



## COMPARISON CHART

As shown below, JUSTUS® provides significant benefits that are lacking in some alternatives.

FACTOR	JUSTUS®	Online Reporting Systems	Hotlines	Internal Departments	Corporate Attorneys
Immediate notification of an issue	✓	✓	✓	✓	
Confidential Reporting	✓	✓	✓	✓	
Available 24/7/365	✓	✓	✓		
Inexpensive	✓	✓	✓		
Report to <i>appropriate</i> individual	✓	✓			
Communicate policies/procedures to employees or constituents	✓			✓	
Work with the customer during the dispute resolution process, in real time if requested	✓				✓
Compliant with Sarbanes-Oxley Act	✓	✓	✓	<i>(some)</i>	
Reports content of call without undermining confidentiality	✓	✓	✓		
Initial interview conducted by a live representative	✓		<i>(some)</i>		
Available in almost any language	✓		<i>(some)</i>		
Available from any location, without geographic restrictions	✓	✓	✓		
Able to handle multiple facilities, across state lines and international boundaries	✓	<i>(some)</i>	<i>(some)</i>		
Provide confidential future access to the employee/constituent for follow up questions	✓				
Secure Website access <i>(Prevents false reports)</i>	✓				
Proprietary interactive system	✓				
Automatic urgency and scope determination	✓				
Independent, third-party investigation	✓				
Trained representatives communicate with employees/constituents throughout the resolution process	✓				
Work to resolve dispute to prevent escalation to litigation	✓				
Resolution communicated by a live representative	✓				
Offer creative solutions consistent with customer's current policies and procedures; not "cookie-cutter" responses	✓				
Confidential report retention	✓				
Cumulative reports available instantaneously	✓				
Quality control methods to prevent false reporting	✓				
Employee/constituent receives report back	✓				
Can be made available to outsiders, including suppliers, subcontractors, and others	✓				
Managed by ADR, HR and finance professionals	✓				