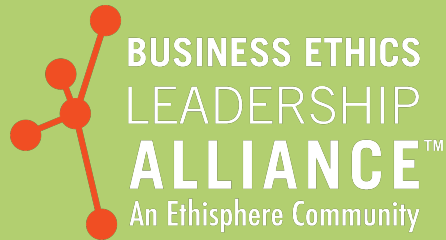




**Preserving Cultural Strengths But  
Preparing For Changes: How Data,  
Measurement, and a New Sense of  
Safety are Key to the Path Forward**

Wednesday, May 20th, 2020



**ETHISPHERE**<sup>®</sup>  
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**Thank you for joining!**  
**Before we get started...**

## **Q&A**

Please submit your questions using the Questions feature in your Zoom Experience

## **CHAT**

Need assistance? The Chat feature will be open throughout the webcast

## **RECORDING & PPT**

Today's presentation and recording will be provided via email after the webcast and featured as a part of our Global Ethics Summit resources.

## Webcast Speakers



**Erica Salmon Byrne**  
EVP and Chair BELA,  
Ethisphere



**Elizabeth Owens Bille**  
SVP, Workplace Culture  
EVERFI



**Tiffany Scurry**  
VP, Legal and Chief  
Compliance Officer  
Western Digital



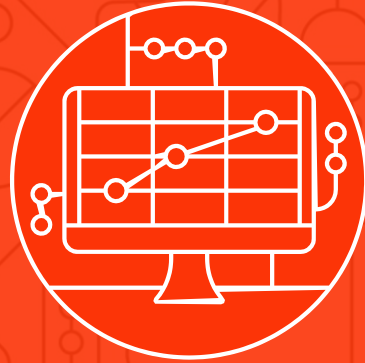
**Tracy Strong**  
SVP, Compliance and  
Chief Privacy Officer,  
Laboratory Corporation  
of America

# EVERFI WORKPLACE CULTURE AT A GLANCE



## Engaging Design

Gain lifelong skills applicable in everyday interactions that can drive business outcomes and shape workplace culture



## Robust Technology

Best-in-class, online workplace training with engaging content and interactive modules



## Data Impact Driven

Platform dashboards display actionable information about the perception, behaviors and attitudes of your employees



## Customizable Content

Incorporate your company logo, images, welcome letter and policies

92%

Those **willing**  
**to report**  
misconduct if  
seen

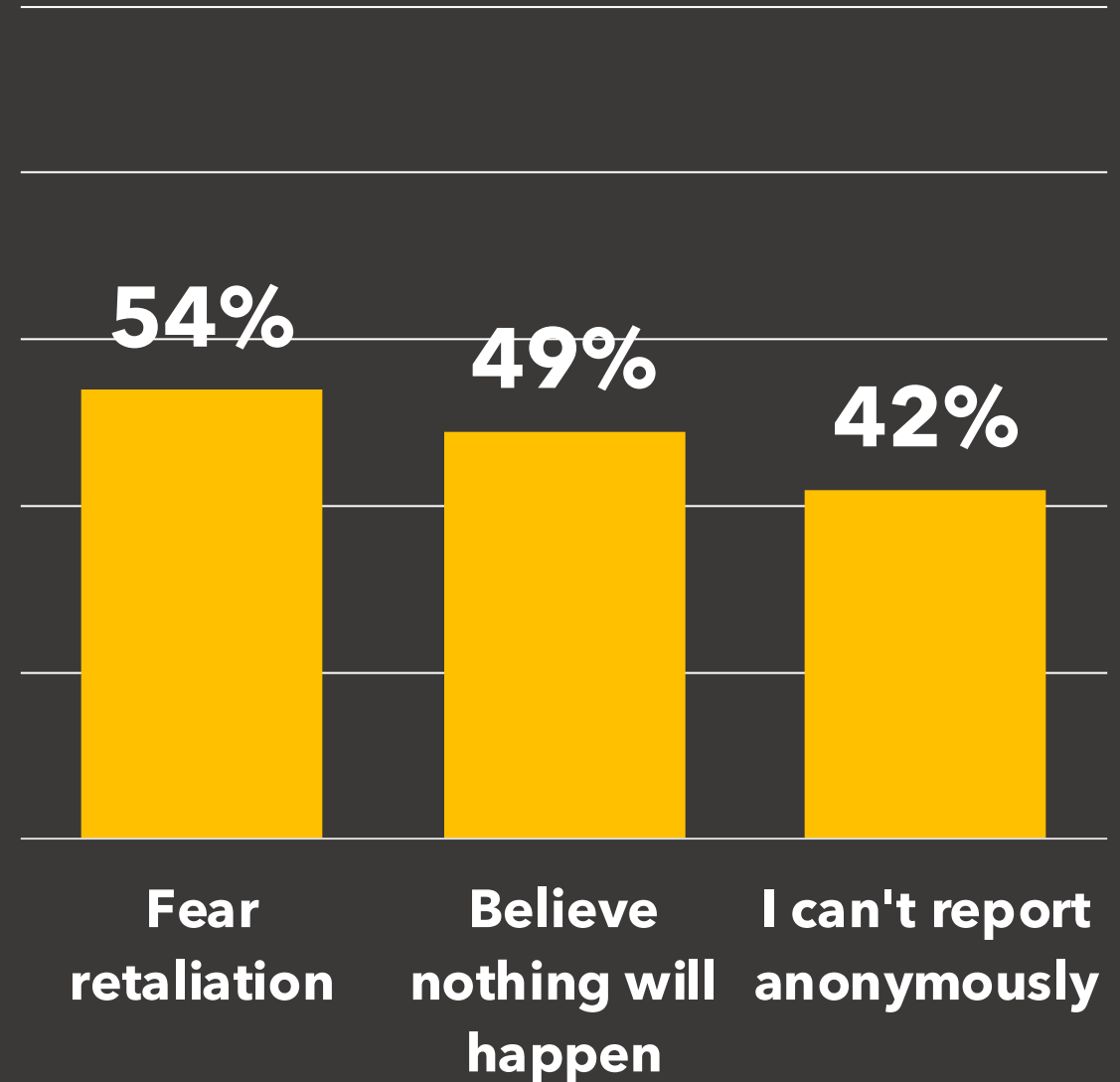
58%

Those **actually**  
**reporting**  
misconduct  
observed

# Why I Will Report



# Why I Won't Report



# How is misconduct reported?

**My  
Manager**

**6x**

**Human  
Resources**

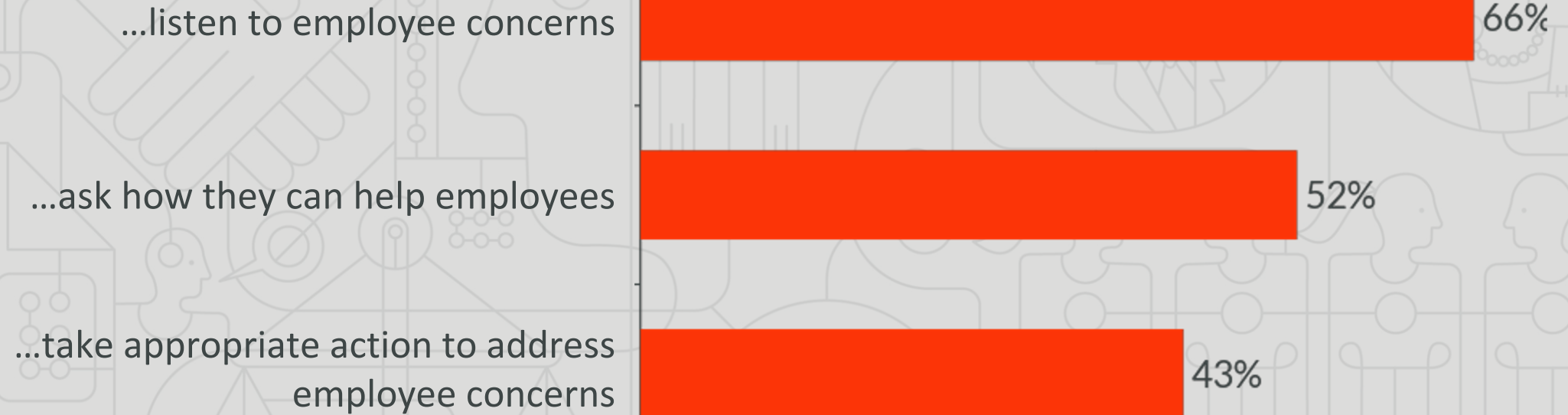
**3x**

**Reporting  
Hotline**

**1 in 10**

# LEADERSHIP STRUGGLES TO CREATE A POSITIVE CULTURE

When employees have concerns about something, managers will typically...



% Agree or Strongly Agree



**My Manager  
Frequently Discusses  
E&C Issues**

**My Manager  
Never Discusses  
E&C Issues**

**Our senior leaders  
act ethically at all  
times**

**90%**

**39%**

**I'm comfortable  
approaching my  
manager with issues**

**97%**

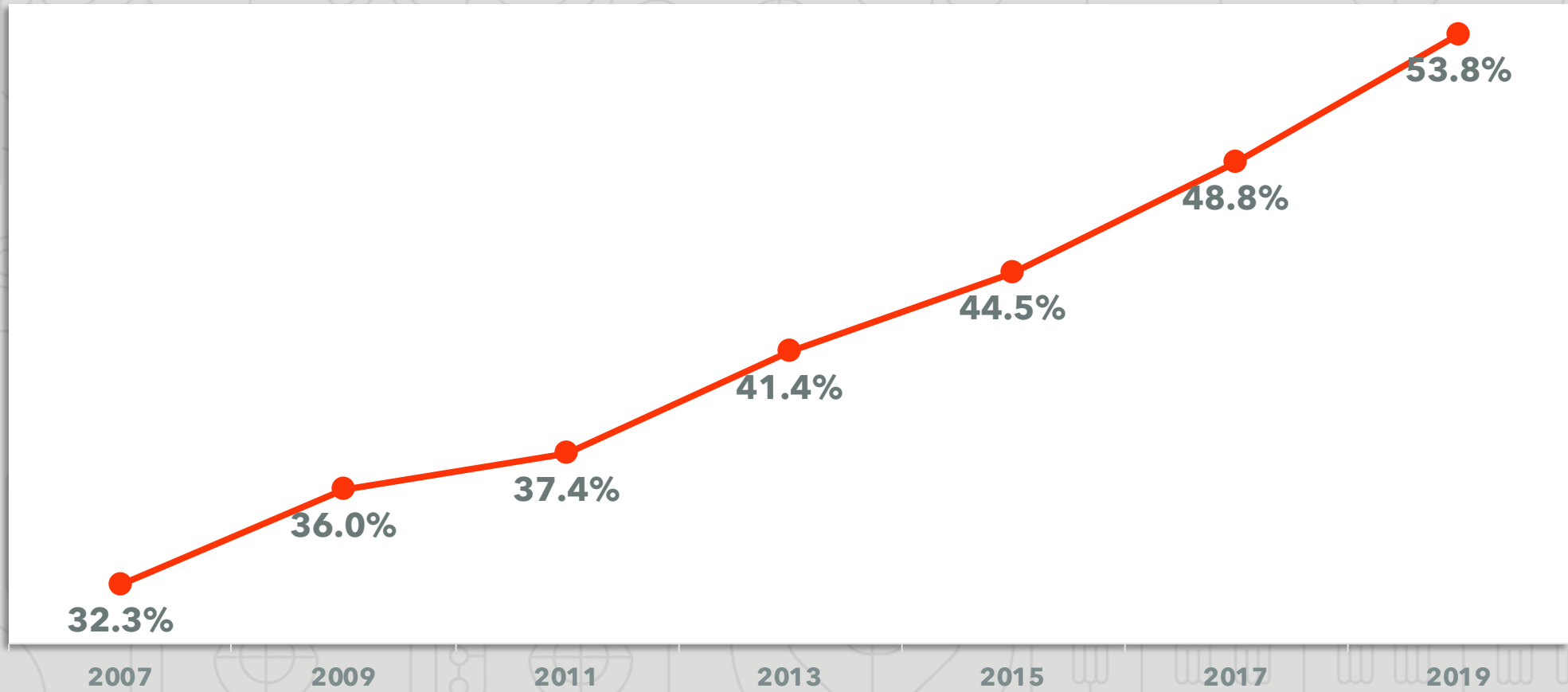
**48%**

**I reported  
misconduct that I saw**

**66%**

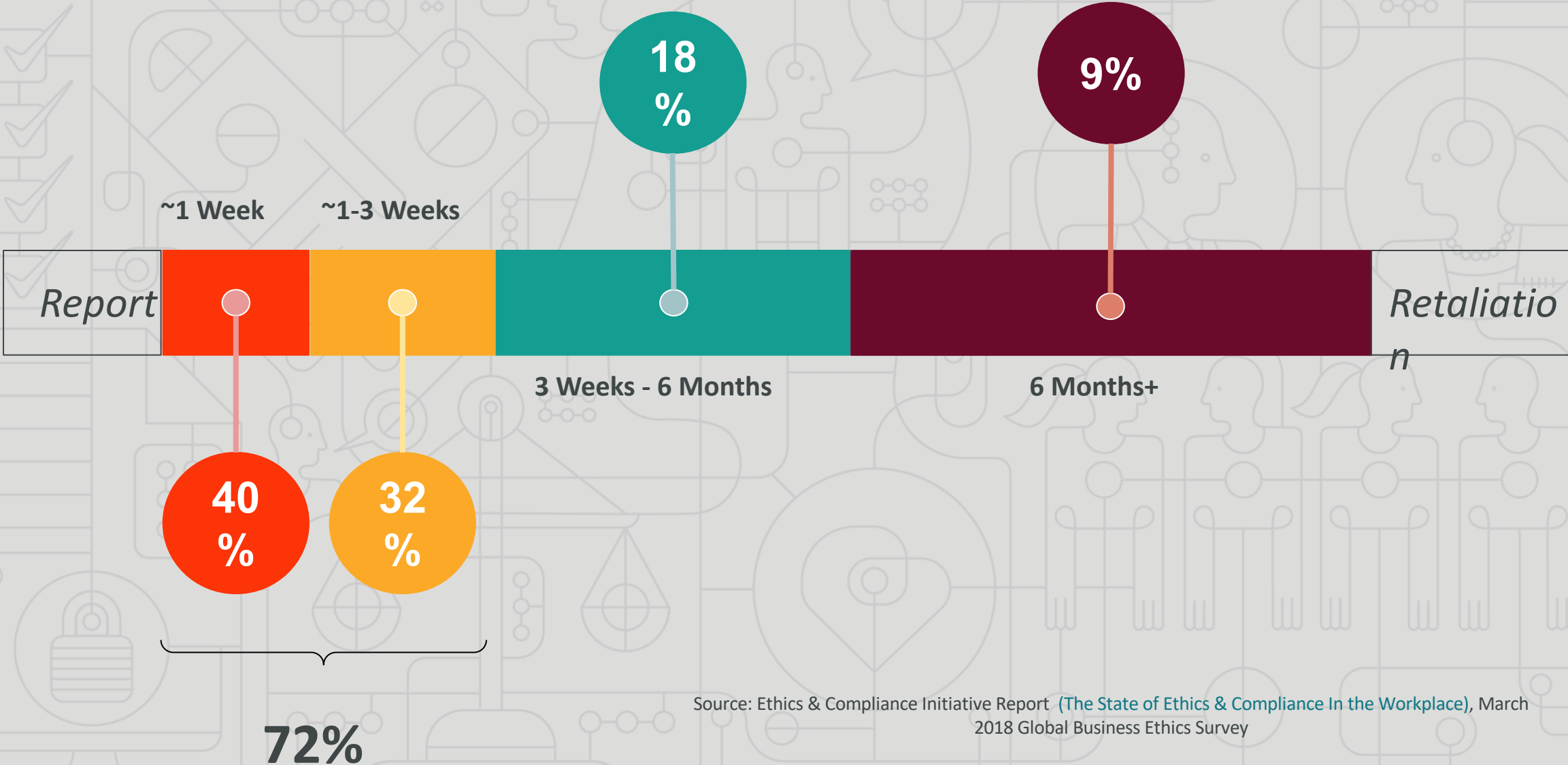
**37%**

# RETALIATION RATES ARE INCREASING



*\*Charge Statistics (Charges filed with EEOC) FY 1997 Through FY 2019*

# TIMELINE OF RETALIATION



Source: Ethics & Compliance Initiative Report ([The State of Ethics & Compliance In the Workplace](#)), March 2018 Global Business Ethics Survey



**28%**

**Witnessed  
retaliation or  
intimidation**

**What Our Data Tells Us**

# **Managers Matter**

A close-up photograph of Steve Carell as Michael Scott from the TV show 'The Office'. He is wearing a white dress shirt and a patterned tie, looking directly at the camera with a slight, knowing smile. He is holding a white ceramic mug in his right hand. The background shows office blinds and a window looking out onto a cityscape.

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BEST  
BOSS**

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**Thank you  
for joining!**

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