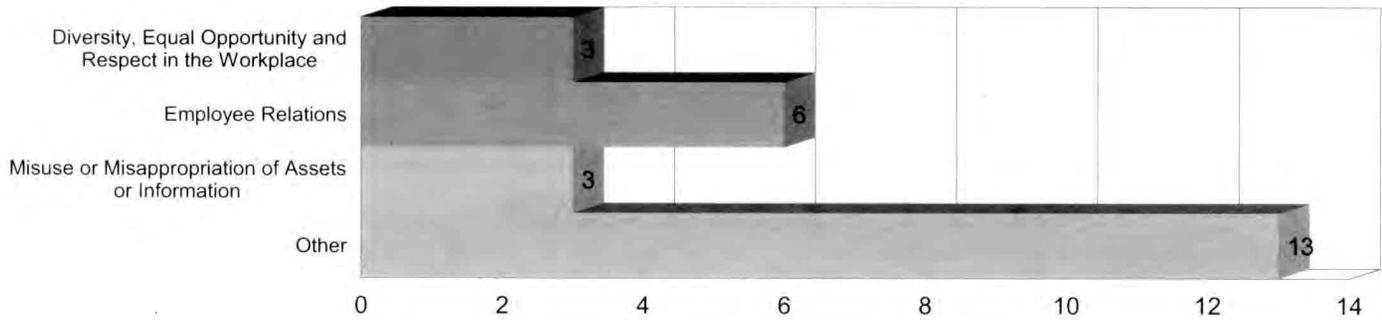
June 2013

Allegations



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Allegation Classes



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Confidential Report

Global Compliance
 13950 Ballantyne Corporate Place
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Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

May 2013

INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	16		54		14		44	
Priority B	1	6%	3	6%	1	7%	5	11%
Priority C	15	94%	51	94%	13	93%	39	89%
Anonymous Callers	9	56%	23	43%	5	36%	12	27%
First Time Callers	4	25%	10	19%	4	29%	13	30%
Business Hours (8:00am - 9:00pm EDT)	10	63%	36	67%	7	50%	19	43%
After Hours (Including Weekends)	6	38%	18	33%	7	50%	25	57%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	6		17		1		8	
Additional Information Provided by Reporter	3	50%	9	53%	0	0%	2	25%
No New Information from Reporter	0	0%	1	6%	0	0%	1	13%
Response Given-Additional Information Provided	2	33%	4	24%	1	100%	2	25%
Response Given-No New Information	1	17%	3	18%	0	0%	3	38%
Initial Follow-Up Reports	0	0%	7	41%	1	100%	5	63%
Repeat Follow-Up Reports	6	100%	10	59%	0	0%	3	38%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	3	8	2	8

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
	25	79	17	60



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Monthly Management Summary Report

May 2013

ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	16		54		14		44	
Diversity, Equal Opportunity and Respect in the Workplace	0	0%	1	2%	0	0%	0	0%
Employee Relations	9	56%	19	35%	6	43%	12	27%
Environmental, Health and Safety	1	6%	4	7%	0	0%	2	5%
Financial Concerns	1	6%	1	2%	0	0%	2	5%
Misuse or Misappropriation of Assets or Information	0	0%	4	7%	2	14%	5	11%
Other	5	31%	25	46%	6	43%	23	52%
Policy and Process Integrity	0	0%	0	0%	0	0%	0	0%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	16		54		14		44	
Accounting and Auditing Practices [C]	0	0%	0	0%	0	0%	1	2%
Conflict of Interest - Financial [C]	1	6%	1	2%	0	0%	1	2%
Conflict of Interest - Personal [C]	0	0%	0	0%	0	0%	1	2%
Customer Relations [C]	0	0%	0	0%	0	0%	0	0%
Disclosure of Confidential Information [B]	0	0%	0	0%	0	0%	2	5%
Environment, Health and Safety [C]	0	0%	2	4%	0	0%	0	0%
Falsification or Destruction of Information [B]	0	0%	0	0%	0	0%	0	0%
Fraud or Embezzlement [C]	0	0%	0	0%	2	14%	2	5%
Gifts, Bribes and Kickbacks [C]	0	0%	0	0%	0	0%	0	0%
Guidance Request [C]	5	31%	22	41%	4	29%	17	39%
Harassment - Workplace [C]	0	0%	1	2%	0	0%	0	0%
Inappropriate Behavior [B]	0	0%	1	2%	1	7%	1	2%
Inappropriate Behavior [C]	4	25%	7	13%	5	36%	9	20%
Misuse of Resources [C]	0	0%	4	7%	0	0%	1	2%
Other [C]	0	0%	3	6%	2	14%	6	14%
Political Activity [C]	0	0%	0	0%	0	0%	0	0%
Post-Employment [C]	0	0%	0	0%	0	0%	0	0%



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Monthly Management Summary Report

May 2013

Proper Use of Your Position [C]	3	19%	7	13%	0	0%	0	0%
Seeking Employment [C]	1	6%	1	2%	0	0%	0	0%
Substance Abuse [B]	1	6%	2	4%	0	0%	2	5%
Unfair Employment Practices [C]	1	6%	3	6%	0	0%	1	2%



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Monthly Management Summary Report

May 2013

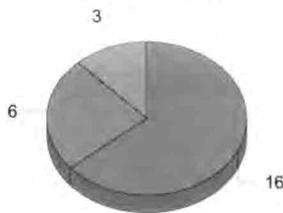
How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	16		54		14		44	
BPA Connection (BPAX)	0	0%	0	0%	0	0%	0	0%
Briefings	0	0%	0	0%	0	0%	0	0%
Brochure	0	0%	0	0%	0	0%	0	0%
Code of Conduct	0	0%	1	2%	1	7%	2	5%
Declined	12	75%	43	80%	10	71%	28	64%
E-Mail	0	0%	0	0%	0	0%	0	0%
Ethics Training	2	13%	2	4%	0	0%	0	0%
Ethics Web Site	0	0%	0	0%	1	7%	4	9%
Intranet	0	0%	3	6%	1	7%	2	5%
Manager or Supervisor	0	0%	0	0%	0	0%	1	2%
Other	2	13%	4	7%	1	7%	6	14%
Poster	0	0%	1	2%	0	0%	1	2%
Unknown	0	0%	0	0%	0	0%	0	0%

Monthly Management Summary Report

May 2013

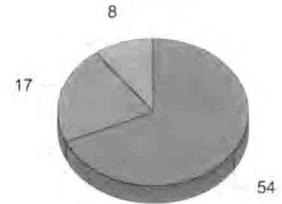
CALL TYPES

Current Period



Initial WPA Alert	64.0%
Follow-up WPA Alert	24.0%
Inquiry or Referral	12.0%
Total:	100.0%

YTD



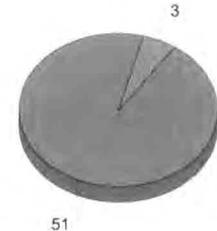
Initial WPA Alert	68.4%
Follow-up WPA Alert	21.5%
Inquiry or Referral	10.1%
Total:	100.0%

INITIAL WORKPLACE ALERT REPORTS

Priority



A	0.0%
B	6.3%
C	93.8%
Total:	100.0%



A	0.0%
B	5.6%
C	94.4%
Total:	100.0%

Anonymity



Anonymous Callers	56.3%
Identified Callers	43.8%
Total:	100.0%



Anonymous Callers	42.6%
Identified Callers	57.4%
Total:	100.0%

Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT



Business Hours	62.5%
After Hours	37.5%
Total:	100.0%

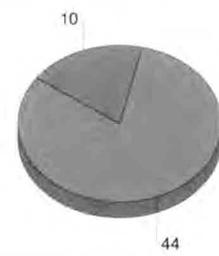


Business Hours	66.7%
After Hours	33.3%
Total:	100.0%

First Time Users (self-reporting)



First-Time Callers	25.0%
Have Called Previously	75.0%
Total:	100.0%

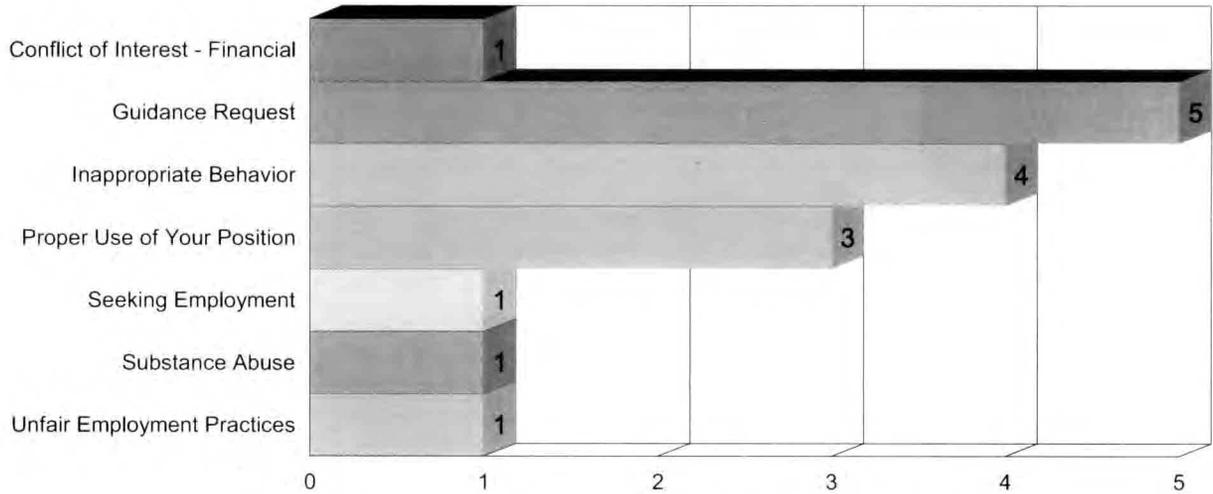


First-Time Caller	18.5%
Have Called Previously	81.5%
Total:	100.0%

Monthly Management Summary Report

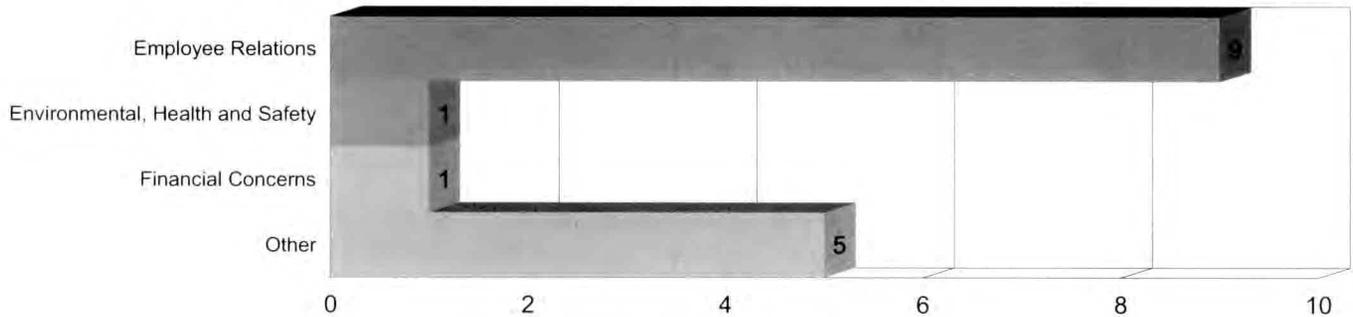
May 2013

Allegations



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Allegation Classes



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Confidential Report

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Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

April 2013

INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	13		38		8		30	
Priority B	2	15%	2	5%	3	38%	4	13%
Priority C	11	85%	36	95%	5	63%	26	87%
Anonymous Callers	4	31%	14	37%	2	25%	7	23%
First Time Callers	1	8%	6	16%	1	13%	9	30%
Business Hours (8:00am - 9:00pm EDT)	8	62%	26	68%	1	13%	12	40%
After Hours (Including Weekends)	5	38%	12	32%	7	88%	18	60%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	3		11		1		7	
Additional Information Provided by Reporter	0	0%	6	55%	0	0%	2	29%
No New Information from Reporter	1	33%	1	9%	0	0%	1	14%
Response Given-Additional Information Provided	1	33%	2	18%	0	0%	1	14%
Response Given-No New Information	1	33%	2	18%	1	100%	3	43%
Initial Follow-Up Reports	2	67%	7	64%	0	0%	4	57%
Repeat Follow-Up Reports	1	33%	4	36%	1	100%	3	43%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	1	5	1	6

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
TOTAL REPORTS	17	54	10	43

Monthly Management Summary Report

April 2013

ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	13		38		8		30	
Diversity, Equal Opportunity and Respect in the Workplace	1	8%	1	3%	0	0%	0	0%
Employee Relations	3	23%	10	26%	2	25%	6	20%
Environmental, Health and Safety	3	23%	3	8%	2	25%	2	7%
Financial Concerns	0	0%	0	0%	0	0%	2	7%
Misuse or Misappropriation of Assets or Information	0	0%	4	11%	1	13%	3	10%
Other	6	46%	20	53%	3	38%	17	57%
Policy and Process Integrity	0	0%	0	0%	0	0%	0	0%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	13		38		8		30	
Accounting and Auditing Practices [C]	0	0%	0	0%	0	0%	1	3%
Conflict of Interest - Financial [C]	0	0%	0	0%	0	0%	1	3%
Conflict of Interest - Personal [C]	0	0%	0	0%	0	0%	1	3%
Customer Relations [C]	0	0%	0	0%	0	0%	0	0%
Disclosure of Confidential Information [B]	0	0%	0	0%	1	13%	2	7%
Environment, Health and Safety [C]	2	15%	2	5%	0	0%	0	0%
Falsification or Destruction of Information [B]	0	0%	0	0%	0	0%	0	0%
Fraud or Embezzlement [C]	0	0%	0	0%	0	0%	0	0%
Gifts, Bribes and Kickbacks [C]	0	0%	0	0%	0	0%	0	0%
Guidance Request [C]	5	38%	17	45%	1	13%	13	43%
Harassment - Workplace [C]	1	8%	1	3%	0	0%	0	0%
Inappropriate Behavior [B]	1	8%	1	3%	0	0%	0	0%
Inappropriate Behavior [C]	1	8%	3	8%	2	25%	4	13%
Misuse of Resources [C]	0	0%	4	11%	0	0%	1	3%
Other [C]	1	8%	3	8%	2	25%	4	13%
Political Activity [C]	0	0%	0	0%	0	0%	0	0%
Post-Employment [C]	0	0%	0	0%	0	0%	0	0%



Confidential Report

Global Compliance
13950 Ballantyne Corporate Place
Charlotte, NC 28277
(800) 528-5745

Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

April 2013

Proper Use of Your Position [C]	0	0%	4	11%	0	0%	0	0%
Substance Abuse [B]	1	8%	1	3%	2	25%	2	7%
Unfair Employment Practices [C]	1	8%	2	5%	0	0%	1	3%



Confidential Report

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Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

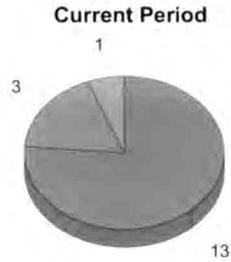
April 2013

How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	13		38		8		30	
BPA Connection (BPAX)	0	0%	0	0%	0	0%	0	0%
Briefings	0	0%	0	0%	0	0%	0	0%
Brochure	0	0%	0	0%	0	0%	0	0%
Code of Conduct	0	0%	1	3%	0	0%	1	3%
Declined	11	85%	31	82%	3	38%	18	60%
E-Mail	0	0%	0	0%	0	0%	0	0%
Ethics Training	0	0%	0	0%	0	0%	0	0%
Ethics Web Site	0	0%	0	0%	2	25%	3	10%
Intranet	1	8%	3	8%	0	0%	1	3%
Manager or Supervisor	0	0%	0	0%	0	0%	1	3%
Other	1	8%	2	5%	3	38%	5	17%
Poster	0	0%	1	3%	0	0%	1	3%
Unknown	0	0%	0	0%	0	0%	0	0%

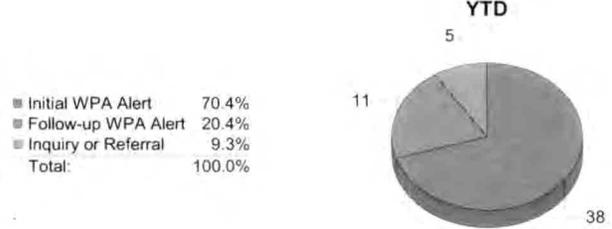
Monthly Management Summary Report

April 2013

CALL TYPES



Initial WPA Alert	76.5%
Follow-up WPA Alert	17.6%
Inquiry or Referral	5.9%
Total:	100.0%



Initial WPA Alert	70.4%
Follow-up WPA Alert	20.4%
Inquiry or Referral	9.3%
Total:	100.0%

INITIAL WORKPLACE ALERT REPORTS



A	0.0%
B	15.4%
C	84.6%
Total:	100.0%

Priority

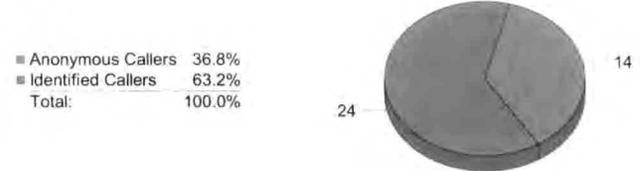


A	0.0%
B	5.3%
C	94.7%
Total:	100.0%

Anonymity



Anonymous Callers	30.8%
Identified Callers	69.2%
Total:	100.0%



Anonymous Callers	36.8%
Identified Callers	63.2%
Total:	100.0%

Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT



Business Hours	61.5%
After Hours	38.5%
Total:	100.0%

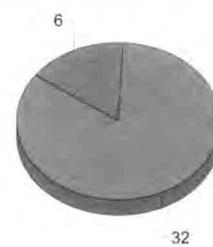


Business Hours	68.4%
After Hours	31.6%
Total:	100.0%

First Time Users (self-reporting)



First-Time Callers	7.7%
Have Called Previously	92.3%
Total:	100.0%

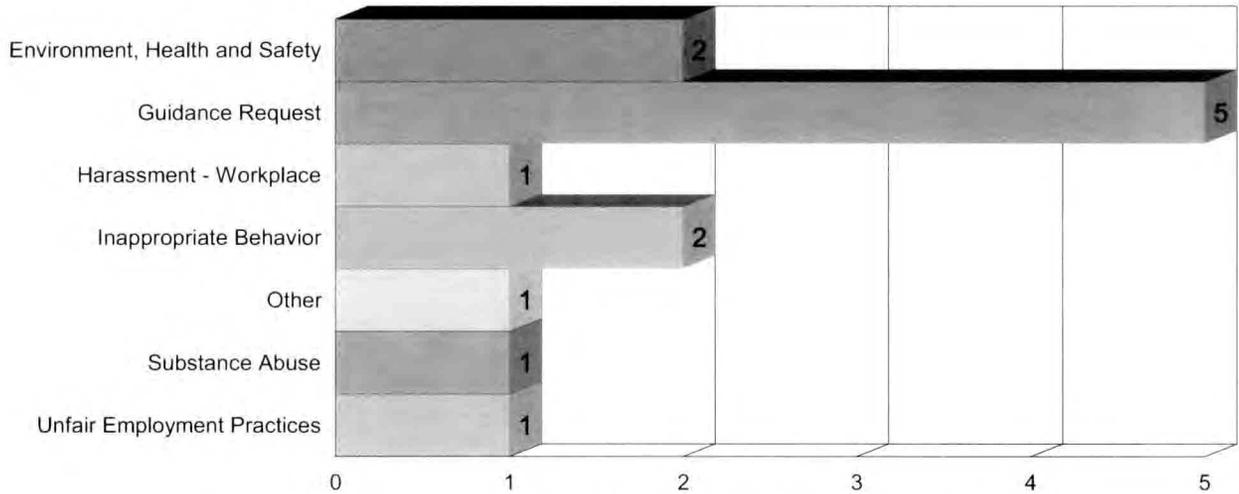


First-Time Caller	15.8%
Have Called Previously	84.2%
Total:	100.0%

Monthly Management Summary Report

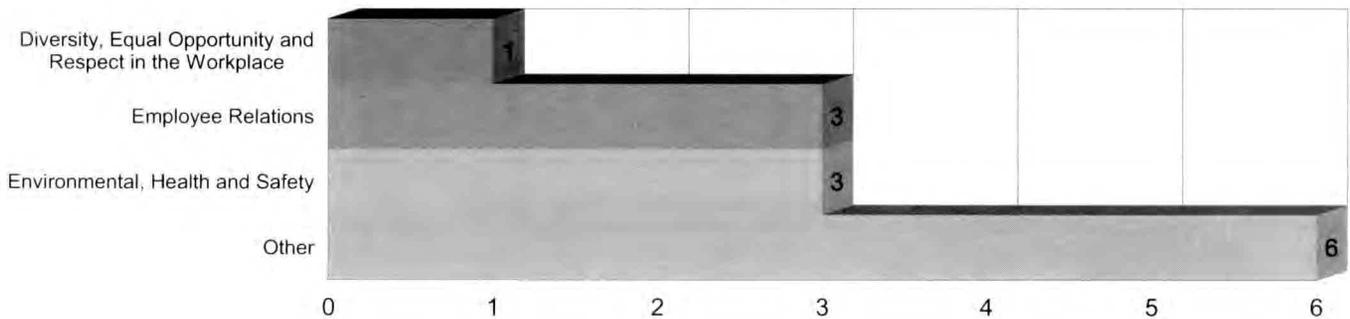
April 2013

Allegations



Graphs represent data gathered for the reporting period only, and do not include year-to-date data.

Allegation Classes



Graphs represent data gathered for the reporting period only, and do not include year-to-date data.



Confidential Report

Global Compliance
 13950 Ballantyne Corporate Place
 Charlotte, NC 28277
 (800) 528-5745

Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

March 2013

INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	8		25		6		22	
Priority B	0	0%	0	0%	1	17%	1	5%
Priority C	8	100%	25	100%	5	83%	21	95%
Anonymous Callers	7	88%	10	40%	1	17%	5	23%
First Time Callers	3	38%	5	20%	3	50%	8	36%
Business Hours (8:00am - 9:00pm EDT)	7	88%	18	72%	3	50%	11	50%
After Hours (Including Weekends)	1	13%	7	28%	3	50%	11	50%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	7		8		3		6	
Additional Information Provided by Reporter	5	71%	6	75%	2	67%	2	33%
No New Information from Reporter	0	0%	0	0%	0	0%	1	17%
Response Given-Additional Information Provided	1	14%	1	13%	0	0%	1	17%
Response Given-No New Information	1	14%	1	13%	1	33%	2	33%
Initial Follow-Up Reports	4	57%	5	63%	3	100%	4	67%
Repeat Follow-Up Reports	3	43%	3	38%	0	0%	2	33%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	0	4	2	5

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
	15	37	11	33



Confidential Report

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Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

March 2013

ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	8		25		6		22	
Diversity, Equal Opportunity and Respect in the Workplace	0	0%	0	0%	0	0%	0	0%
Employee Relations	3	38%	7	28%	2	33%	4	18%
Environmental, Health and Safety	0	0%	0	0%	0	0%	0	0%
Financial Concerns	0	0%	0	0%	1	17%	2	9%
Misuse or Misappropriation of Assets or Information	2	25%	4	16%	1	17%	2	9%
Other	3	38%	14	56%	2	33%	14	64%
Policy and Process Integrity	0	0%	0	0%	0	0%	0	0%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	8		25		6		22	
Accounting and Auditing Practices [C]	0	0%	0	0%	0	0%	1	5%
Conflict of Interest - Financial [C]	0	0%	0	0%	1	17%	1	5%
Conflict of Interest - Personal [C]	0	0%	0	0%	0	0%	1	5%
Customer Relations [C]	0	0%	0	0%	0	0%	0	0%
Disclosure of Confidential Information [B]	0	0%	0	0%	1	17%	1	5%
Environment, Health and Safety [C]	0	0%	0	0%	0	0%	0	0%
Falsification or Destruction of Information [B]	0	0%	0	0%	0	0%	0	0%
Fraud or Embezzlement [C]	0	0%	0	0%	0	0%	0	0%
Gifts, Bribes and Kickbacks [C]	0	0%	0	0%	0	0%	0	0%
Guidance Request [C]	3	38%	12	48%	2	33%	12	55%
Harassment - Workplace [C]	0	0%	0	0%	0	0%	0	0%
Inappropriate Behavior [B]	0	0%	0	0%	0	0%	0	0%
Inappropriate Behavior [C]	1	13%	2	8%	1	17%	2	9%
Misuse of Resources [C]	2	25%	4	16%	0	0%	1	5%
Other [C]	0	0%	2	8%	0	0%	2	9%
Political Activity [C]	0	0%	0	0%	0	0%	0	0%
Post-Employment [C]	0	0%	0	0%	0	0%	0	0%



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Monthly Management Summary Report

March 2013

Proper Use of Your Position [C]	2	25%	4	16%	0	0%	0	0%
Substance Abuse [B]	0	0%	0	0%	0	0%	0	0%
Unfair Employment Practices [C]	0	0%	1	4%	1	17%	1	5%



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Monthly Management Summary Report

March 2013

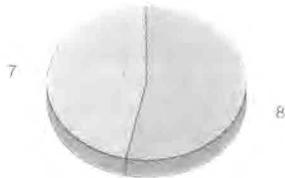
How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	8		25		6		22	
BPA Connection (BPAX)	0	0%	0	0%	0	0%	0	0%
Briefings	0	0%	0	0%	0	0%	0	0%
Brochure	0	0%	0	0%	0	0%	0	0%
Code of Conduct	0	0%	1	4%	1	17%	1	5%
Declined	5	63%	20	80%	3	50%	15	68%
E-Mail	0	0%	0	0%	0	0%	0	0%
Ethics Training	0	0%	0	0%	0	0%	0	0%
Ethics Web Site	0	0%	0	0%	0	0%	1	5%
Intranet	2	25%	2	8%	1	17%	1	5%
Manager or Supervisor	0	0%	0	0%	0	0%	1	5%
Other	0	0%	1	4%	0	0%	2	9%
Poster	1	13%	1	4%	1	17%	1	5%
Unknown	0	0%	0	0%	0	0%	0	0%

Monthly Management Summary Report

March 2013

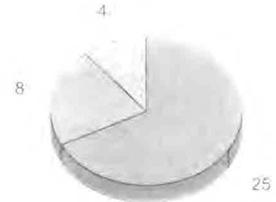
CALL TYPES

Current Period



Initial WPA Alert	53.3%
Follow-up WPA Alert	46.7%
Inquiry or Referral	0.0%
Total	100.0%

YTD



Initial WPA Alert	67.6%
Follow-up WPA Alert	21.6%
Inquiry or Referral	10.8%
Total	100.0%

INITIAL WORKPLACE ALERT REPORTS

Priority

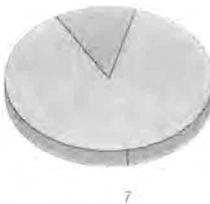


A	0.0%
B	0.0%
C	100.0%
Total	100.0%



A	0.0%
B	0.0%
C	100.0%
Total	100.0%

Anonymity



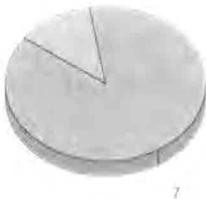
Anonymous Callers	87.5%
Identified Callers	12.5%
Total	100.0%



Anonymous Callers	40.0%
Identified Callers	60.0%
Total	100.0%

Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT



Business Hours	87.5%
After Hours	12.5%
Total	100.0%



Business Hours	72.0%
After Hours	28.0%
Total	100.0%

First Time Users
(self-reporting)



First-Time Callers	37.5%
Have Called Previously	62.5%
Total	100.0%

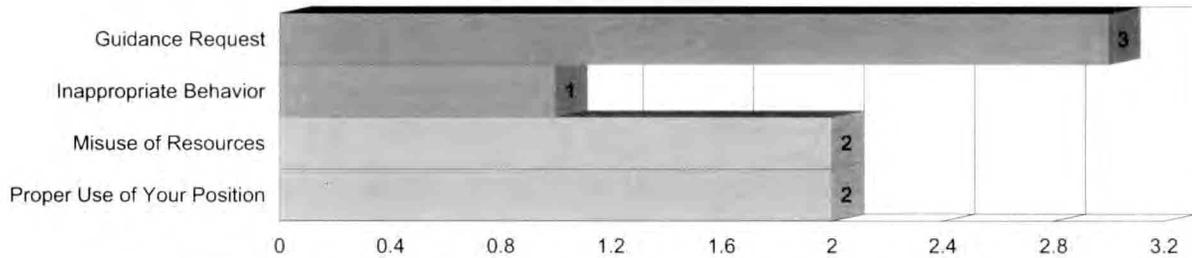


First-Time Caller	20.0%
Have Called Previously	80.0%
Total	100.0%

Monthly Management Summary Report

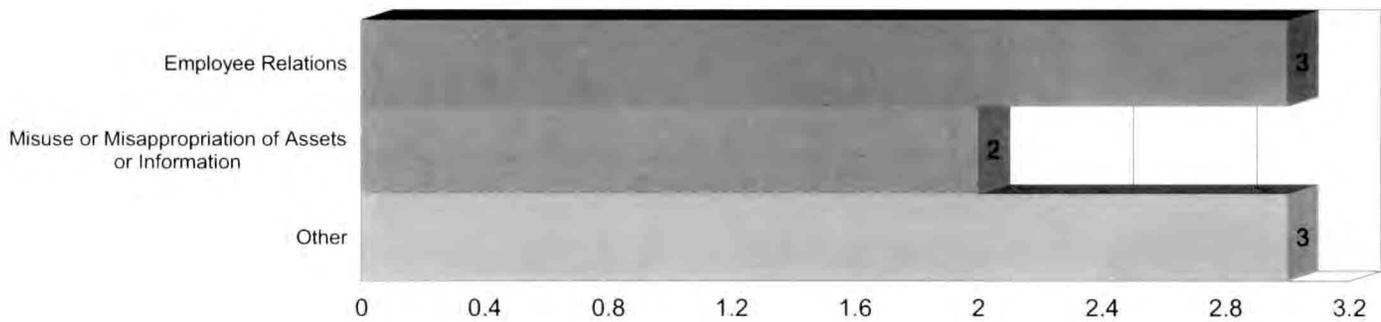
March 2013

Allegations



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Allegation Classes



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Confidential Report

Global Compliance
 13950 Ballantyne Corporate Place
 Charlotte, NC 28277
 (800) 528-5745

Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

February 2013

INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	6		17		5		16	
Priority B	0	0%	0	0%	0	0%	0	0%
Priority C	6	100%	17	100%	5	100%	16	100%
Anonymous Callers	2	33%	3	18%	2	40%	4	25%
First Time Callers	1	17%	2	12%	3	60%	5	31%
Business Hours (8:00am - 9:00pm EDT)	5	83%	11	65%	3	60%	8	50%
After Hours (Including Weekends)	1	17%	6	35%	2	40%	8	50%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	1		1		2		3	
Additional Information Provided by Reporter	1	100%	1	100%	0	0%	0	0%
No New Information from Reporter	0	0%	0	0%	1	50%	1	33%
Response Given-Additional Information Provided	0	0%	0	0%	0	0%	1	33%
Response Given-No New Information	0	0%	0	0%	1	50%	1	33%
Initial Follow-Up Reports	1	100%	1	100%	1	50%	1	33%
Repeat Follow-Up Reports	0	0%	0	0%	1	50%	2	67%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	0	4	2	3

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
	7	22	9	22



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Monthly Management Summary Report

February 2013

ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	6		17		5		16	
Diversity, Equal Opportunity and Respect in the Workplace	0	0%	0	0%	0	0%	0	0%
Employee Relations	3	50%	4	24%	1	20%	2	13%
Environmental, Health and Safety	0	0%	0	0%	0	0%	0	0%
Financial Concerns	0	0%	0	0%	1	20%	1	6%
Misuse or Misappropriation of Assets or Information	0	0%	2	12%	0	0%	1	6%
Other	3	50%	11	65%	3	60%	12	75%
Policy and Process Integrity	0	0%	0	0%	0	0%	0	0%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	6		17		5		16	
Accounting and Auditing Practices [C]	0	0%	0	0%	1	20%	1	6%
Conflict of Interest - Financial [C]	0	0%	0	0%	0	0%	0	0%
Conflict of Interest - Personal [C]	0	0%	0	0%	1	20%	1	6%
Customer Relations [C]	0	0%	0	0%	0	0%	0	0%
Disclosure of Confidential Information [B]	0	0%	0	0%	0	0%	0	0%
Environment, Health and Safety [C]	0	0%	0	0%	0	0%	0	0%
Falsification or Destruction of Information [B]	0	0%	0	0%	0	0%	0	0%
Fraud or Embezzlement [C]	0	0%	0	0%	0	0%	0	0%
Gifts, Bribes and Kickbacks [C]	0	0%	0	0%	0	0%	0	0%
Guidance Request [C]	2	33%	9	53%	2	40%	10	63%
Harassment - Workplace [C]	0	0%	0	0%	0	0%	0	0%
Inappropriate Behavior [B]	0	0%	0	0%	0	0%	0	0%
Inappropriate Behavior [C]	1	17%	1	6%	0	0%	1	6%
Misuse of Resources [C]	0	0%	2	12%	0	0%	1	6%
Other [C]	1	17%	2	12%	1	20%	2	13%
Political Activity [C]	0	0%	0	0%	0	0%	0	0%
Post-Employment [C]	0	0%	0	0%	0	0%	0	0%



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Monthly Management Summary Report

February 2013

Proper Use of Your Position [C]	2	33%	2	12%	0	0%	0	0%
Substance Abuse [B]	0	0%	0	0%	0	0%	0	0%
Unfair Employment Practices [C]	0	0%	1	6%	0	0%	0	0%



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Monthly Management Summary Report

February 2013

How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	6		17		5		16	
BPA Connection (BPAX)	0	0%	0	0%	0	0%	0	0%
Briefings	0	0%	0	0%	0	0%	0	0%
Brochure	0	0%	0	0%	0	0%	0	0%
Code of Conduct	1	17%	1	6%	0	0%	0	0%
Declined	5	83%	15	88%	3	60%	12	75%
E-Mail	0	0%	0	0%	0	0%	0	0%
Ethics Training	0	0%	0	0%	0	0%	0	0%
Ethics Web Site	0	0%	0	0%	0	0%	1	6%
Intranet	0	0%	0	0%	0	0%	0	0%
Manager or Supervisor	0	0%	0	0%	1	20%	1	6%
Other	0	0%	1	6%	1	20%	2	13%
Poster	0	0%	0	0%	0	0%	0	0%
Unknown	0	0%	0	0%	0	0%	0	0%

Monthly Management Summary Report

February 2013

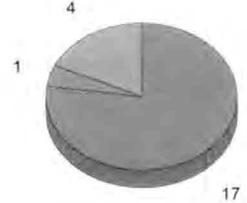
CALL TYPES

Current Period



Initial WPA Alert	85.7%
Follow-up WPA Alert	14.3%
Inquiry or Referral	0.0%
Total:	100.0%

YTD



Initial WPA Alert	77.3%
Follow-up WPA Alert	4.5%
Inquiry or Referral	18.2%
Total:	100.0%

INITIAL WORKPLACE ALERT REPORTS

Priority



A	0.0%
B	0.0%
C	100.0%
Total:	100.0%



A	0.0%
B	0.0%
C	100.0%
Total:	100.0%

Anonymity



Anonymous Callers	33.3%
Identified Callers	66.7%
Total:	100.0%



Anonymous Callers	17.6%
Identified Callers	82.4%
Total:	100.0%

Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT



Business Hours	83.3%
After Hours	16.7%
Total:	100.0%

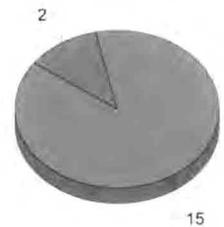


Business Hours	64.7%
After Hours	35.3%
Total:	100.0%

First Time Users (self-reporting)



First-Time Callers	16.7%
Have Called Previously	83.3%
Total:	100.0%

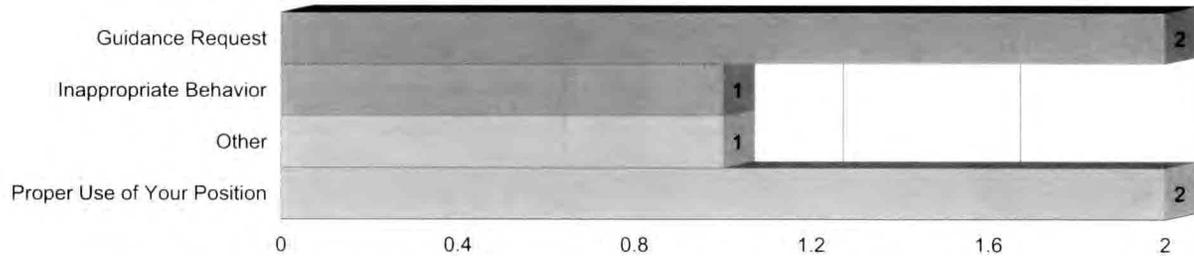


First-Time Caller	11.8%
Have Called Previously	88.2%
Total:	100.0%

Monthly Management Summary Report

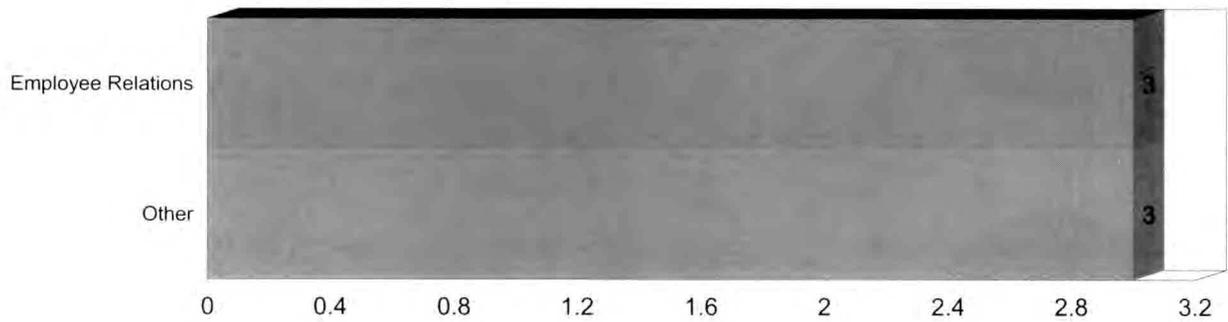
February 2013

Allegations



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Allegation Classes



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Confidential Report

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Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

January 2013

INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	10		10		11		11	
Priority B	0	0%	0	0%	0	0%	0	0%
Priority C	10	100%	10	100%	11	100%	11	100%
Anonymous Callers	1	10%	1	10%	2	18%	2	18%
First Time Callers	1	10%	1	10%	2	18%	2	18%
Business Hours (8:00am - 9:00pm EDT)	6	60%	6	60%	5	45%	5	45%
After Hours (Including Weekends)	4	40%	4	40%	6	55%	6	55%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	0		0		1		1	
Additional Information Provided by Reporter	0	0%	0	0%	0	0%	0	0%
No New Information from Reporter	0	0%	0	0%	0	0%	0	0%
Response Given-Additional Information Provided	0	0%	0	0%	1	100%	1	100%
Response Given-No New Information	0	0%	0	0%	0	0%	0	0%
Initial Follow-Up Reports	0	0%	0	0%	0	0%	0	0%
Repeat Follow-Up Reports	0	0%	0	0%	1	100%	1	100%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	4	4	1	1

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
	14	14	13	13



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Global Compliance
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 (800) 528-5745

Program Name: BPA Ethics Helpline

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ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	10		10		11		11	
Diversity, Equal Opportunity and Respect in the Workplace	0	0%	0	0%	0	0%	0	0%
Employee Relations	1	10%	1	10%	1	9%	1	9%
Environmental, Health and Safety	0	0%	0	0%	0	0%	0	0%
Financial Concerns	0	0%	0	0%	0	0%	0	0%
Misuse or Misappropriation of Assets or Information	1	10%	1	10%	1	9%	1	9%
Other	8	80%	8	80%	9	82%	9	82%
Policy and Process Integrity	0	0%	0	0%	0	0%	0	0%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	10		10		11		11	
Accounting and Auditing Practices [C]	0	0%	0	0%	0	0%	0	0%
Conflict of Interest - Financial [C]	0	0%	0	0%	0	0%	0	0%
Conflict of Interest - Personal [C]	0	0%	0	0%	0	0%	0	0%
Customer Relations [C]	0	0%	0	0%	0	0%	0	0%
Disclosure of Confidential Information [B]	0	0%	0	0%	0	0%	0	0%
Environment, Health and Safety [C]	0	0%	0	0%	0	0%	0	0%
Falsification or Destruction of Information [B]	0	0%	0	0%	0	0%	0	0%
Fraud or Embezzlement [C]	0	0%	0	0%	0	0%	0	0%
Gifts, Bribes and Kickbacks [C]	0	0%	0	0%	0	0%	0	0%
Guidance Request [C]	7	70%	7	70%	8	73%	8	73%
Harassment - Workplace [C]	0	0%	0	0%	0	0%	0	0%
Inappropriate Behavior [B]	0	0%	0	0%	0	0%	0	0%
Inappropriate Behavior [C]	0	0%	0	0%	1	9%	1	9%
Misuse of Resources [C]	1	10%	1	10%	1	9%	1	9%
Other [C]	1	10%	1	10%	1	9%	1	9%
Political Activity [C]	0	0%	0	0%	0	0%	0	0%
Post-Employment [C]	0	0%	0	0%	0	0%	0	0%



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Substance Abuse [B]	0	0%	0	0%		0	0%	0	0%
Unfair Employment Practices [C]	1	10%	1	10%		0	0%	0	0%



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How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	10		10		11		11	
BPA Connection (BPAX)	0	0%	0	0%	0	0%	0	0%
Briefings	0	0%	0	0%	0	0%	0	0%
Brochure	0	0%	0	0%	0	0%	0	0%
Code of Conduct	0	0%	0	0%	0	0%	0	0%
Declined	9	90%	9	90%	9	82%	9	82%
E-Mail	0	0%	0	0%	0	0%	0	0%
Ethics Training	0	0%	0	0%	0	0%	0	0%
Ethics Web Site	0	0%	0	0%	1	9%	1	9%
Intranet	0	0%	0	0%	0	0%	0	0%
Manager or Supervisor	0	0%	0	0%	0	0%	0	0%
Other	1	10%	1	10%	1	9%	1	9%
Poster	0	0%	0	0%	0	0%	0	0%
Unknown	0	0%	0	0%	0	0%	0	0%

Monthly Management Summary Report

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CALL TYPES

Current Period



Initial WPA Alert	71.4%
Follow-up WPA Alert	0.0%
Inquiry or Referral	28.6%
Total:	100.0%

YTD



Initial WPA Alert	71.4%
Follow-up WPA Alert	0.0%
Inquiry or Referral	28.6%
Total:	100.0%

INITIAL WORKPLACE ALERT REPORTS

Priority

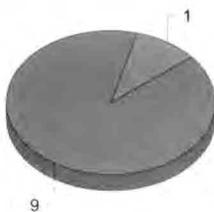


A	0.0%
B	0.0%
C	100.0%
Total:	100.0%

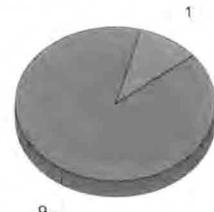


A	0.0%
B	0.0%
C	100.0%
Total:	100.0%

Anonymity



Anonymous Callers	10.0%
Identified Callers	90.0%
Total:	100.0%



Anonymous Callers	10.0%
Identified Callers	90.0%
Total:	100.0%

Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT



Business Hours	60.0%
After Hours	40.0%
Total:	100.0%

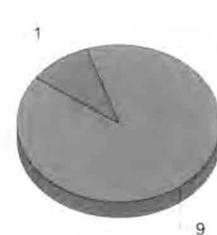


Business Hours	60.0%
After Hours	40.0%
Total:	100.0%

First Time Users (self-reporting)



First-Time Callers	10.0%
Have Called Previously	90.0%
Total:	100.0%

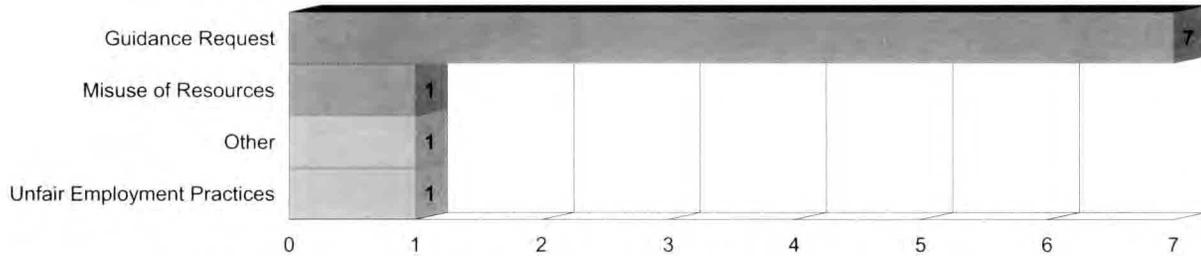


First-Time Caller	10.0%
Have Called Previously	90.0%
Total:	100.0%

Monthly Management Summary Report

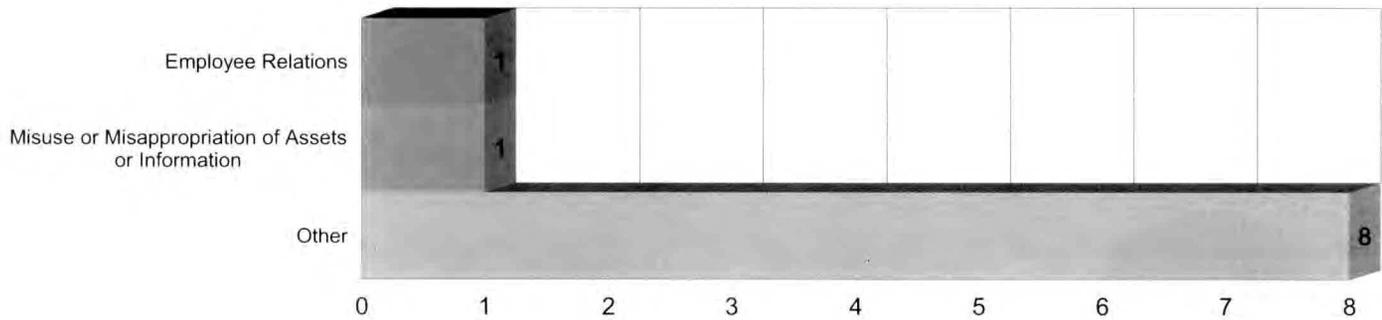
January 2013

Allegations



Graphs represent data gathered for the reporting period only, and do not include year-to-date data.

Allegation Classes



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INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	6		116		7		78	
Priority B	0	0%	11	9%	2	29%	6	8%
Priority C	6	100%	105	91%	5	71%	72	92%
Anonymous Callers	1	17%	37	32%	1	14%	25	32%
First Time Callers	0	0%	38	33%	1	14%	31	40%
Business Hours (8:00am - 9:00pm EDT)	2	33%	56	48%	1	14%	42	54%
After Hours (Including Weekends)	4	67%	60	52%	6	86%	36	46%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	3		17		3		16	
Additional Information Provided by Reporter	0	0%	3	18%	2	67%	7	44%
No New Information from Reporter	0	0%	2	12%	0	0%	1	6%
Response Given-Additional Information Provided	1	33%	5	29%	1	33%	7	44%
Response Given-No New Information	2	67%	7	41%	0	0%	1	6%
Initial Follow-Up Reports	3	100%	12	71%	2	67%	10	63%
Repeat Follow-Up Reports	0	0%	5	29%	1	33%	6	38%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	0	10	2	11

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
	9	143	12	105



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ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	6		116		7		78	
Diversity, Equal Opportunity and Respect in the Workplace	0	0%	1	1%	0	0%	2	3%
Employee Relations	1	17%	38	33%	2	29%	12	15%
Environmental, Health and Safety	0	0%	5	4%	0	0%	3	4%
Financial Concerns	1	17%	5	4%	0	0%	3	4%
Misuse or Misappropriation of Assets or Information	0	0%	9	8%	0	0%	12	15%
Other	4	67%	54	47%	3	43%	42	54%
Policy and Process Integrity	0	0%	4	3%	2	29%	4	5%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	6		116		7		78	
Accounting and Auditing Practices [C]	1	17%	3	3%	0	0%	1	1%
Conflict of Interest - Financial [C]	0	0%	1	1%	0	0%	1	1%
Conflict of Interest - Personal [C]	0	0%	6	5%	0	0%	1	1%
Customer Relations [C]	0	0%	3	3%	0	0%	0	0%
Disclosure of Confidential Information [B]	0	0%	1	1%	0	0%	0	0%
Discrimination [C]	0	0%	0	0%	0	0%	1	1%
Environment, Health and Safety [B]	0	0%	0	0%	0	0%	1	1%
Environment, Health and Safety [C]	0	0%	1	1%	0	0%	2	3%
Falsification or Destruction of Information [B]	0	0%	4	3%	2	29%	4	5%
Fraud or Embezzlement [C]	0	0%	2	2%	0	0%	2	3%
Gifts, Bribes and Kickbacks [C]	0	0%	1	1%	0	0%	1	1%
Guidance Request [C]	4	67%	46	40%	3	43%	36	46%
Harassment - Workplace [C]	0	0%	1	1%	0	0%	0	0%
Inappropriate Behavior [B]	0	0%	2	2%	0	0%	0	0%
Inappropriate Behavior [C]	1	17%	20	17%	2	29%	6	8%
Misuse of Resources [C]	0	0%	3	3%	0	0%	7	9%
Other [C]	0	0%	8	7%	0	0%	6	8%



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Political Activity [C]	0	0%	1	1%	0	0%	1	1%
Post-Employment [C]	0	0%	1	1%	0	0%	0	0%
Proper Use of Your Position [C]	0	0%	0	0%	0	0%	2	3%
Retaliation or Retribution [C]	0	0%	0	0%	0	0%	1	1%
Substance Abuse [B]	0	0%	4	3%	0	0%	0	0%
Theft [C]	0	0%	0	0%	0	0%	3	4%
Unfair Employment Practices [B]	0	0%	0	0%	0	0%	1	1%
Unfair Employment Practices [C]	0	0%	8	7%	0	0%	1	1%



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How Callers Became Aware of Program	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	6		116		7		78	
BPA Connection (BPAX)	0	0%	6	5%	1	14%	4	5%
Briefings	0	0%	1	1%	0	0%	0	0%
Brochure	0	0%	3	3%	0	0%	0	0%
Code of Conduct	0	0%	4	3%	0	0%	2	3%
Declined	6	100%	69	59%	6	86%	34	44%
E-Mail	0	0%	1	1%	0	0%	1	1%
Ethics Training	0	0%	3	3%	0	0%	6	8%
Ethics Web Site	0	0%	8	7%	0	0%	3	4%
Intranet	0	0%	7	6%	0	0%	6	8%
Manager or Supervisor	0	0%	1	1%	0	0%	1	1%
New Employee Orientation	0	0%	0	0%	0	0%	3	4%
Other	0	0%	9	8%	0	0%	11	14%
Poster	0	0%	2	2%	0	0%	1	1%
Unknown	0	0%	2	2%	0	0%	6	8%

Monthly Management Summary Report

December 2012

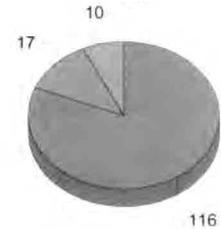
CALL TYPES

Current Period



Initial WPA Alert	66.7%
Follow-up WPA Alert	33.3%
Inquiry or Referral	0.0%
Total:	100.0%

YTD



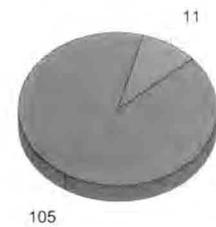
Initial WPA Alert	81.1%
Follow-up WPA Alert	11.9%
Inquiry or Referral	7.0%
Total:	100.0%

INITIAL WORKPLACE ALERT REPORTS

Priority



A	0.0%
B	0.0%
C	100.0%
Total:	100.0%



A	0.0%
B	9.5%
C	90.5%
Total:	100.0%

Anonymity



Anonymous Callers	16.7%
Identified Callers	83.3%
Total:	100.0%



Anonymous Callers	31.9%
Identified Callers	68.1%
Total:	100.0%

Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT



Business Hours	33.3%
After Hours	66.7%
Total:	100.0%



Business Hours	48.3%
After Hours	51.7%
Total:	100.0%

First Time Users (self-reporting)



First-Time Callers	0.0%
Have Called Previously	100.0%
Total:	100.0%

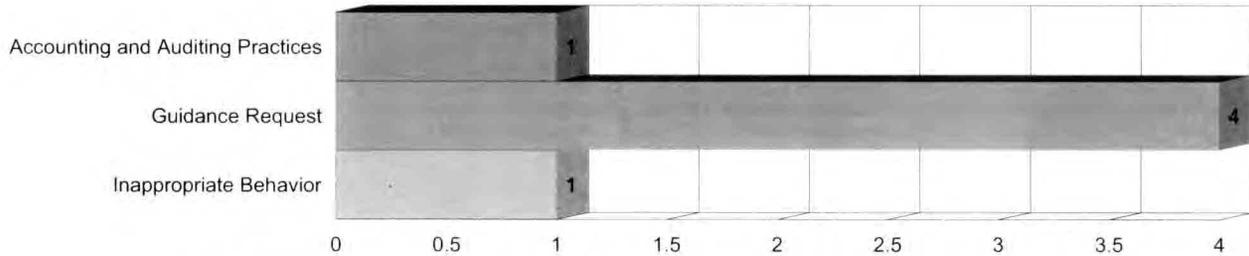


First-Time Caller	32.8%
Have Called Previously	67.2%
Total:	100.0%

Monthly Management Summary Report

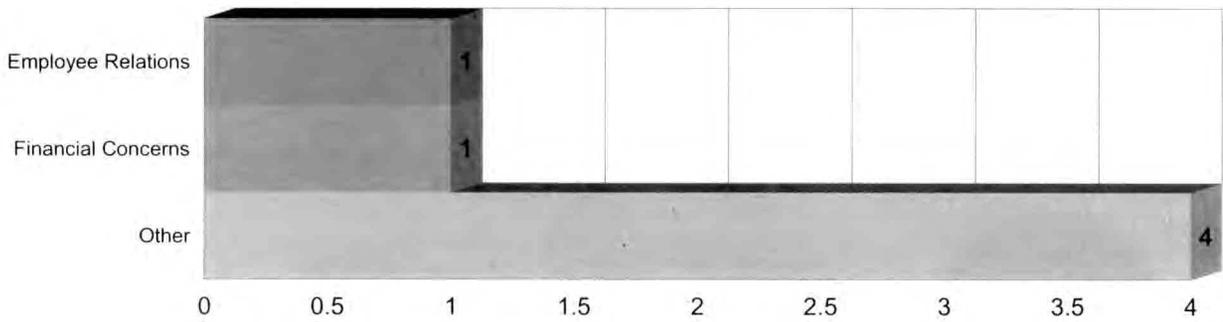
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Allegations



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Allegation Classes



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INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	2		72		5		59	
Priority B	1	50%	5	7%	0	0%	2	3%
Priority C	1	50%	67	93%	5	100%	57	97%
Anonymous Callers	1	50%	25	35%	4	80%	30	51%
First Time Callers	1	50%	31	43%	4	80%	43	73%
Business Hours (8:00am - 9:00pm EDT)	1	50%	42	58%	4	80%	42	71%
After Hours (Including Weekends)	1	50%	30	42%	1	20%	17	29%

FOLLOW-UP WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Follow-Up Reports	3		16		4		12	
Additional Information Provided by Reporter	2	67%	7	44%	2	50%	7	58%
No New Information from Reporter	0	0%	1	6%	0	0%	0	0%
Response Given-Additional Information Provided	1	33%	7	44%	1	25%	3	25%
Response Given-No New Information	0	0%	1	6%	1	25%	2	17%
Initial Follow-Up Reports	2	67%	10	63%	2	50%	7	58%
Repeat Follow-Up Reports	1	33%	6	38%	2	50%	5	42%

INFORMATION REFERRAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
Information Referrals	2	11	0	16

TOTAL REPORTS	Current Period		Prior Year	
	Total	YTD	Total	YTD
	7	99	9	87



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INITIAL WPA REPORTS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	2		72		5		59	
Priority B	1	50%	5	7%	0	0%	2	3%
Priority C	1	50%	67	93%	5	100%	57	97%
Anonymous Callers	1	50%	25	35%	4	80%	30	51%
First Time Callers	1	50%	31	43%	4	80%	43	73%
Business Hours (8:00am - 9:00pm EDT)	1	50%	42	58%	4	80%	42	71%
After Hours (Including Weekends)	1	50%	30	42%	1	20%	17	29%

ALLEGATION CLASS STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Class Totals	2		72		5		59	
Diversity, Equal Opportunity and Respect in the Workplace	0	0%	2	3%	1	20%	4	7%
Employee Relations	0	0%	9	13%	1	20%	13	22%
Environmental, Health and Safety	0	0%	3	4%	0	0%	3	5%
Financial Concerns	0	0%	3	4%	1	20%	4	7%
Misuse or Misappropriation of Assets or Information	0	0%	12	17%	1	20%	10	17%
Other	1	50%	40	56%	1	20%	23	39%
Policy and Process Integrity	1	50%	3	4%	0	0%	2	3%

ALLEGATION STATISTICS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Allegation Totals	2		72		5		59	
Accounting and Auditing Practices [C]	0	0%	1	1%	1	20%	2	3%
Conflict of Interest - Financial [C]	0	0%	1	1%	0	0%	2	3%
Conflict of Interest - Personal [C]	0	0%	1	1%	0	0%	1	2%
Customer Relations [C]	0	0%	0	0%	0	0%	3	5%



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INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	2		72		5		59	
Priority B	1	50%	5	7%	0	0%	2	3%
Priority C	1	50%	67	93%	5	100%	57	97%
Anonymous Callers	1	50%	25	35%	4	80%	30	51%
First Time Callers	1	50%	31	43%	4	80%	43	73%
Business Hours (8:00am - 9:00pm EDT)	1	50%	42	58%	4	80%	42	71%
After Hours (Including Weekends)	1	50%	30	42%	1	20%	17	29%
Discrimination [C]	0	0%	1	1%	1	20%	2	3%
Environment, Health and Safety [B]	0	0%	1	1%	0	0%	0	0%
Environment, Health and Safety [C]	0	0%	2	3%	0	0%	1	2%
Falsification or Destruction of Information [B]	1	50%	3	4%	0	0%	0	0%
Fraud or Embezzlement [C]	0	0%	2	3%	0	0%	1	2%
Gifts, Bribes and Kickbacks [C]	0	0%	1	1%	0	0%	0	0%
Guidance Request [C]	1	50%	34	47%	1	20%	19	32%
Harassment - Workplace [C]	0	0%	0	0%	0	0%	1	2%
Inappropriate Behavior [C]	0	0%	3	4%	1	20%	4	7%
Misuse of Resources [C]	0	0%	7	10%	1	20%	4	7%
Other [C]	0	0%	6	8%	0	0%	4	7%
Other Outside Activities (Speaking, Teaching, Writing) [C]	0	0%	0	0%	0	0%	1	2%
Political Activity [C]	0	0%	1	1%	0	0%	1	2%
Proper Use of Your Position [C]	0	0%	2	3%	0	0%	1	2%
Quality Control [C]	0	0%	0	0%	0	0%	2	3%
Retaliation or Retribution [C]	0	0%	1	1%	0	0%	1	2%
Seeking Employment [C]	0	0%	0	0%	0	0%	1	2%
Substance Abuse [B]	0	0%	0	0%	0	0%	1	2%
Theft [C]	0	0%	3	4%	0	0%	2	3%
Threats and Physical Violence [B]	0	0%	0	0%	0	0%	1	2%
Unfair Employment Practices [B]	0	0%	1	1%	0	0%	0	0%
Unfair Employment Practices [C]	0	0%	1	1%	0	0%	4	7%



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INITIAL WPA REPORTS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	2		72		5		59	
Priority B	1	50%	5	7%	0	0%	2	3%
Priority C	1	50%	67	93%	5	100%	57	97%
Anonymous Callers	1	50%	25	35%	4	80%	30	51%
First Time Callers	1	50%	31	43%	4	80%	43	73%
Business Hours (8:00am - 9:00pm EDT)	1	50%	42	58%	4	80%	42	71%
After Hours (Including Weekends)	1	50%	30	42%	1	20%	17	29%

How Callers Became Aware of Program

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	2		72		5		59	
BPA Connection (BPAX)	1	50%	4	6%	0	0%	9	15%
Brochure	0	0%	0	0%	0	0%	2	3%
Code of Conduct	0	0%	2	3%	0	0%	3	5%
Declined	1	50%	28	39%	1	20%	11	19%
E-Mail	0	0%	1	1%	0	0%	0	0%
Ethics Training	0	0%	6	8%	0	0%	5	8%
Ethics Web Site	0	0%	3	4%	1	20%	4	7%
Intranet	0	0%	6	8%	1	20%	8	14%
Manager or Supervisor	0	0%	1	1%	0	0%	2	3%
New Employee Orientation	0	0%	3	4%	0	0%	0	0%
Other	0	0%	11	15%	1	20%	7	12%
Poster	0	0%	1	1%	0	0%	1	2%
Unknown	0	0%	6	8%	1	20%	6	10%
Wallet Card	0	0%	0	0%	0	0%	1	2%

Monthly Management Summary Report

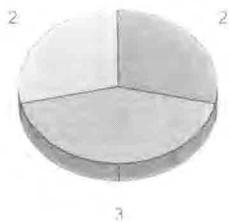
December 2011

INITIAL WPA REPORTS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	2		72		5		59	
Priority B	1	50%	5	7%	0	0%	2	3%
Priority C	1	50%	67	93%	5	100%	57	97%
Anonymous Callers	1	50%	25	35%	4	80%	30	51%
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Business Hours (8:00am - 9:00pm EDT)	1	50%	42	58%	4	80%	42	71%
After Hours (Including Weekends)	1	50%	30	42%	1	20%	17	29%

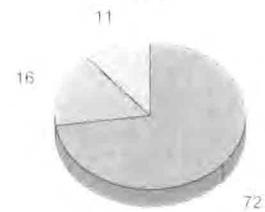
CALL TYPES

Current Period



Initial WPA Alert	28.6%
Follow-up WPA Alert	42.9%
Inquiry or Referral	28.6%
Total	100.0%

YTD



Initial WPA Alert	72.7%
Follow-up WPA Alert	16.2%
Inquiry or Referral	11.1%
Total	100.0%



Confidential Report

Global Compliance
13950 Ballantyne Corporate Place
Charlotte, NC 28277
(800) 528-5745

Program Name: BPA Ethics Helpline

Program Start Date: March 01, 2010

Monthly Management Summary Report

December 2011

INITIAL WPA REPORTS

	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	2		72		5		59	
Priority B	1	50%	5	7%	0	0%	2	3%
Priority C	1	50%	67	93%	5	100%	57	97%
Anonymous Callers	1	50%	25	35%	4	80%	30	51%
First Time Callers	1	50%	31	43%	4	80%	43	73%
Business Hours (8:00am - 9:00pm EDT)	1	50%	42	58%	4	80%	42	71%
After Hours (Including Weekends)	1	50%	30	42%	1	20%	17	29%

INITIAL WORKPLACE ALERT REPORTS

Monthly Management Summary Report

December 2011

INITIAL WPA REPORTS

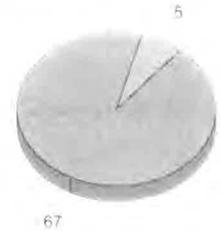
	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	2		72		5		59	
Priority B	1	50%	5	7%	0	0%	2	3%
Priority C	1	50%	67	93%	5	100%	57	97%
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After Hours (Including Weekends)	1	50%	30	42%	1	20%	17	29%

Priority



A	0.0%
B	50.0%
C	50.0%
Total	100.0%

A	0.0%
B	6.9%
C	93.1%
Total	100.0%



Anonymity



Anonymous Callers	50.0%
Identified Callers	50.0%
Total	100.0%

Anonymous Callers	34.7%
Identified Callers	65.3%
Total	100.0%



Business Hours/After Hours Usage

* Business Hours 8 am to 9 pm EDT



Business Hours	50.0%
After Hours	50.0%
Total	100.0%

Business Hours	58.3%
After Hours	41.7%
Total	100.0%

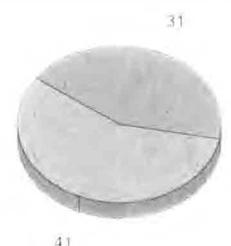


First Time Users (self-reporting)



First-Time Callers	50.0%
Have Called Previously	50.0%
Total	100.0%

First-Time Caller	43.1%
Have Called Previously	56.9%
Total	100.0%

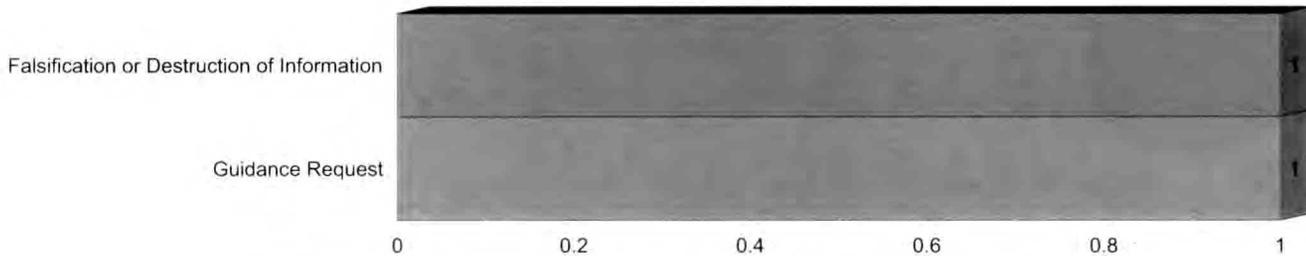


Monthly Management Summary Report

December 2011

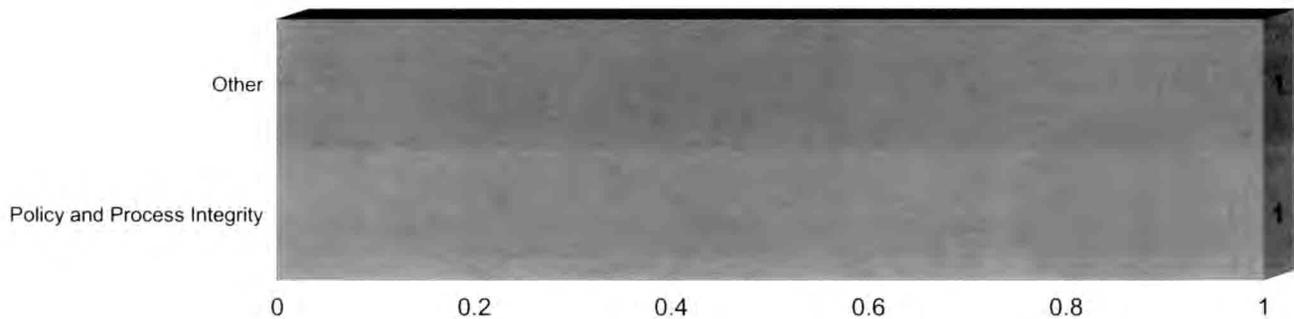
INITIAL WPA REPORTS	Current Period				Prior Year			
	Total	%	YTD	%	Total	%	YTD	%
Workplace Alert Reports	2		72		5		59	
Priority B	1	50%	5	7%	0	0%	2	3%
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After Hours (Including Weekends)	1	50%	30	42%	1	20%	17	29%

Allegations



Graphs represent data gathered for the reporting period only, and do not include year-to-date data.

Allegation Classes



Graphs represent data gathered for the reporting period only, and do not include year-to-date data.