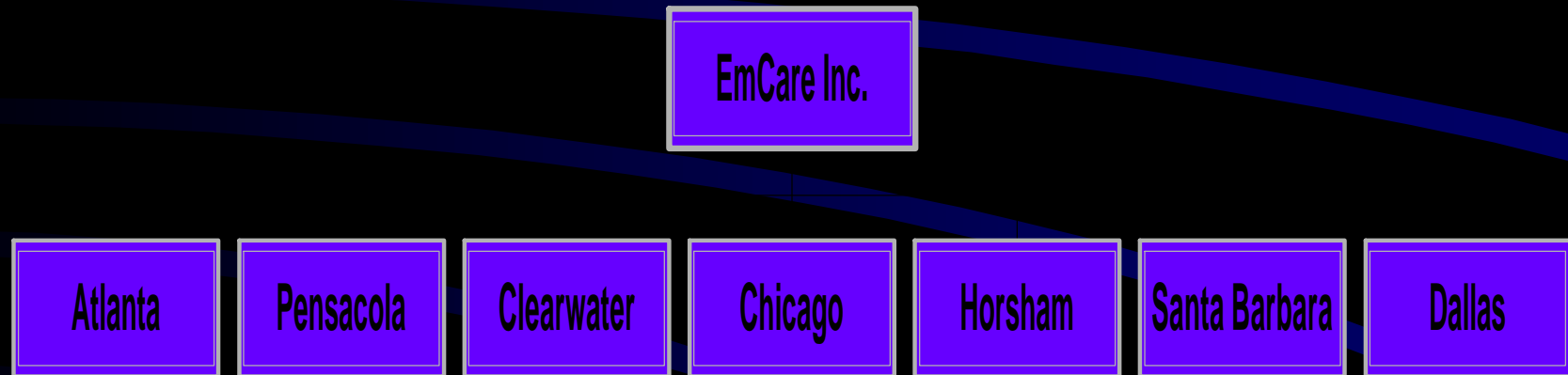


Effective Compliance When Resources are Scarce

Frederick D. Knight, MBA
Director of Compliance
EmCare, Inc.

Organization Overview



Low Budget Initiatives

- **Leadership**
- **Education**
- **Marketing**
- **Resources**

When Resources are Scarce



Compliance ABC's



Education

- In-house Development of Course Curriculum
- Internal Web Design
- Company Driven Teleconferences
- Net-Meeting
- New Employee Orientation
- Colleague Presentations & Training
- “HIPAA” Videos

Sell the “Program”



Compliance Marketing

- Awareness
- Recognition
- Promotional
Items
- E-Mail
- E-Greetings
- Games

Awareness: When Resources are Scarce

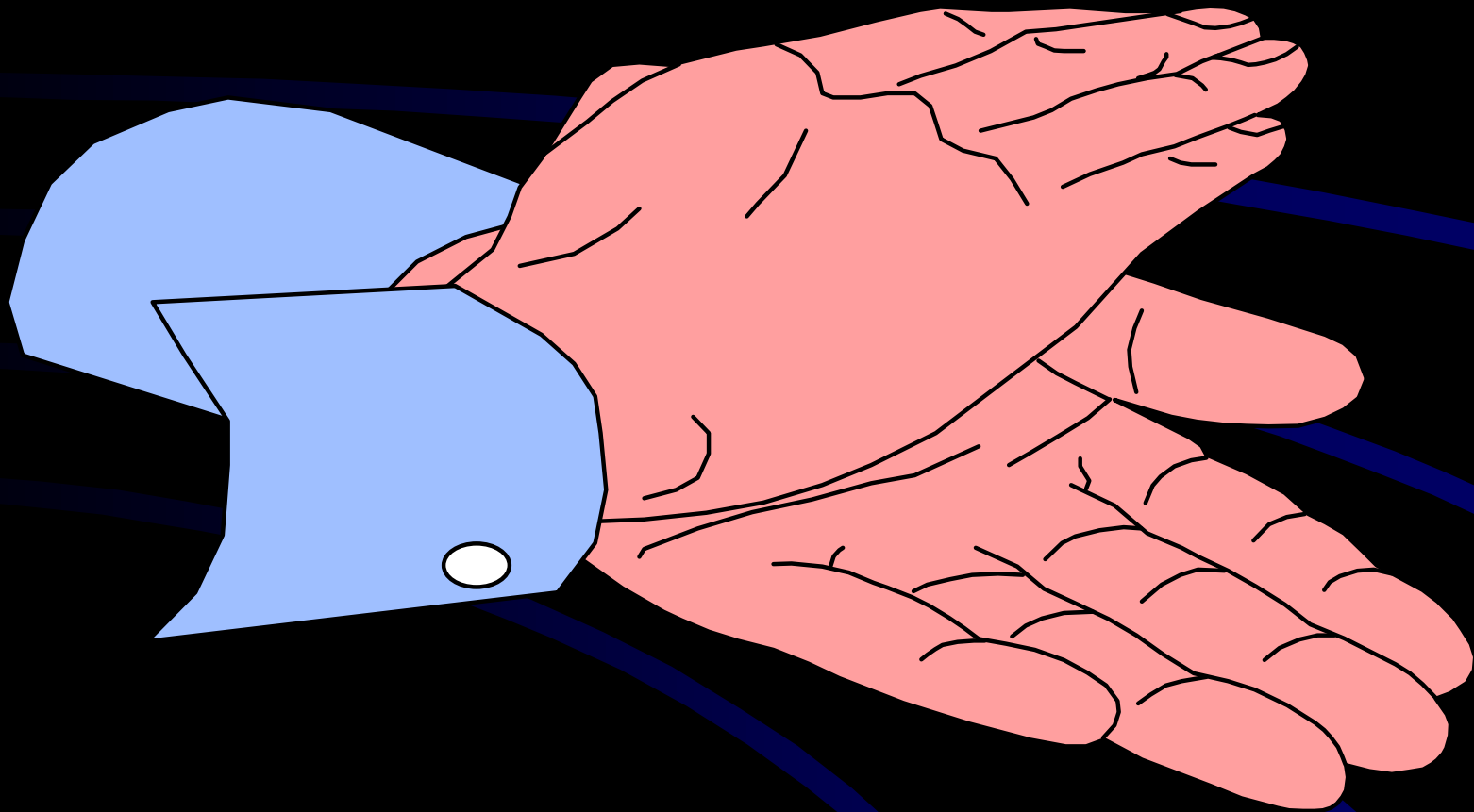


Entertainment



- Social Hour
- Games
- Surveys

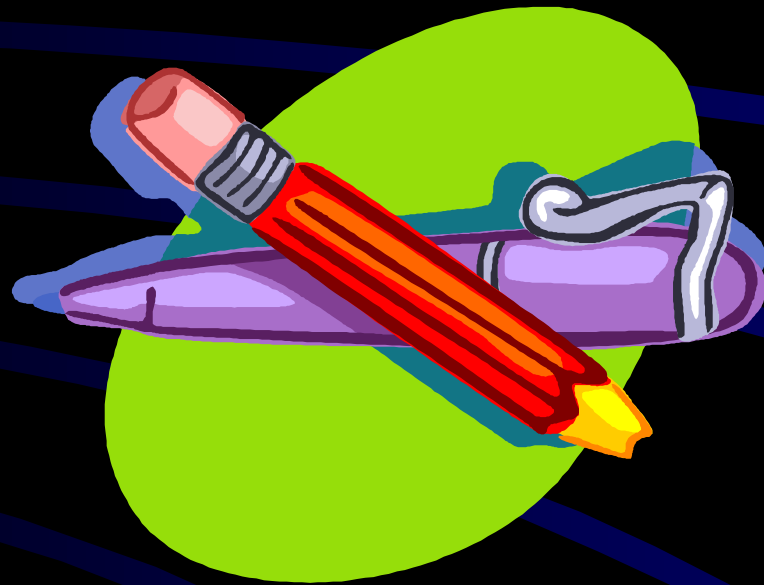
Recognition & Reward



Recognition & Reward

- Certificates
- Verbal Acknowledgment
- Organization announcements
- Pat on the Back award
- Wall Plaque w/names engraved

Promotional Items



Easy on the Pocket

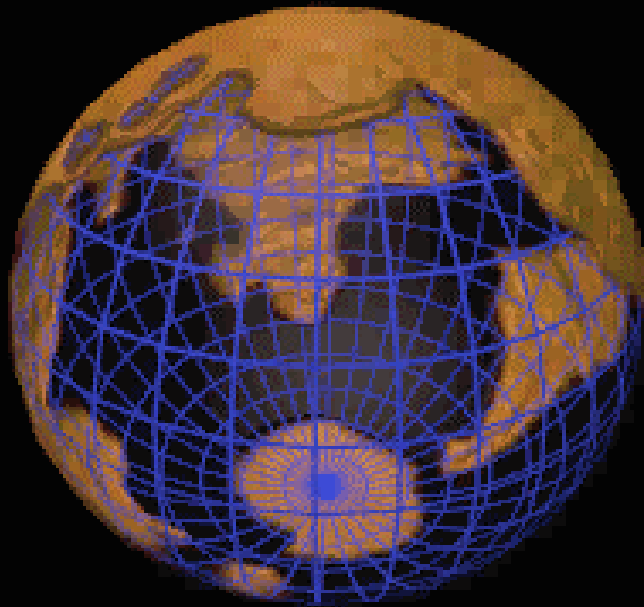
Something on the Mind...

- Pens
- Pencils
- Coasters
- Footballs
- Sticky Notes

E-MAIL



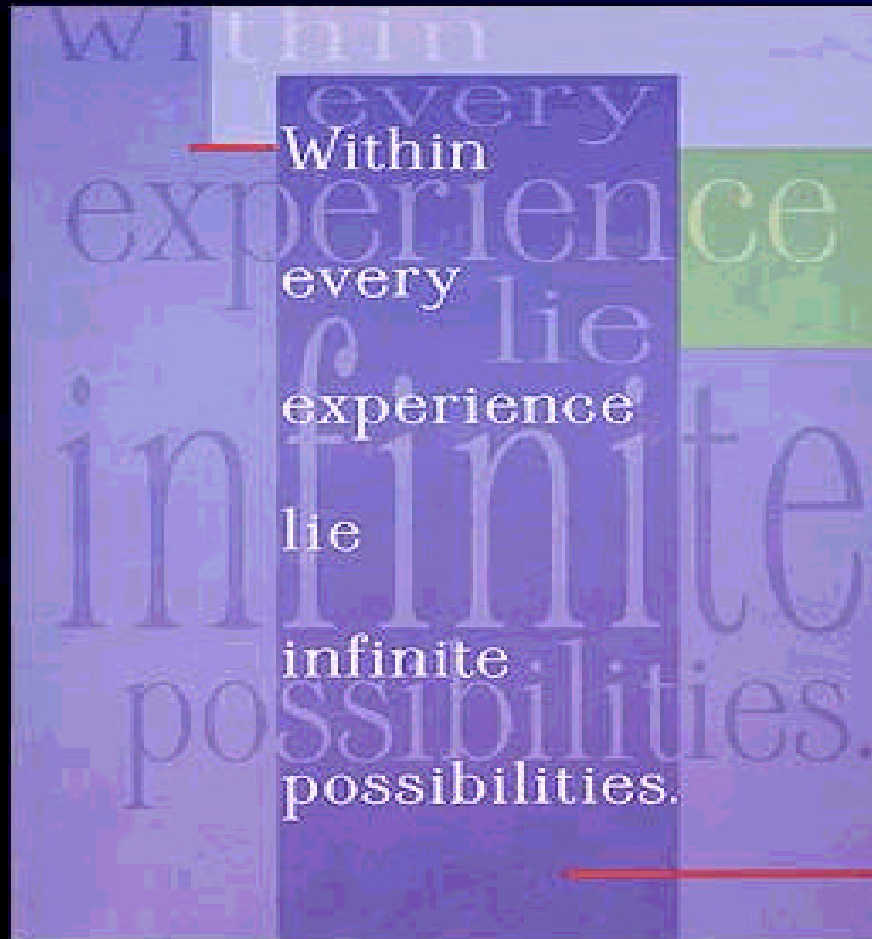
**The weight of the world doesn't have to
weigh heavy on your mind!**



**Ethics &
Integrity
Hotline**

1-888-712-7120

E-Greeting Cards



*Wishing you the courage
to set your sights high
and the wisdom to see
that everything is possible...
if you believe.*

If you choose to personalize your cards,
your personal closing will be printed here.

**“Integrity is a choice. It is consistently
choosing the purity of truth over
popularity”**





Inexpensive Resources

World Wide Web (Internet)



Professional Networking



When Resources are Scarce: Reporting Mechanisms

- Self-Managed
Ethics & Integrity
Hotline
- E-Mail to the
Compliance Officer



The Disclosure Rule Test

- Quickly Administered
- No Overhead Cost
- Classroom not Necessary
- Rocket Science is not a Pre-requisite
- Fully Comprehensible

When Resources are Scarce

It is possible to achieve a high level of business compliance, but it takes commitment.