



Discover a World of Opportunity™

Dear DPS Community and Colleagues,

DPS's mission is to provide all students the opportunity to achieve the knowledge and skills necessary to become contributing citizens in our society.

With this purpose comes responsibility: we must ensure that we fulfill DPS's commitments while upholding a high standard of integrity and ethical business conduct. We are proactively taking steps to assist in that aim by implementing IntegraReport.

IntegraReport is a hotline service that will allow you to anonymously report fraud, waste, or abuse of District property, assets, and resources or other serious problems in DPS's operations, including violations of our policies and procedures or voice any concerns you may have regarding potentially inappropriate activities in the workplace. When you raise questions and concerns, DPS can detect potential problems early on. This helps minimize potential harm to our organization, our stakeholders and our reputation. If you ever have any questions or concerns about the ethics or integrity of any aspect of our business, you should address the issue as soon as possible. And remember, DPS will not tolerate retaliation against you for reporting potential misconduct or concerns. It is important to us that you feel comfortable and safe raising your questions and concerns.

IntegraReport is available 24 hours a day, seven days a week via the Internet and via a toll-free number. To access **IntegraReport** on the Web, go to www.integrareport.com. There you will find a brief video that will explain to you how to use the hotline, as well as a form to fill out to report an incident. To access **IntegraReport** via phone, please call 855-858-3344. A recorded message will explain how to use the hotline. You are provided up to 10 minutes of time to make your report. You may call back if you need more time for your report.

DPS will investigate all reports of possible ethical or legal misconduct as promptly as possible. DPS will keep details of investigations confidential to the maximum extent possible, consistent with resolution of the issue and in compliance with applicable laws.

The Board of Education and management of DPS are committed to addressing potential fraud, abuse or unethical behavior so that our organization continues to be perceived as ethical in all our dealings. Your participation in assisting us in this effort is vital to our success. Please contact Craig Ramsey, Internal Audit Manager at 720-423-1343 if you have any questions regarding the hotline service.

Sincerely,

Mark Ferrandino, CFO