



The Lexakos Advantage

Seasoned high level experience in corporate compliance and ethics program development

- Founder and Chief Executive, Richard Wolf, is a founding member of the Corporate Executive Board's exclusive Charter Compliance and Ethics Leadership Council, and part of a group of select chief compliance officers from sixteen Fortune 100 corporations
- Extensive history of integrating IT, legal, risk and finance components into a complete corporate governance initiative

Lexakos Compliance and Ethics Program documents, processes and systems

- Code of Conduct based on gaps analysis from interviews of top corporate executives
- Cascaded training through management and new hire orientation, with customized tracking system
- Program Guidelines to institutionalize governance, investigation procedures, internal reporting and escalation processes
- Charter for Audit Committee on the procedure for the confidential receipt and handling of reports of alleged questionable financial, accounting and auditing matters
- Administration of customized program for whistleblower reporting system
- Annual Compliance and Ethics Program Certification for Executive Officers, with disclosures and affirmations to ensure absence of conflicts of interest and other ethical issues
- SOX 302 certification process for entity level controls around fraud prevention and risk management, through cascaded management layers to certify as to adequacy of controls

Structured Executive-level committees for corporate governance

- Compliance & Ethics Leadership Team - principal corporate function leaders (Finance, Audit, Treasury, Legal, HR, IT) for program oversight and development
- Business Ethics Committee - chief accounting officer, general auditor, corporate secretary and chief human resources officer, and legal for review of ethics issues and policy development
- Enterprise Risk Management Committee - chief accounting officer, treasurer, general auditor and compliance officer

Strategic Process Management

- Optimizing business processes to improve compliance, analyze performance and re-engineer for efficiency
- Benchmarking and metrics to show ROI and benefits of compliance and risk management systems
- Developing program analytics for user acceptance testing, quality assurance, lessons learned, validation
- Designing enterprise web portal with global knowledge base efficient access to information and content
- Creating training programs for employees and management, and storybook modules for new hires
- Publishing newsletter articles, frequently asked questions, tips for users, high-end presentation development

For more information or to discuss how Lexakos can help your organization, please *call* (973) 324-0050; *email* information@lexakos.com or *visit* www.lexakos.com.