

*** Notice to Employees ***

Hiland Dairy Is Committed To The Highest Standards of Business Conduct

We will comply with all
laws and regulations

**Call The Company's
ETHICS COMPLIANCE OFFICER
For Advice on Business Practices
Or To Report Wrongdoings
1-800-417-4558**

- ◆ Collect Calls Are Welcome
- ◆ Reports May Be Anonymous
- ◆ Wrongdoings Affecting Government Business
May Be Reported To The Department Of
Defense Hotline 1-800-424-9098