



Welcome to the HYGEA Holdings Corp. Compliance Program

Dear HYGEA/Med-Plan Employee:

In recent years, we have all seen headlines and heard news reports highlighting that health care organizations face serious challenges due unsafe, illegal, and unethical behaviors. Such activities can harm an organization's legal status, reputation, finances, and participation in Federal health care programs. Therefore, HYGEA is adopting and implementing a Corporate Compliance Program designed to give you the resources to protect the organization and uphold our high standards. The Corporate Compliance Program includes a Compliance Hotline operated by an independent third party vendor, which allows employees and others to report concerns anonymously through either a web accessible reporting service or telephone message system. The Hotline is available to all employees and contractors, and can be accessed at:

- Online Web Reporting: www.FRAUDHL.com – include in your report the company ID – “HYGEA”
- Telephone Hotline: **1-855-372-8345** – reference in your message the company ID – “HYGEA”

The success of our Corporate Compliance Program requires the active participation of everyone associated with HYGEA. If you know or suspect that a law, regulation, or policy is not being followed, you have an affirmative duty to report this information. HYGEA has adopted a Non-Retaliation Policy regarding the reporting compliance issues or concerns.

I also encourage you to contact anyone in HYGEA's management or your supervisor with any compliance related questions or issues, or alternatively, the HYGEA Compliance/Risk Manager at:

Telephone Number: 786-391-0187 x210

Email Address: compliance@hygea.net

Please remember that HYGEA has a Non-Retaliation Policy. As such, you will not experience any retaliation if you report concerns in “good-faith.” If you do not feel comfortable reporting concerns to me, anyone in management, or the HYGEA compliance officer, you may report compliance issues through our Hotline, as noted above.

Thank you for your cooperation.

Manuel Iglesias
Chief Executive Officer