

ETHICS & COMPLIANCE CONFERENCE

*Bringing together industry
leaders and subject matter
experts to exchange ideas on
issues of importance to today's
ethics and compliance hotline
programs*

Date ▶ **April 13, 2007**

Location ▶ **Wackenhut HQ
Palm Beach Gardens
Florida**



Session Topics

- ▶ **Hotline Compliance in Europe**
- ▶ **Implementing Ethics Training**
- ▶ **Corporate/Employee Covenant**
- ▶ **New System Demonstration**
- ▶ **Users' Group**

Sponsored by:


Wackenhut

To register online, visit: www.ci-wackenhut.com

Conference Details

Conference Agenda

Continental Breakfast at Wackenhut HQ 8:00 - 8:30 am

Session I
Donald C. Dowling, Jr. 8:30 - 10:00 am

Refreshment Break 10:00 - 10:15 am

Session II
Sally McNulty 10:15 - 11:45 pm

Lunch Buffet at Marriott Hotel 11:45 - 1:15 pm

Session III
David Russo 1:15 - 2:45 pm

Refreshment Break 2:45 - 3:00 pm

Session IV
Jeff Weiss 3:00 - 4:30 pm

Users' Group Meeting 4:30 - 5:00 pm



Hotline Compliance in Europe: Navigating Beyond the Data Privacy and Works Council Obstacles

Donald C. Dowling, Jr., International Employment Counsel, White & Case LLP, New York City

While Sarbanes-Oxley actively requires hotlines or similar "procedures," various laws across Europe -- particularly data privacy and "works councils" laws -- act as barriers to offering a U.S.-style hotline for your European employees. U.S. multinationals struggle to meet SOX obligations and U.S. whistleblowing "best practices" while simultaneously complying with the grab-bag of European barriers: the cultural aversion to "denunciations"; France's McDonald's case and three sets of "CNIL" hotline regulations; the EU "Article 29 Working Party" hotline opinion; and the various European labor-law and works councils doctrines in the hotline context (such as under Germany's Wal-Mart case). These European rules may seem complex and even frustrating to a U.S. headquarters, but there is good news: Launching a compliant hotline in Europe is indeed possible. This interactive session will summarize the legal and cultural issues in play, and then explore compliance strategies and best practices. We will also discuss the five threshold legal issues to address before launching any global code of conduct or ethics policy.



Donald C. Dowling, Jr. is the International Employment Counsel at White & Case LLP in New York City, a 2000-lawyer global law firm in 35 cities and 23 countries. Don's practice focuses exclusively on helping multinationals comply with employment laws worldwide as they launch cross-border human resources initiatives. His focus is advising on global codes of conduct, ethics codes, and discrimination/harassment/diversity policies (including their hotline component) and compliance with data privacy laws in international Human

Resources Information Systems and other contexts beyond cross-border hotlines. Don has published and spoken widely on international employment topics including a recent book chapter called "International Privacy Law" and recent articles and sessions on European works councils and global ethics hotlines. Don is listed as one of the top 25 employment lawyers in New York in the PLC Labour & Employee Benefits international directory and he chairs XBHR (the cross-border HR professionals' association).

4 Easy Ways to Register.

1. Online: www.ci-wackenhut.com
2. Mail: Fill out form on back and mail to: Wackenhut, Att: Katy Clark, 4200 Wackenhut Drive, Palm Beach Gardens, FL 33410
3. Fax: Complete form on back & fax: 561-691-6793
4. Phone: 800-275-8310 ext: 6417

We are pleased to announce that registration is free of charge, however we request that you register prior to the event .

Sessions and Speakers

How to Implement a Complete Best Practices Code of Conduct and Business Ethics Training Program

Sally McNulty, Managing Partner, The Cheshire Group

Whether public or privately held, companies must understand the laws and regulatory guidelines that mandate an effective Code of Conduct and Business Ethics program for all employees and agents. This session will address the complex regulatory issues facing companies in an easy to understand format. Discussion will include the business importance, key developments and simplified implementation steps for a comprehensive Code of Conduct and Business Ethics Training program that is documented, repeatable and meets all audit requirements.



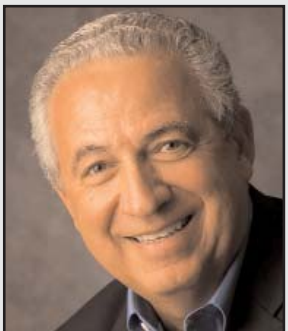
Sally McNulty is Managing Partner with The Cheshire Group, a Human Capital Management (HCM) Consulting Firm in Atlanta, Georgia. Sally has extensive knowledge in the areas of Code of Conduct and Business Ethics, Compliance and Human Capital Management Solutions. She has consulted with numerous public, private, start-up and Fortune 500 Companies such as ADP, Ceridian, Dun & Bradstreet, Microsoft, Workforce Logistics, and others. Sally has designed and co-produced a comprehensive Interactive Scenario-

Based Code of Conduct and Ethics Training Program with supporting services.

Ethics and Risk: "Permission to Act, Sir?"

David Russo, SPHR, Founder and President of Eno River Associates, Inc

This session will explore the commitment today's leading companies are making to their employees, vendors and stakeholders regarding strong Governance, Risk and Compliance solutions and the multiple values they produce for all "stakeholders". David will address this from the perspective of "Engaged and Aligned" employees and how they respond to having their companies demonstrate high level interest and trust in their proactive participation. In this session, you will learn how companies that are considered among the top workplaces emphasize offering serious and visible infrastructure solutions.



David Russo is Founder and President of Eno River Associates, Inc., a human resources consulting practice which advises companies and executives on employee engagement issues, "Employer of Choice" initiatives, optimizing executive search efforts, and Human Capital Management best practices. David served for 19 years as vice president of human resources for SAS Institute, which won numerous quality-of-work and quality-of-life awards during his tenure. He has since held leadership roles with BuildNet and Empliant, and

PeopleClick. He is also a past Vice President and Secretary/Treasurer for the world's leading human resources professional association, The Society for Human Resource Management (SHRM), and also served on the Board of The SHRM Foundation.

Introduction to New Call Intake and Case Management Solution

Jeff Weiss, Vice President Sales and Marketing of Intercede, Inc.

Jeff Weiss will be demonstrating the next generation solution for reporting, managing, investigating and resolving Global Governance, Risk and Compliance (GRC) issues within an Organization. Wackenhut's new solution provides a comprehensive suite of modules to help maintain a culture of ethical behavior. The unique Software-as-a-Service based technology includes best practice workflow to encourage employee adoption and provide for standardization of dispute management. Real-time dashboards and enterprise wide analytics promote visibility into ethics, compliance and workplace issues while enabling proactive continuous improvement.



Jeff Weiss is the Vice President of Sales and Marketing for Intercede, Inc. At Intercede, he led the formation of key partnerships, while having intimate involvement in the development and implementation of the core product. Prior to Intercede, he was the founder and President of National Technology Solutions, Inc. providing customer-centric solutions and consulting

services to the most respected IT organizations worldwide. Jeff has worked with and for some of the most esteemed companies in the technology industry.



Safe2Say

Users' Group Meeting

Fred Giles, Vice President Research Services, The Wackenhut Corporation and John Hart, Manager Research Services, The Wackenhut Corporation

This session is specifically designed for current and future Wackenhut clients. We envision the agenda of this meeting to be driven primarily by the participants. Ideally, it will be an open discussion period to gain input from other users on how to make your ethics and compliance hotline program work better for you and your employees. Wackenhut representatives will also be present to answer questions, detail system enhancements, address any challenges, and welcome suggestions for improvement. We look forward to this unique opportunity to listen and learn from our valued clients and honored guests.

Conference Registration

Airports

Palm Beach International (PBI) (13 mi to Wackenhut)
1000 Palm Bch Intl Airport
West Palm Beach, FL 33406-1412, US

Fort Lauderdale International (FLL) (61 mi to Wackenhut)
Highway I
Fort Lauderdale, FL 33315, US

Miami International (MIA) (81 mi to Wackenhut)
1640 NW 42nd Ave
Miami, FL 33126, US

Hotel Accommodations

Marriott Palm Beach Gardens
Next door to Wackenhut
Phone: 561.691.6460
Mention Wackenhut to get our Corporate Rate

Hampton Inn and Suites
Directly Across the Street from Wackenhut
Phone: 561-625-8880
Mention Wackenhut to get our Corporate Rate

Embassy Suites Hotel
4350 PGA Boulevard
Palm Beach Gardens, Florida 33410
Phone: 561-622-1000

Registration Information

Free Registration!

First Name:	Last Name:	
Organization:	Title:	
Street Address:		
City:	State:	Zip:
Phone:	Fax:	
Email:		

Registration Help

1. Online: www.ci-wackenhut.com
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3. Fax: Complete form on back & fax: 561-691-6793
4. Phone: 800-275-8310 ext: 6417

Note: The Conference will be held at Wackenhut Headquarters. Registration, continental breakfast, lunch & refreshments are complimentary. Registrants are responsible for making their hotel reservations. If you have any questions, please contact Katy Clark or John Hart at 800-275-8310. We look forward to seeing you on April 13!

