



# If You Have a Concern,

# SEE IT. SAY IT. FIX IT.



**Speak up if you see something** that violates USPI's Code of Conduct.



**Tell your manager**, your HR representative, USPI's Compliance Officer or the hotline. USPI will support you and retaliation will not be tolerated.



**Work together** with USPI to help resolve concerns.



**Tiffany Thompson**  
USPI's Chief  
Compliance Officer



**Howard Hacker**  
Tenet's Chief  
Compliance Officer

**If you have any concerns** that cannot be resolved with your manager, contact the hotline at 1-800-8Ethics.

