



June 2016

RE: Anonymous Hotline

Dear Delta Family:

We have engaged Lighthouse Services to provide an anonymous ethics and compliance hotline for all employees of Delta Companies Inc. The purpose of the service is to insure that any employee wishing to submit a complaint anonymously can do so without the fear of retribution.

We encourage open dialogue, but recognize that there are times when some employees may desire to remain anonymous. Please follow Delta Companies' standard practices for all complaints or issues not requiring anonymity.

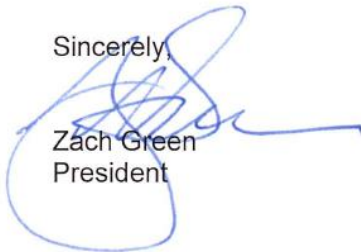
Complaints may cover but are not limited to the following topics:

Ethical violations	Wrongful Discharge
Unsafe Working Conditions	Internal Controls
Quality of Service	Vandalism and Sabotage
Sexual Harassment	Theft
Discrimination	Conduct Violations
Alcohol and Substance Abuse	Threats
Fraud	Bribery and Kickbacks
Conflict of Interest	Improper Conduct
Embezzlement	Violation of Company Policy
Violation of the Law	Misuse of Company Property
Falsification of Contract, Reports or Records	

Please note that the information provided by you may be the basis of an internal and/or external investigation into the issue you are reporting and your anonymity will be protected to the extent possible by law by Lighthouse. However, your identity may become known during the course of the investigation. Complaints are submitted by Lighthouse to a company designee for investigation.

Lighthouse Services toll free number is available 24/7 for use by your employees and staff 7 days a week. As well as online reporting at www.lighthouse-services.com. A business card is provided for your reference.

Sincerely,



Zach Green
President

ETHICS HOTLINE

CALL (877) 472-2110

Or go to www.lighthouse-services.com – submit report
Login Name: Delta Password: ethics

Lighthouse is a worldwide, anonymous reporting provider that helps companies identify improper behavior. We are committed to protecting the confidentiality and anonymity of employees who use our system. You may make a report anonymously if you choose to do so. Please note that the information provided by you may be the basis of an internal and/or external investigation into the issue you are reporting and your anonymity will be protected to the extent possible by law. However, your identity may become known during the course of the investigation. Complaints are submitted by Lighthouse to your employer or employer's designee, and may or may not be investigated at the sole discretion of your employer.

EOE M/F/D/V

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