



INTEGRITY DIAGNOSTICS™

Acme, Inc. Benchmark

Q1 2018 Comparisons and Historical Trends



INTEGRITY DIAGNOSTICS™

Turning Data Into Actionable Insights

Aggregate data from almost
5,400 organizations

2,382 clients received **10** or more
reports in 2016

Nearly **1 million** reports
were captured in 2016

Our data covers over **25** industries

About NAVEX Global®

NAVEX Global® defends your organization from legal, financial, reputational, and regulatory risk. Our proven solutions help you contain risks related to the constant stream of new threats, laws and regulations your organization must address each day.

Your Trusted Partner

More than 95 of the FORTUNE 100 and 12,500 clients around the world trust us to power their ethics and compliance (E & C) programs. Our flexible, scalable solutions make E & C programs more effective – and easier to manage and measure.

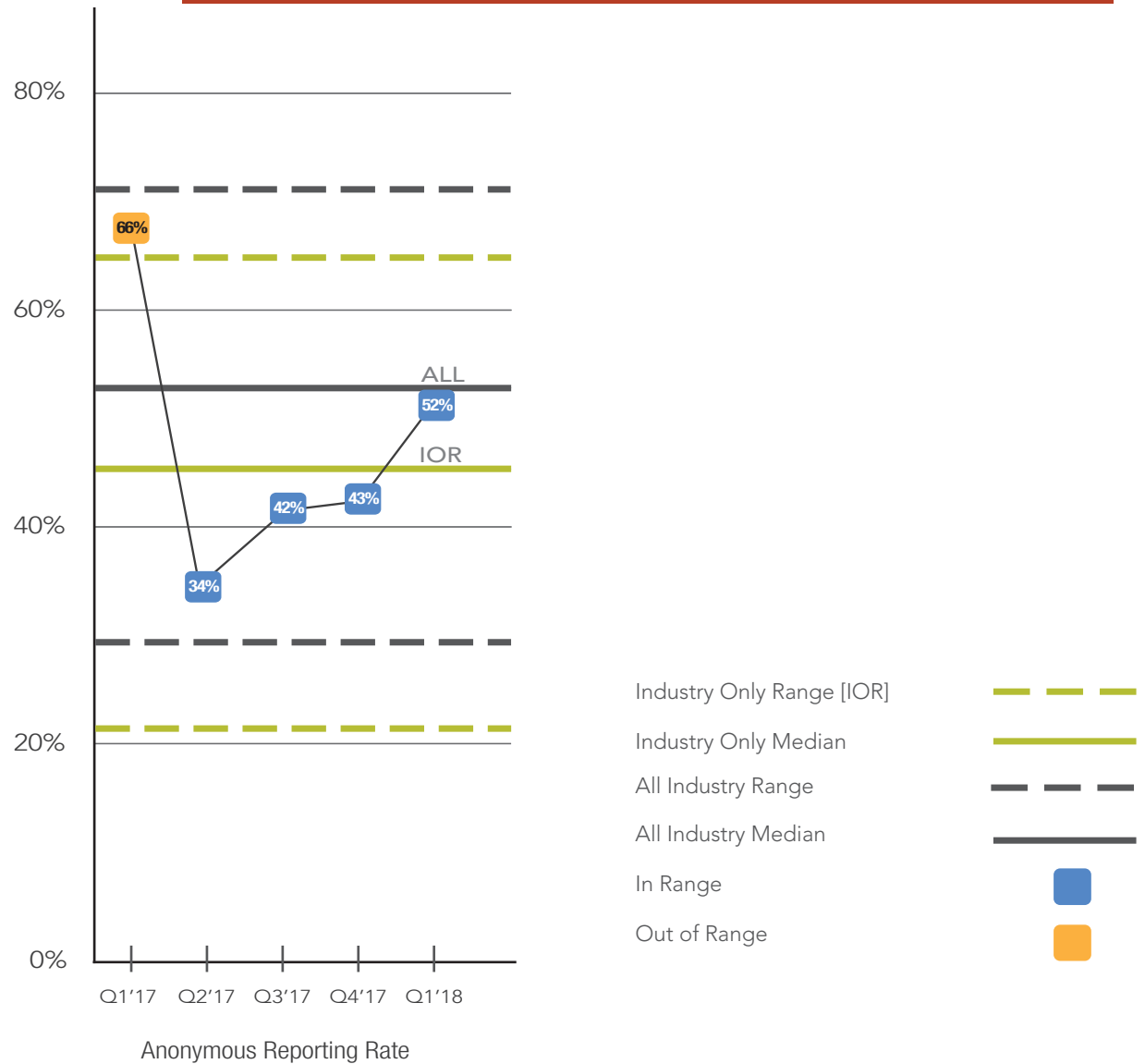
A partnership with NAVEX Global® helps you protect your people, reputation and bottom line.

How *Integrity Diagnostics™* Looks at Historical Trends

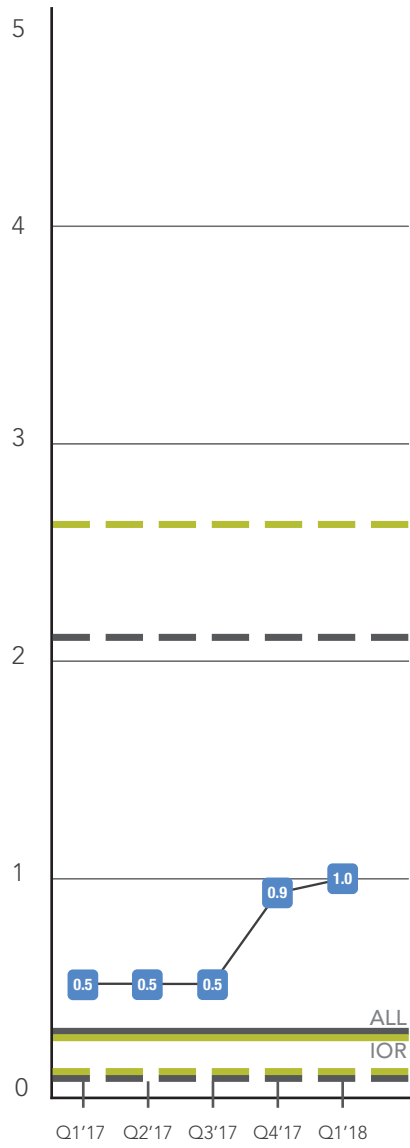
RANGES AND MEDIANS

The primary, and simplest, method that other helpline data providers use to generate their benchmarks is to pool data, generally by industry and calculating the average result for each given metric. The problem with this method of benchmarking is that it does not account for outliers, such as companies with an extremely high or low call count or a large or small employee population. As a consequence, the data is generally skewed away from the bulk of the companies and towards the outliers.

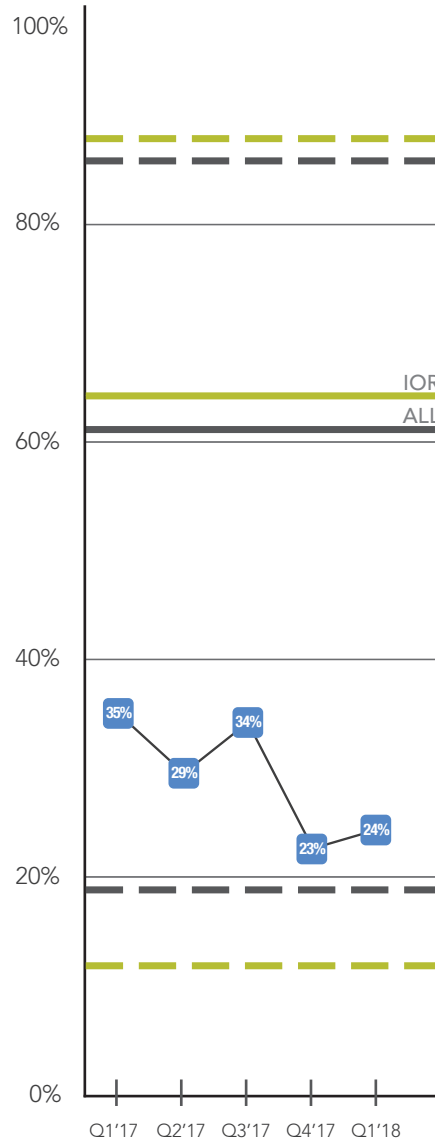
To reduce the impact of outliers, NAVEX Global® calculates every benchmark for each company individually and then identifies the median data point. Where appropriate, we also provide a range of results which includes the middle 80 percent of data points. If a company's data falls into our calculated range, it is our opinion that the data is unlikely to be representative of a potential issue. If a company's data falls outside of our calculated ranges, it is possible that there is still no issue, but we feel that the result warrants further analysis.



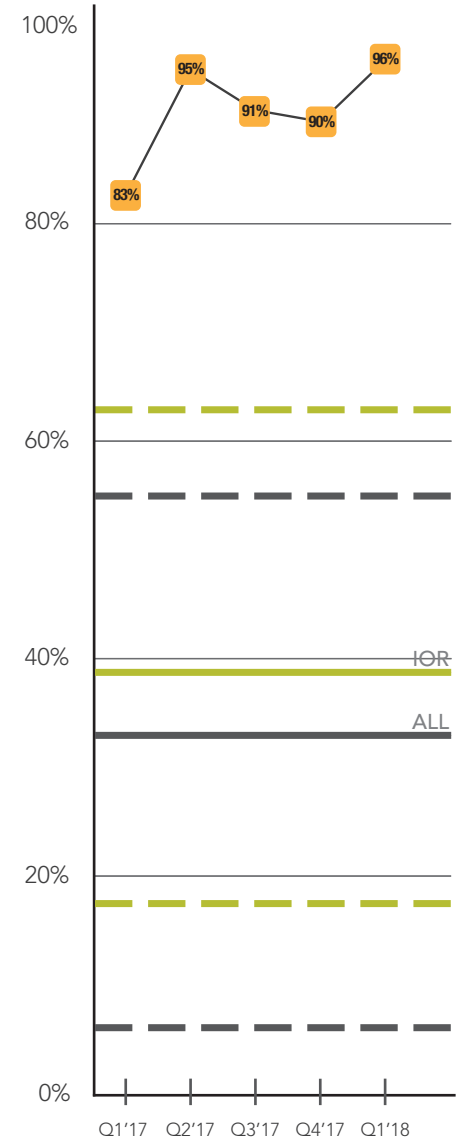
HISTORICAL TRENDS CHART SUMMARY



Reports per 100 Employees Quarterly

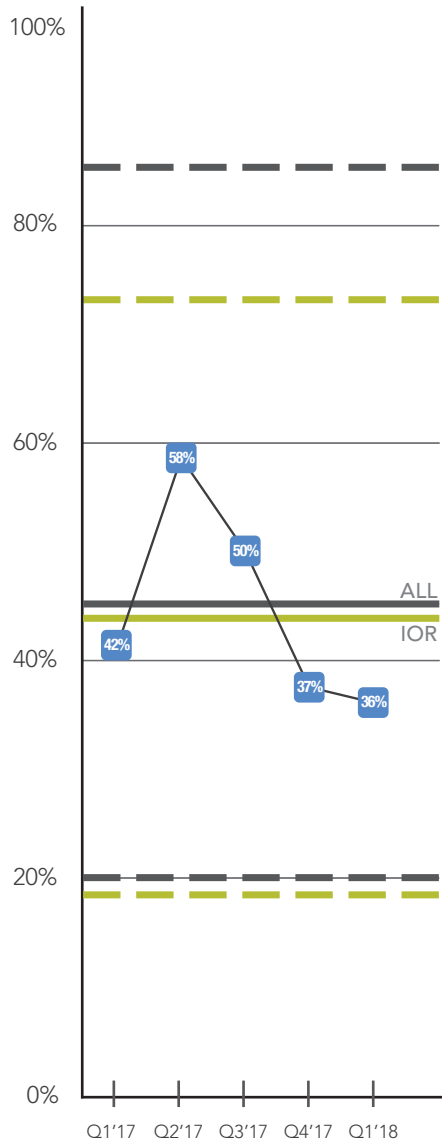


Anonymous Reporting Rate

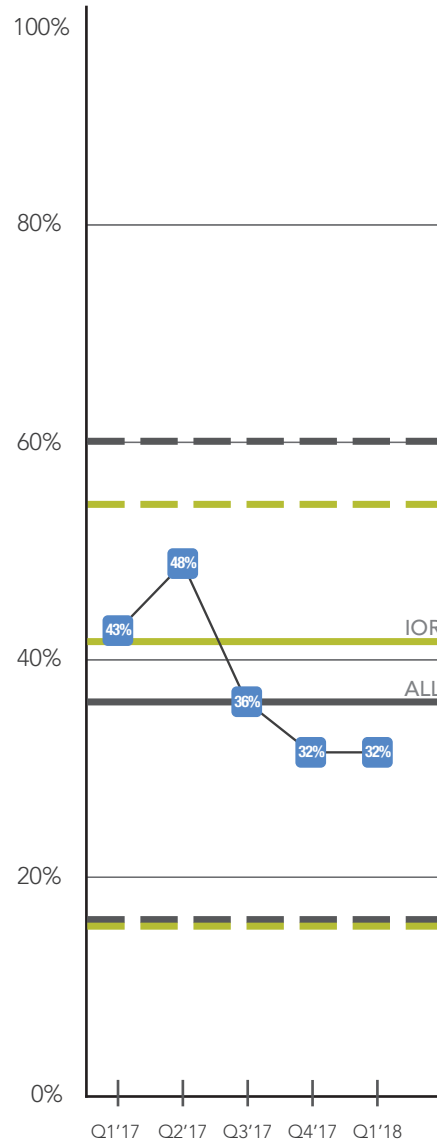


Follow-ups to Anonymous Reporting

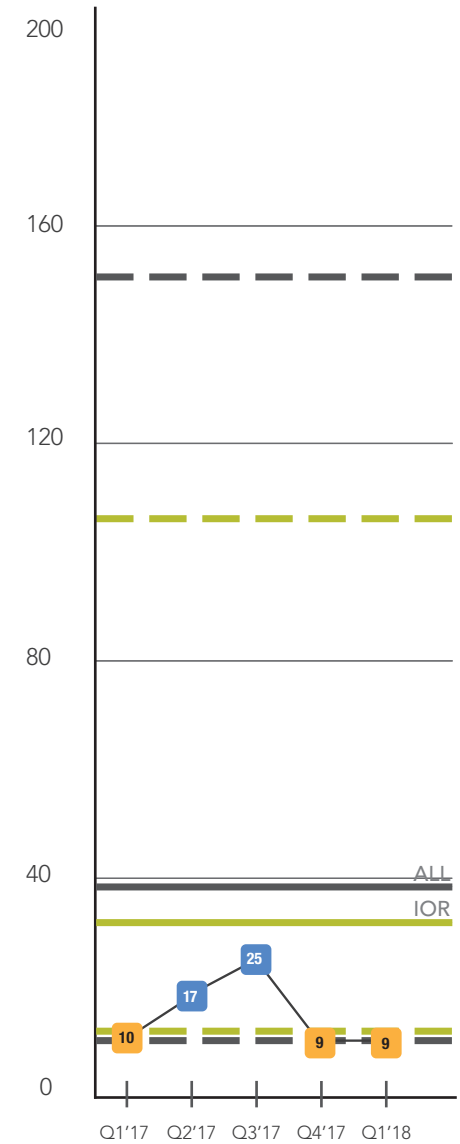
HISTORICAL TRENDS CHART SUMMARY



Substantiated Named Allegations

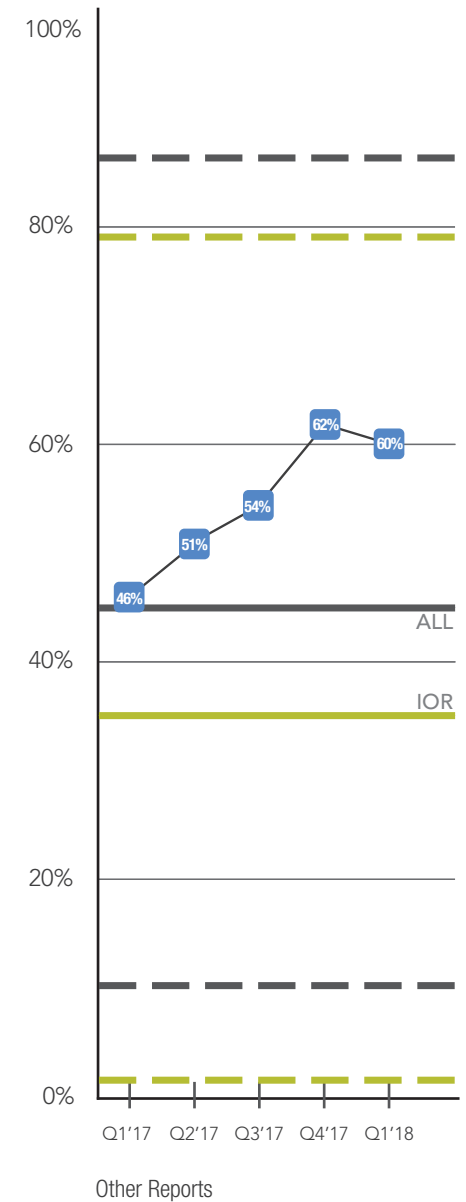
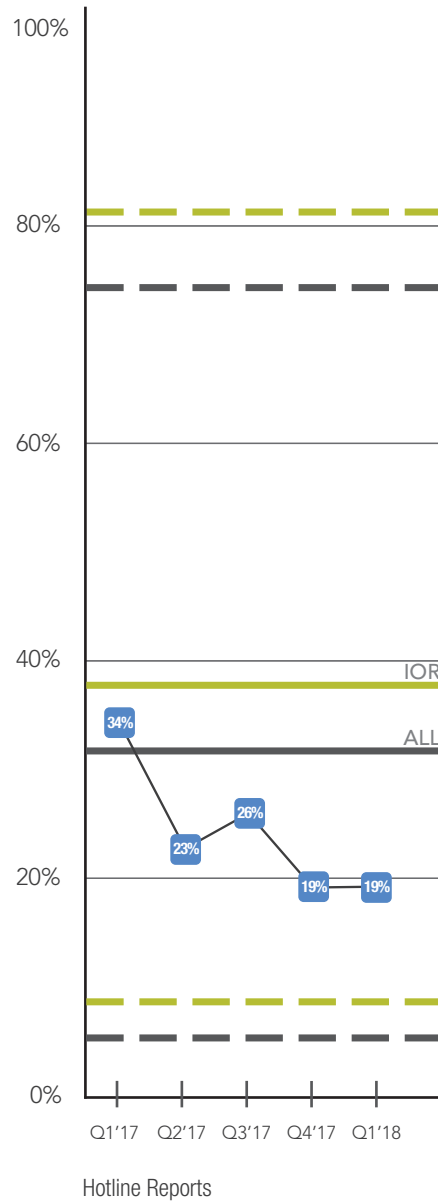
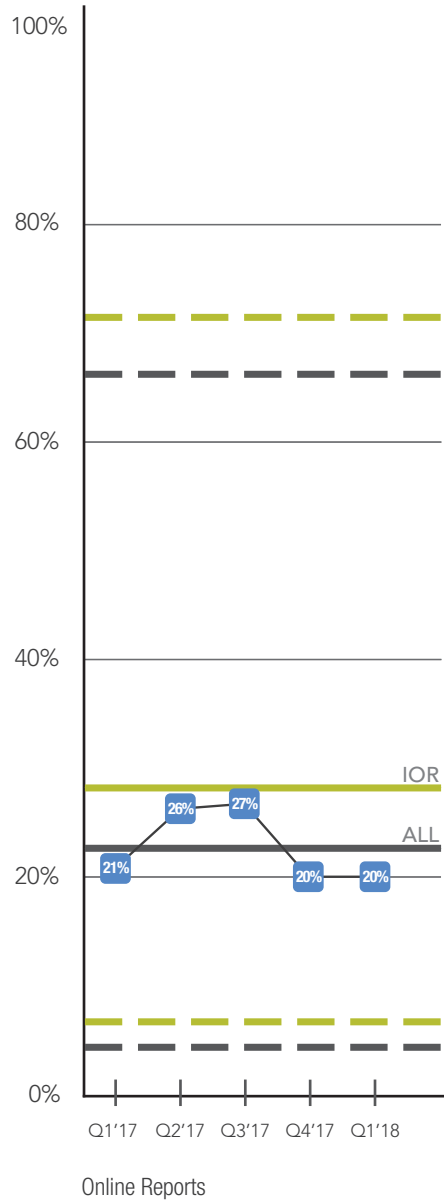


Substantiated Anonymous Allegations

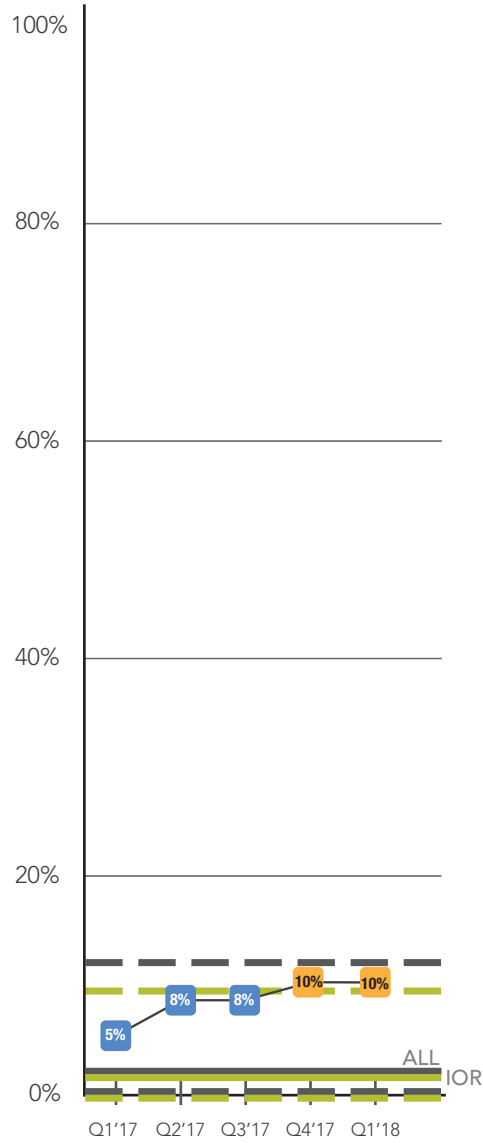


Case Closure Time (in Days)

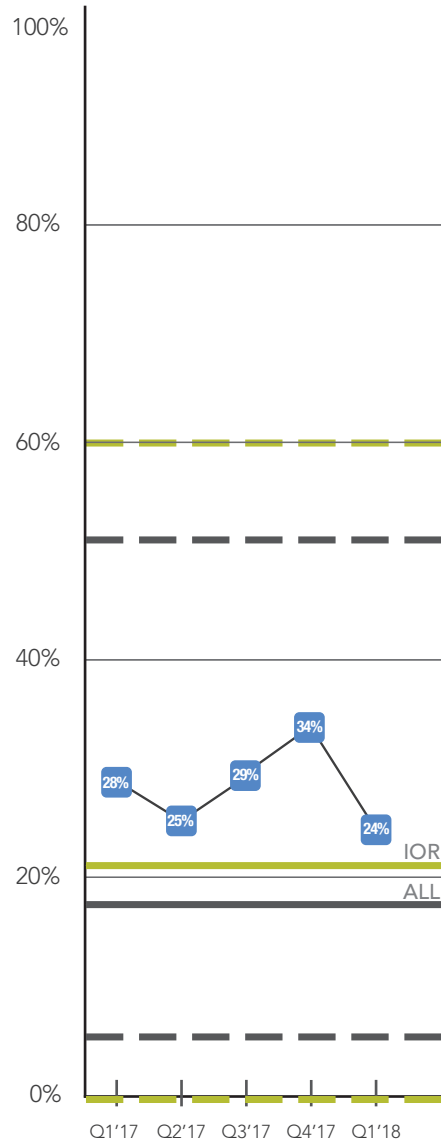
HISTORICAL TRENDS CHART SUMMARY



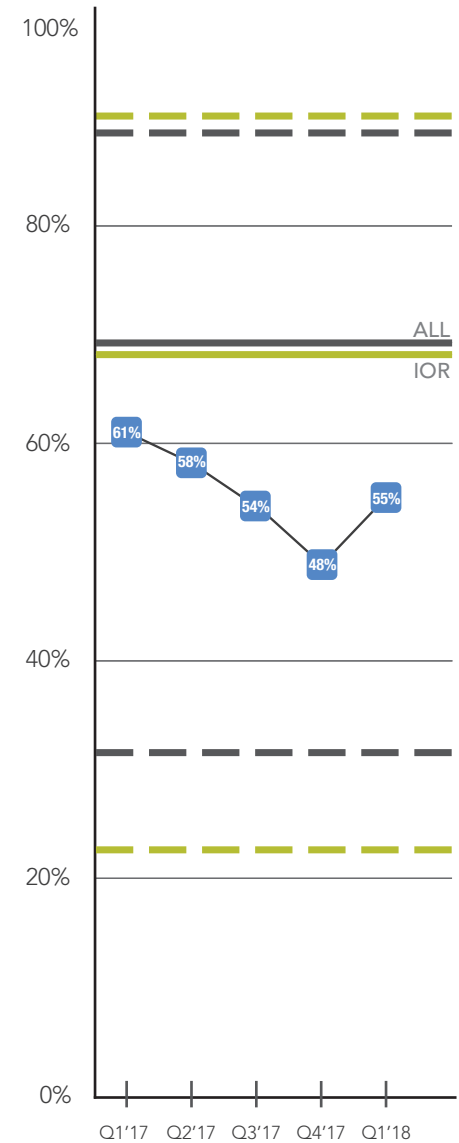
HISTORICAL TRENDS CHART SUMMARY



Accounting, Auditing and Financial Reporting

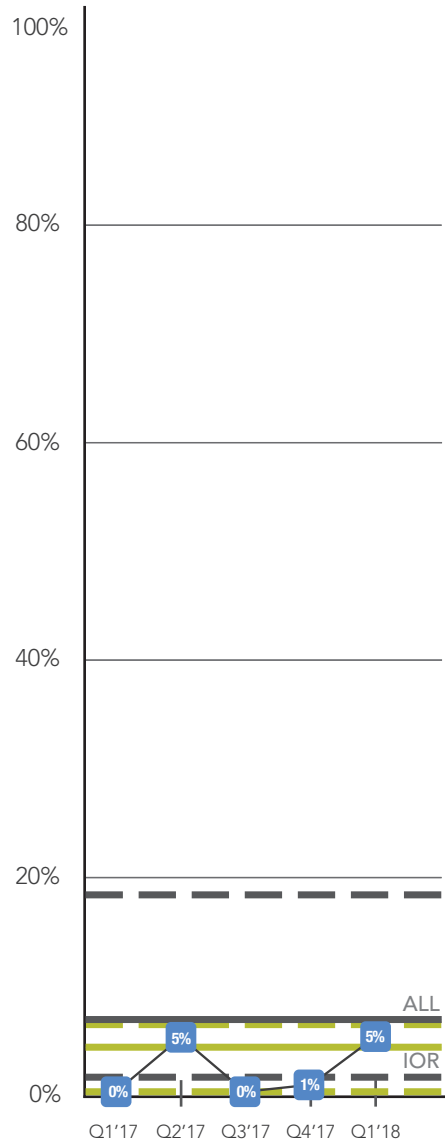


Business Integrity

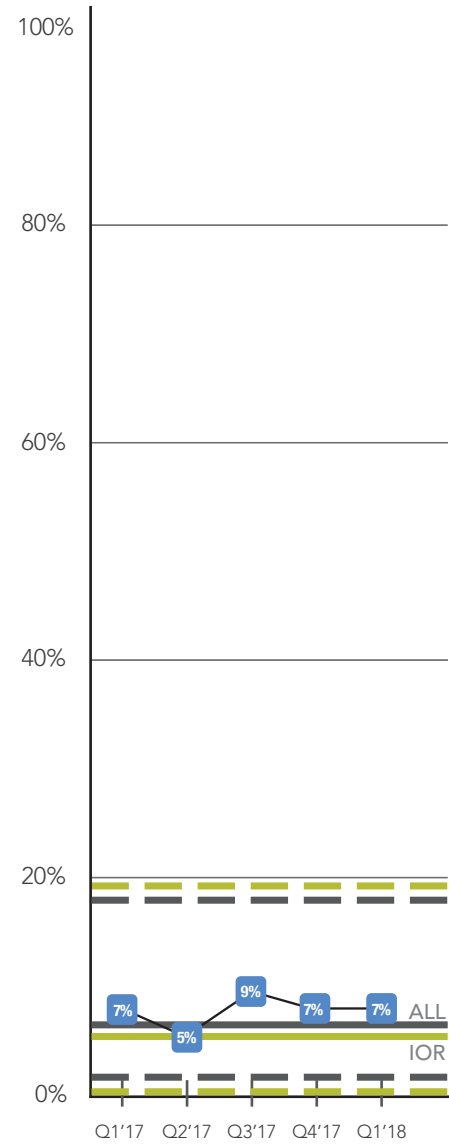


HR, Diversity and Workplace Respect

HISTORICAL TRENDS CHART SUMMARY



Environment, Health and Safety



Misuse, Misappropriation of Corporate Assets

APPENDIX A: RESULTS Q1 2017 - Q1 2018

	Q1-17 No. of Reports	Q1-17 Metric	Q2-17 No. of Reports	Q2-17 Metric	Q3-17 No. of Reports	Q3-17 Metric	Q4-17 No. of Reports	Q4-17 Metric	Q1-18 No. of Reports	Q1-18 Metric
Reports per 100 Employees (Quarterly)	100	0.5	100	0.5	100	0.5	180	0.9	200	1.0
Anonymous Reports	35	35%	29	29%	34	34%	41	23%	48	24%
Follow-ups to Anonymous Reports	29	83%	28	95%	31	91%	37	90%	23	96%
Substantiated Named Allegations	20	42%	26	58%	24	50%	32	37%	36	36%
Substantiated Anonymous Allegations	21	43%	23	48%	18	36%	29	32%	31	32%
Case Closure Time in Days		10		17		25		9		9
Reports Submitted via Web	20	21%	26	26%	27	27%	20	20%	20	20%
Reports Submitted via Hotline	34	34%	23	23%	23	26%	19	19%	20	19%
Reports Submitted via Other	46	46%	51	51%	50	54%	61	62%	60	60%
Accounting, Auditing and Financial Reporting	5	5%	8	8%	8	8%	10	10%	10	10%
Business Integrity	28	28%	25	25%	29	29%	34	34%	24	24%
HR, Diversity and Workplace Respect	61	61%	57	58%	54	54%	48	48%	55	55%
Environment, Health and Safety	0	0%	5	5%	0	0%	1	1%	5	5%
Misuse, Misappropriation of Corporate Assets	6	7%	5	5%	9	9%	7	7%	7	7%

APPENDIX A: MEDIANS AND RANGES 2017

	Custom Industry Median	Custom Industry Range	All Industry Median	All Industry Range
Reports per 100 Employees (Quarterly)	0.3	0.1 - 2.6	0.3	0.1 - 2.6
Anonymous Reports	58%	12% - 87%	61%	19% - 86%
Follow-ups to Anonymous Reports	39%	17% - 63%	33%	6% - 65%
Substantiated Named Allegations	44%	19% - 73%	45%	20% - 85%
Substantiated Anonymous Allegations	42%	16% - 54%	36%	16% - 60%
Case Closure Time in Days	32	11 - 106	39	9 - 150
Reports Submitted via Web	28%	6% - 71%	23%	4% - 66%
Reports Submitted via Hotline	37%	8% - 81%	32%	5% - 74%
Reports Submitted via Other	35%	1% - 79%	45%	10% - 86%
Accounting, Auditing and Financial Reporting	2%	0% - 9%	2%	0% - 12%
Business Integrity	21%	0% - 61%	17%	5% - 51%
HR, Diversity and Workplace Respect	68%	23% - 90%	69%	32% - 88%
Environment, Health and Safety	4%	0% - 6%	6%	2% - 18%
Misuse, Misappropriation of Corporate Assets	5%	0% - 19%	6%	2% - 18%

APPENDIX B: GLOSSARY

Median

The midpoint of the dataset in question. For example, if 101 companies had data related to the issue, the 51st company's data (with the data sorted from least to most) would be the median.

Range

The data of 80% of companies with sufficient reports in the field in question, centered on the median. The highest 10% and lowest 10% of companies' data would fall outside the range.

Report

An allegation, concern, question or issue submitted to NAVEX Global® by hotline, web or mobile report, or received internally by other means and entered directly into the company's information management system by ethics and compliance program administrators.

Report per 100 Employees Quarterly

A volume metric that enables organizations of all sizes to compare their total number of unique contacts from all reporting channels including web forms, hotline, open door, mobile, email, mail and more.

Anonymous Reporting Rate

The percentage of all reports submitted by individuals who chose to withhold their identity.

Follow-Ups to Anonymous Reporting

The percentage of reports that were submitted anonymously and that were subsequently followed-up on by the reporter.

Substantiated Named Allegations

Percent of reports from named reporters that are (fully or partially) substantiated.

Substantiated Anonymous Allegations

Percent of reports from anonymous reporters that are (fully or partially) substantiated.

Case Closure Time (In Days)

Number of calendar days it takes an organization to complete an investigation and close a case.

APPENDIX B: GLOSSARY

Online Reports

Percent of all reports submitted online.

Hotline Reports

Percent of all reports submitted via hotline.

Other Reports

Percent of all reports submitted in 'other' ways (ethics office open door, email, postal mail, fax, manager submissions, etc.)

Accounting, Auditing and Financial Reporting

Financial misconduct, internal controls, expense reporting, etc.

Business Integrity

Bribery, falsification of documents, fraud, conflicts of interest, vendor/customer issues, etc.

HR, Diversity and Workplace Respect

Discrimination, harassment, retaliation, compensation, general HR-related issues, etc. As well as cases marked as "other"

Environment, Health, and Safety

Environmental Protection Agency compliance, assault, safety, OSHA Violations, substance abuse, etc.

Misuse, Misappropriation of Corporate Assets

Computer usage, employee theft, time clock abuse, etc.

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