

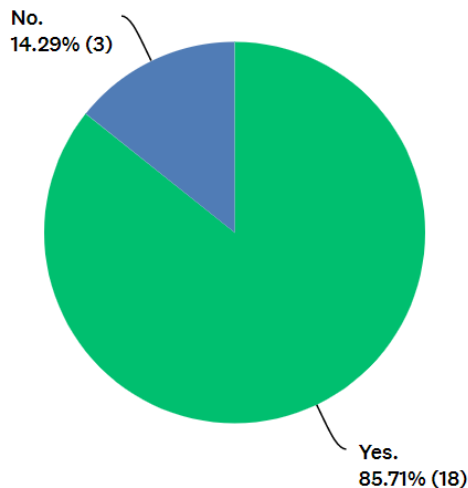
CEFLI Quick Poll

June 2020

Ethics Training and Providers of Ethics Training

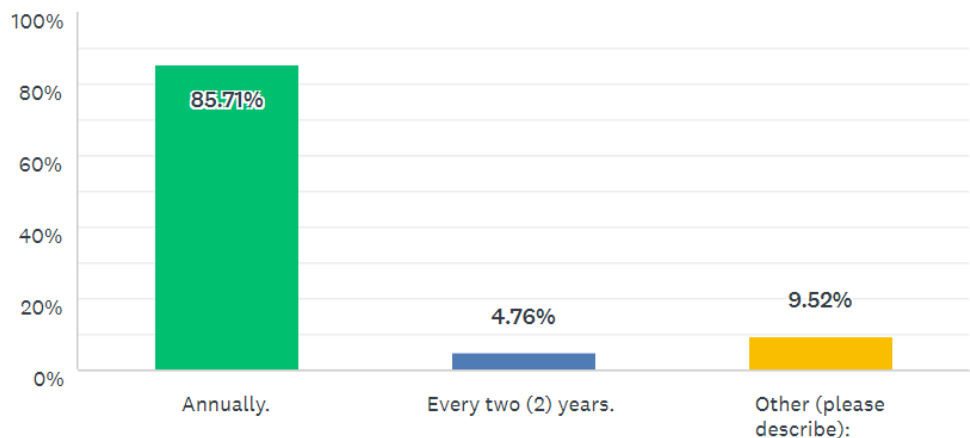
Do you require all employees to complete ethics training upon hire?

Answered: 21 Skipped: 0



How often do you refresh ethics training for employees?

Answered: 21 Skipped: 0



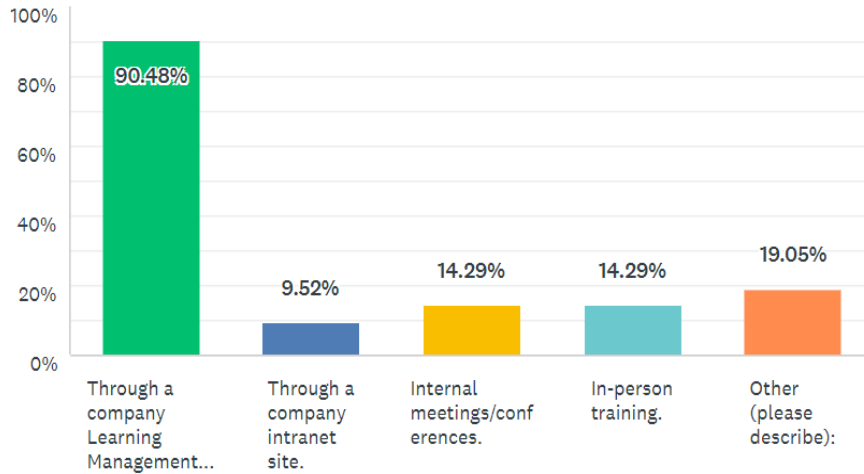
Other:

- We remind associates of our Code of Ethics annually.
- Considering ethics training for all employees. Currently, only those that have professional licenses are required as well as all compliance staff.

(More on next page.)

How do you deliver ethics training? (Please check all that apply.)

Answered: 21 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Through a company Learning Management System (LMS).	90.48% 19
▼ Through a company intranet site.	9.52% 2
▼ Internal meetings/conferences.	14.29% 3
▼ In-person training.	14.29% 3
▼ Other (please describe):	Responses 19.05% 4

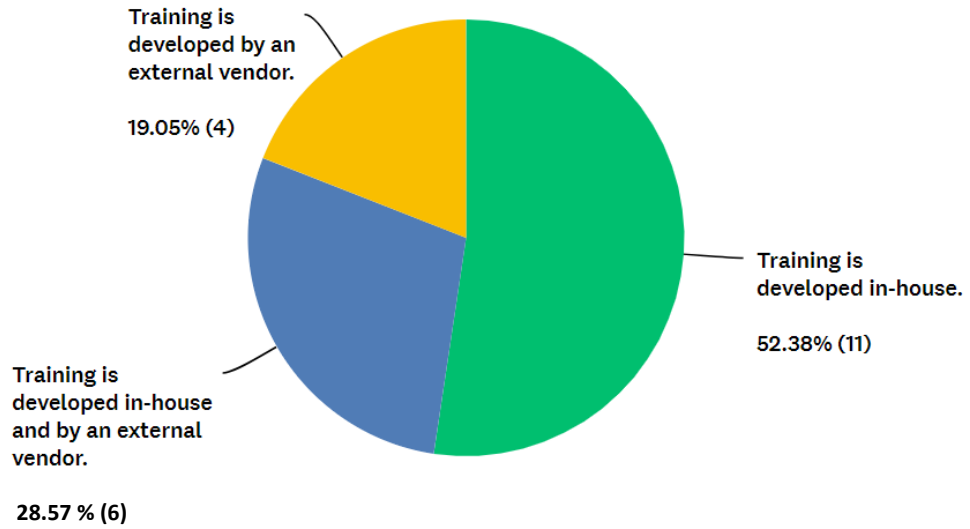
Other:

- Our training approach varies by year- typically with some kind of online CBT but periodically in person. We also train all people leaders about their responsibilities at hire and every 2-4 years.
- Email.
- External webinars, external annual conference trainings, CEFLI Course.
- Annual banners; inclusion of ethics in company newsletter.

(More on next page.)

Do you utilize external/internal resources for ethics training?

Answered: 21 Skipped: 0



Other:

- NAVEX
- MediaPro
- CEFLI and we watch for other professional ethics courses.
- LRN
- True Office Learning