



DRC EMERGENCY SERVICES LLC ("DRC ES") STANDING COMPLIANCE POLICIES

ESCP No. 002, Policy Encouraging a "Speak up" Culture:

1. It is DRC ES' policy to encourage employees to report observed or suspected misconduct in the organization. All employees have an obligation to help prevent and detect violations of law and violations of our Code of Ethics and Business Conduct by reporting observed or suspected misconduct within the organization.
2. Reports may be made directly to the employee's supervisor, to a manager, to our Ethics & Compliance Officer, Don Johnson (251-343-3581) or to the DRC ES third-party, toll-free hotline (844- 240-0005). Additionally, reports of observed or suspected violations of law may be made to our Independent Monitor, Richard J. ("Dick") Bednar by Email to RJB@RJBednar.com. All reports will be treated confidentially. All reports may be made openly or anonymously. DRC ES will investigate all reports; wherever possible, the investigation results will be made known to the reporting employee.
3. DRC ES has zero tolerance for retaliation in any form. No employee will be penalized in any way for making a good faith report of any observed or suspected violation of law or of our Code of Ethics and Business Conduct. Any confirmed form of retaliation, no matter how subtle, will be dealt with severely.
4. This policy statement will be distributed to all employees; a copy will be posted prominently in all company break rooms and on the Company intranet. This policy is in the best interest of all of us; we ask for your continued cooperation in making DRC ES a great place to work.

Thomas M. Stafford

A handwritten signature in blue ink, appearing to read "T M Stafford", is written over a horizontal blue line.

Chief Executive Officer

September 17, 2014