



**10011 Pines Blvd., Suite 201
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Phone (954) 436-8909 Fax (954) 436-1778**

Whistleblower Protection for Employees of Publicly Traded Companies

The Sarbanes-Oxley Act mandates that publicly traded companies provide an anonymous means for employees to report corporate misconduct directly to those responsible for addressing it.

If you observe any of the following:

1. Questionable accounting practices
2. The misuse of company assets
3. A violation of federal securities laws
4. A violation of any federal law relating to fraud against shareholders....

You are encouraged to report these activities to Bill Dixon, Director.

By phone: (703) 407-9808

By E-mail: Bdixon@khfmetrodc.com

By mail: Bill Dixon (Confidential)

2202 Huntfield Court

Gambrills, MD 21054

All such activities will be reported to the Audit Committee of The Company's Board of Directors.

You will be protected from retaliation by provisions of The Sarbanes-Oxley Act which provides for severe penalties against any person retaliating against a whistleblower.

