

# This Valentine's Day, Fall in Love

As Valentine's Day approaches, we are reminded of the many reasons both companies and employees have for falling in love with Compliance. Put away the cards and chocolates, and instead, celebrate your true love (Compliance!)

**01** Compliance helps MODE avoid waste, fraud, abuse, discrimination, and other harmful practices by making available –through training and our Code of Corporate Compliance and Ethics – the principles designed to guide management and employees in everyday operations.

**03** Compliance programs understand that pressure on performance may lead to increased susceptibility to fraud and corruption. Employees don't generally drive to work planning to break laws or purposely participate in fraud and corruption, and a strong Compliance culture can guide employees' decisions if those situations arise. Compliance programs that are structured to help provide mechanisms for employees to have a path toward fulfilling their duties as responsible people who report concerns of unethical or illegal activities. A company's ethical culture has a large role to play in enabling or creating the conditions for misconduct to occur.

**02** Good Compliance programs recognize that misconduct most often arises from good people making poor choices in challenging situations, rather than from bad people purposely acting nefariously. Compliance programs help shine a light on this, create a path for intervention and correction, and provide management and employees with sound practices to avoid, minimize, or react to demanding situations.

**04** A healthy Compliance program can protect MODE. Compliance programs understand that having a robust culture of Compliance—where leaders throughout the organization like yourself display a strong commitment to both organizational values and ethical leadership—creates an environment where employees feel less pressure to bend the rules.

**Remember:**

***Roses are Red, Violets are Blue,  
Compliance costs less than a lawsuit—or two***

Now, go ahead and pull those chocolates out again. In fact, we'll even help you! Look for small packages of chocolate treats available at primary offices next week as a reminder that Compliance is sweet!