

# CROSSCOUNTRY MORTGAGE, LLC NOTICE

## CALIFORNIA WORKPLACE VIOLENCE PREVENTION PLAN INFORMATION

A copy of our California Workplace Violence Prevention Plan (“plan”) is available to all employees residing in California.

Please contact Michelle Novak, EVP of Human Resources, at [Michelle.Novak@ccm.com](mailto:Michelle.Novak@ccm.com) (E-Mail) or 440-262-3895 (Phone) for a copy of the plan or for questions. The plan is also available online in various locations:

- CrossCountry Intranet “The Landing”: <https://thelanding.ccm.com>
- Benefits Website: <https://mycrosscountrybenefits.com>

CrossCountry Mortgage, LLC encourages you to promptly report any workplace violence incidents or concerns. You can report workplace violence:

- To your manager
- Call or email Human Resources ([HumanResourcesTeam@ccm.com](mailto:HumanResourcesTeam@ccm.com))

You can make suggestions and comments regarding this plan, workplace violence, hazards, and procedures:

- To your manager
- Call or email Human Resources ([HumanResourcesTeam@ccm.com](mailto:HumanResourcesTeam@ccm.com))

Remember, CrossCountry Mortgage, LLC does not retaliate or discriminate against any employee who reports workplace violence or who cooperates in an investigation of workplace violence.