



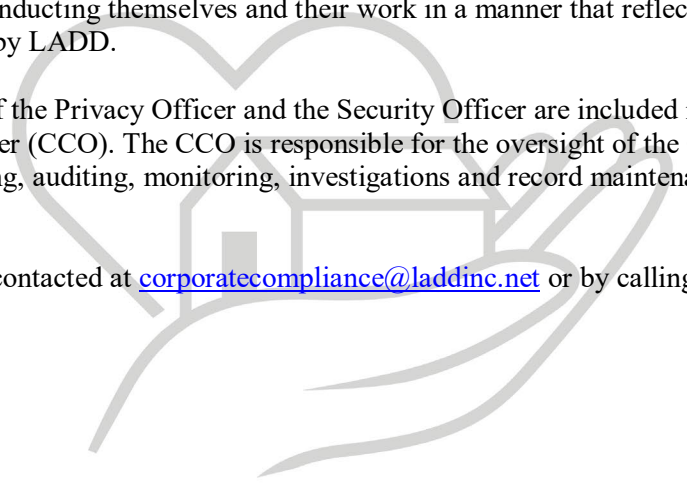
INTRODUCTION

The LADD Compliance and Ethics Program (CEP) establishes the standards, policies and practices designed to provide guidance and communicate appropriate ethical and legal behavior for preventing fraud, abuse, waste and other unethical practices. All employees must commit to meeting the highest standards of ethical conduct. The CEP also exists to provide a process for the people we support, guardians, employees, personnel from other agencies, and community members to discuss or file complaints, grievances, violations, or problems with this organization or its employees, including Management, and to receive careful consideration and a prompt resolution.

The CEP is a collection of documents developed to help employees recognize and respond to some of the more sensitive and often problematic matters involved in conduct and ethics. The CEP specifies, where possible, actions and inactions that are contrary to and conflict with the duties and responsibilities of LADD employees. The CEP guides employees in conducting themselves and their work in a manner that reflects standards of behavior and professionalism as required by LADD.

At LADD the role of the Privacy Officer and the Security Officer are included in the responsibilities of the Corporate Compliance Officer (CCO). The CCO is responsible for the oversight of the CEP, all related policies, procedures, revisions, training, auditing, monitoring, investigations and record maintenance and release of information.

The CCO can be contacted at corporatecompliance@laddinc.net or by calling 1-855-607-1737.



LADD

WE MAKE THE DIFFERENCE