ETHICO

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ETHICS & COMPLIANCE OPTIMIZATION SYSTEM

Solutions *Brochure*

Case and Investigation Management • Real-Time Analytics • Ethics Hotline • Web and Text Intake • Smart Disclosures • Exit and Stay Interviews • Awareness and Communication • Sanction Screening • License Credentialing • Background Screening • Compliance and HR Training • Risk Assessments • Post-Investigation Forms

WINTER 2026 — Best Meets Requirements — MID-MARKET

WINTER 2026 — Easiest Admin — ENTERPRISE

WINTER 2026 — High Performer

WINTER 2026 — Easiest Setup — ENTERPRISE

WINTER 2026 — Best Support — MID-MARKET

Case and Investigation Management

Automate Busywork • Investigate Efficiently • Close Cases Faster • Maintain Oversight & Visibility

Juggling multiple employee investigations strains your resources and creates bottlenecks. MyCM relieves this burden. Our intuitive platform centralizes case management with role-based access controls, configurable rules, and flexible workflows. Highly configurable settings promote consistency across all cases, while collaboration features like shared case access, comments, and task assignment facilitate teamwork. With MyCM, you can close cases faster while ensuring adherence to standards.

MyCM's powerful reporting and analytics help you monitor performance, stay audit-ready, and demonstrate program effectiveness. Designed by experts for experts, MyCM has features that make a difference in efficient, high-quality case management that reinforces the employee experience. Recapture your time and ensure adherence to best practices with MyCM.

Key Features

PRE-LOADED INDUSTRY STANDARD REPORTS
Comes with reports based on best practices to allow benchmarking, data analysis, and progress tracking.

NO NICKEL & DIMING
You can customize your platform without extra charges; any costs associated with additional enhancements are clearly communicated and reasonably priced.

EASILY INTEGRATED
Standard API for common integrations to your other systems, with further support available for custom integrations.

CONFIGURABLE WORKFLOWS
Create custom workflows and defined team roles to auto-route incoming reports and cases to the appropriate person. Customize workflows with pre-defined criteria to route approvals to key personnel before investigations can be closed.

UNIFIED PLATFORM
Intake, case notes, responses, workflows, updates, analytics, and more can all be accomplished on one configurable platform designed for your needs and constantly updated with the most requested features and functionality.

AUTOMATED ROLE-BASED ROUTING
Issues can be automatically assigned based on location, category, severity, etc., to ensure that the right person addresses potential risks right away.
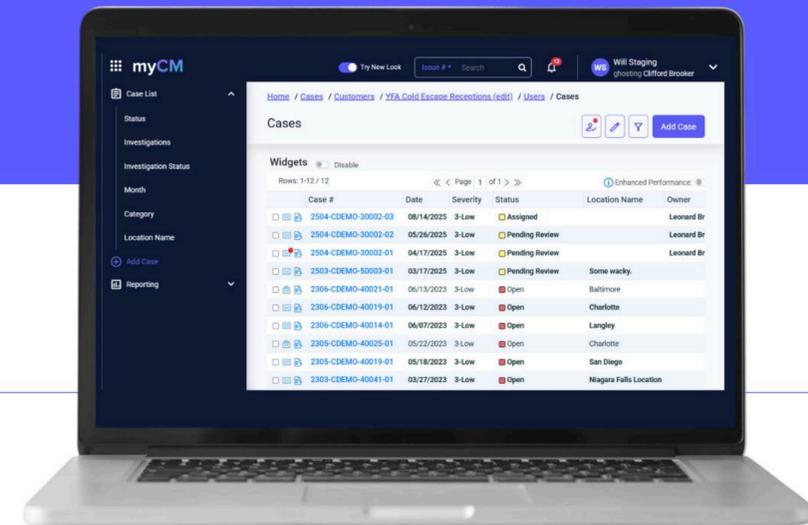
79% of cases close within 30 days

Built-in reminders, task assignments, and escalation protocols keep cases moving forward.

Case Closure Rate Comparison

STATUS QUO COMPARISON	44 DAYS
	22 DAYS

Data from the 2025 Hotline & Investigation Management Benchmark Report shows that Ethico users close cases 50% faster than the leading competitor, powered by intelligent automation and streamlined workflows.
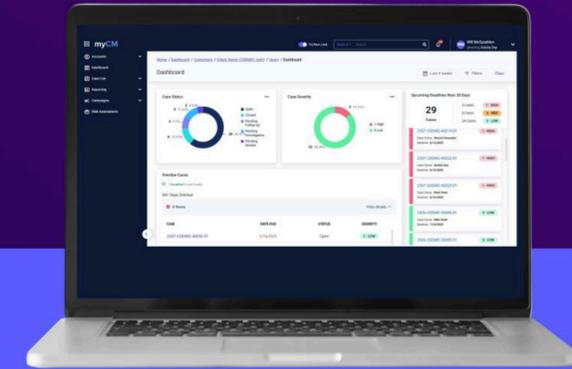
Real-Time Analytics

A Powerful MyCM Module • Analytics in Real-Time • Custom Reports • Comprehensive Data Oversight

MyCM's Real-Time Analytics module, powered by our ECO Reports system, lets you view data from your issue intake as it comes in. This enhancement lets you pull the exact data points and metrics you need to make informed decisions and take the proper action. Dynamic, interactive dashboards allow you to filter data on the fly to identify issues and trends. Comparative reporting showcases your program's progress over time. Real-Time Analytics enables you to harness the full power of your data and gain holistic oversight on: what subject matter is being reported at that moment, what locations are seeing high reporting volumes, whether any severity outliers are cropping up, and much more.

With a few clicks, you can generate comprehensive reports to demonstrate the effectiveness and ROI of your program. No more wrestling data into spreadsheets. Drill into granular report info to uncover subtle trends and relationships. Spot potential risks early using predictive analytics. Demonstrate the full impact of your program to leadership with professional reports and auto-generated graphics.

Stop wrestling data into spreadsheets or waiting for IT to run custom queries. Real-Time Analytics puts professional-grade reporting capabilities directly in your hands, with drag-and-drop chart builders and intelligent filters that make complex analysis simple.

Full Access To Your Data with Easy Exports

Real-Time Analytics allows you to harness and utilize the full capabilities of your data. Auto-generate graphics and data tables to better represent your data and communicate your company's product. Pull your data with a simple, user-friendly interface and dedicated support from Ethico's Client Success Team. Export in your preferred format and share with any email address, user or not.

Key Features

✔ **REAL-TIME INTERACTIVITY**
Stay up to date with your live data. Our analytics respond as cases come in so you're always making use of the most recent information available.

✔ **CONFIGURABLE DATA FILTERS**
Get the metrics most useful for you by sorting your data by location, issue type, severity, category, awareness channel, and more.

✔ **CUSTOM & PRE-BUILT REPORT TEMPLATES**
Use templates based on best practices throughout our industry, or configure your own. Either way, your data will automatically load into your preferred report, ready to be sent, analyzed, or audited.

✔ **COMPARATIVE DATA RANGES**
Check your program's progress by comparing your preferred date ranges. Get oversight on your growth, year-over-year, month-over-month, or even week-over-week.

✔ **AUTO-GENERATED GRAPHICS & DATA TABLE**
Dig deeper into your data by getting instant access to board-ready, presentable graphs, tables, and more.

✔ **AUTOMATED TEMPLATES & SCHEDULED SENDS**
Save report templates for future use and schedule recurring reports to any email address to keep your data top of mind.

G2 Review

"The MyCM dashboard is much more user-friendly, and configurable, and has all the metrics we use for internal monthly reporting. It is an excellent system to manage, document, and follow-up on investigations."

-Verified User in G2 Reviews

G2 Review

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Real-Time Analytics

DEMO NOW

Ethics Hotline

In-house Call Center • Credentialed Management (CCEP) • Accurate Documentation • Quick Turnaround

Ethico's trained specialists conduct thorough intake interviews designed to connect with the reporter and gather optimal report data. This process results in more actionable information and callers who come away feeling heard. Ethico's specialists know the red flags to look for and know the best questions to ask so your team can resolve a case.

Our intake operators undergo 160+ hours of training in empathetic elicitation and compliance program understanding to acquire as much risk data as possible and streamline case investigations. Our adaptive interview approach provides the clarity you need through conversations tailored to your program's priorities. This level of care yields better information to act decisively. Compliance becomes more attainable with Ethico's mix of compassionate service, intuitive technology, and expertise honed from years of experience.

Case Opened

22 DAYS

Case Closed

Nearly **2x faster** than the Status Quo of **44 days**

Empathetic Issue Intake Designed to Capture Better Information

Ethico-enabled teams closed cases in 22 days on average, approximately 2x faster than the Status Quo of 42 days, 79% of Ethico cases were closed in under 30 days, compared to just 39% for the Status Quo. Faster case closure times show reporters their concerns are taken seriously. The average number of Ethico reports per 100 employees was 3.5, over double the 1.5 status quo rate. More frequent reporting generally correlates with a stronger Speak Up culture and ethical climate.

Key Features

✓ ADAPTIVE INTERVIEWS
Humanized conversations, not surveys, draw out key details through dynamic questioning with interactions that last approximately twice as long as industry standard so investigations get completed faster.

✓ RICH EXPERTISE
Hotline managed by Compliance Certification Board certified supervisors, enabling them to flag compliance-specific concerns and ensure comprehensive issue intake

✓ CUSTOM INTAKE
Greetings, questions, and categories tailored to your needs so your calls are handled your way and intake can be an extension of your desired employee experience.

✓ MINIMAL ABANDONMENT RATE
Industry leading abandonment rate of <1% (versus average of 15% +). Eliminate dropped or incomplete calls thanks to immediate personal service that prioritizes the employee experience.

✓ SEAMLESS INTEGRATIONS
APIs connect our risk specialists to your workflows, systems, and employee/location data.

✓ LIVE SPECIALISTS 24/7
Every call is answered by a real person, not a recording. Even when put on hold, studies show that people are more willing to wait when they know a human conversation is awaiting them.

✓ TREND ANALYSIS & ONGOING OPTIMIZATION
Identify risk patterns across locations, divisions, issue types, and more. Regular check-ins ensure optimal configurations as needs evolve.

G2 Review

"We use the same number for all of our 130,000 employees and [Ethico] is able to keep everything organized and provide the information we need to conduct investigations. Allowing us to get this information before the employees become whistleblowers so we can address problems immediately has undoubtedly saved us millions over the years."

- Verified User in G2 Reviews

G² **Review**

Web and Text Intake

24/7 Reporting Access • Structured Data Fields • Customizable Web Portal

Ethico's secure, flexible web portal and text intake solutions make it effortless for employees and managers to speak up from anywhere. The customizable web portal removes barriers by allowing anonymous reporting 24/7 from any internet-connected device. Reporters simply visit the form, submit structured reports with custom fields, and even upload supporting documents. For even more flexibility, employees can use text messages to file confidential reports via SMS prompts in just minutes.

Employees will have the tools to voice concerns easily. With Ethico, your reporters gain the flexibility to speak up in seconds whenever and wherever risk arises. The seamless intake methods and integrated case management give teams like yours the insights they need to promptly address issues. You can face organizational challenges with more confidence knowing your employees have secure channels to provide you with the information you need in a timely manner.

Key Features

CUSTOMIZABLE WEB PORTAL
Tailor to your brand with custom logos and messaging, and to your program with report categories, severities, and workflows.

24/7 WEB REPORTING ACCESS
Remove barriers and enable reporting anytime, anywhere to empower employees to Speak Up.

DYNAMIC QUESTIONS
Collect comprehensive details suited to your program's processes for prompt follow-up, with dynamic follow-up questions based on responses.

DESIGNATED CONTACTS
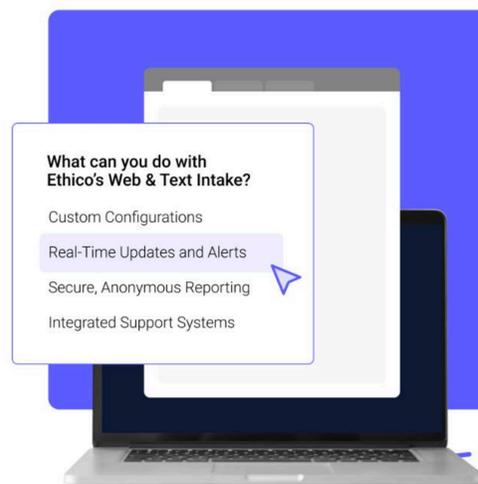Allow employees to report directly to key personnel.

CUSTOMIZED NOTIFICATIONS
Keep reporting parties informed with real-time status updates to provide transparency and maintain trust.

DOCUMENT UPLOADING
Allow employees to securely submit supporting evidence, enhancing investigations with photos, emails, recordings.
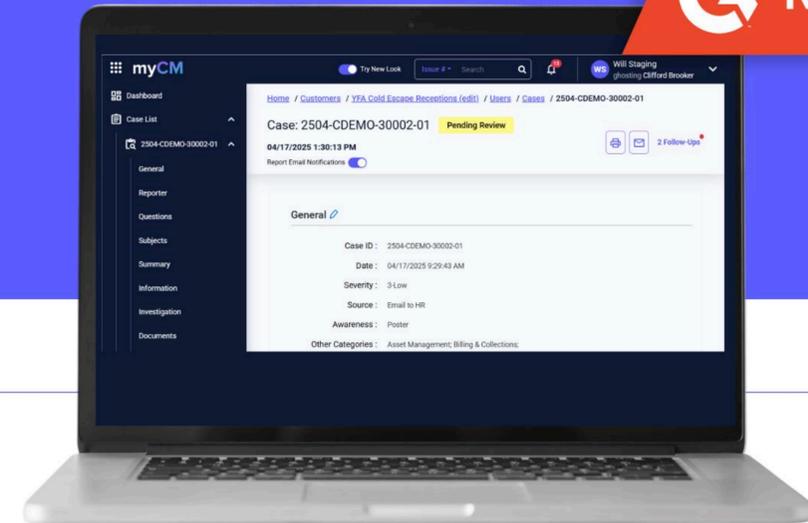
UNIFIED CASE MANAGEMENT
Centralize web, phone, and text reporting in one unified platform with additional capabilities.

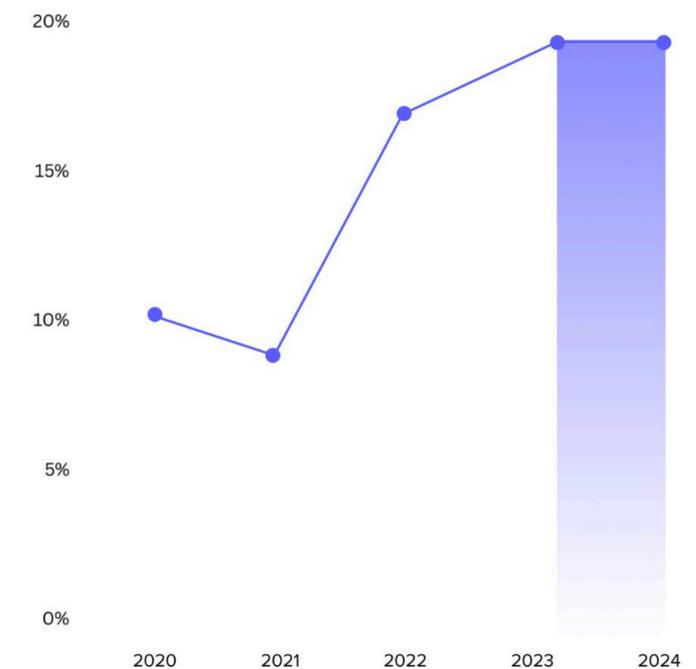What can you do with Ethico's Web & Text Intake?
Custom Configurations
Real-Time Updates and Alerts
Secure, Anonymous Reporting
Integrated Support Systems

Webform Reporting

Reporting Channel Use per 100 employees

ethico.com | 800-859-8840
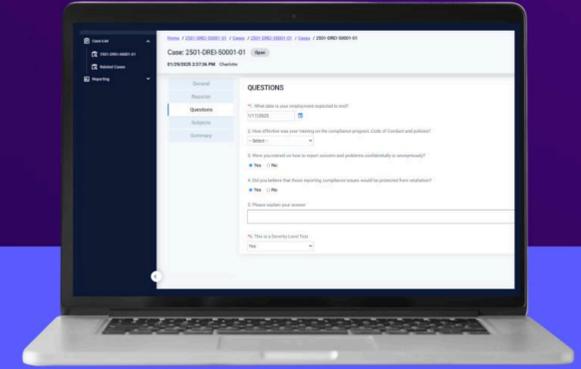*Web and Text Intake*

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Smart Disclosures

Flexible Forms • Automated Workflows • Unified Risk Visibility • Industry-Optimized Templates

Disclosure management breaks down the same way everywhere: scattered data, inconsistent reviews, and zero visibility when you need it most. And when audit season arrives, you're left scrambling to prove your program actually works.

Ethico's Adaptive Disclosure Management transforms fragmented disclosure processes into a unified, defensible governance control. Whether you're managing conflicts of interest, tracking workplace incidents, capturing emerging technology risks, or monitoring retaliation after case closures, our platform adapts to your specific needs without forcing you into rigid, one-size-fits-all templates. Pre-configured solutions get you operational in days, not months. Fully customizable workflows ensure the system grows with your program. And because every action is tracked, timestamped, and auditable, you can finally prove, not just claim, that your disclosure program is effective.

Build A Robust Process to Prevent Risk

Automate workflows to swiftly prioritize risks, and simplify investigation and risk mitigation with user-friendly collaboration tools.
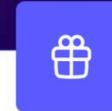
Conflicts of Interest Disclosures

Vendor Relationship Disclosures • Financial Interest Reporting • Outside Employment & Board Service

Prevent conflicts of interest, bribery risk, and improper financial relationships before they become enforcement actions. Manual COI tracking creates gaps that auditors love to find: inconsistent reviews, missing approvals, weak documentation trails. When regulators come knocking or the board asks for proof your program works, spreadsheets and email chains won't cut it.

✔ **AUTOMATED WORKFLOWS**
Route disclosures to the appropriate reviewers based on dollar thresholds, relationship types, or organizational hierarchy. No manual sorting required.

✔ **CONDITIONAL LOGIC**
Executives see different disclosure requirements than frontline staff. Vendor relationships trigger additional questions. Forms adapt in real-time based on each respondent's role and circumstance.

✔ **BUILT IN FOLLOW-UPS & APPROVAL TRACKING**
The system prompts reviewers when decisions are overdue, documents every approval or rejection, and maintains a complete chain of custody. No more lost emails or forgotten follow-ups.

✔ **CENTRALIZED RISK VISIBILITY**
Dashboard analytics reveal patterns you'd never spot in spreadsheets: departments with high disclosure rates, vendor relationships requiring closer scrutiny, or emerging risk concentrations that demand policy updates.

Gifts & Entertainment Disclosures

User-Friendly Requests • Intelligent Routing • Centralized Approvals • Audit-Ready Documentation • Transparent Policy Enforcement

Ethico's Gift & Entertainment solution makes the approval process so frictionless that employees actually use it. Intuitive forms guide submitters through exactly what's needed. Smart routing sends requests to the right approvers instantly. Automated notifications keep everyone informed. Every request, approval, and denial is centralized and auditable, so you can prove your policies are consistently enforced.

✔ **SMART ROUTING**
Requests automatically route to appropriate approvers based on dollar thresholds, employee seniority, relationship type, or government official involvement.

✔ **MOBILE OPTIMIZED FORMS**
Submit requests from any device in minutes. Clear prompts guide employees through required details—gift value, business relationship, event context—without confusion or lengthy instructions.

✔ **INTEGRATED DOCUMENT UPLOAD**
Attach receipts, event invitations, or vendor brochures directly to requests. Approvers see all context in one place without follow-up emails asking for documentation.

✔ **CONDITIONAL LOGIC**
Forms adapt to request type. Accepting gifts triggers different questions than hosting entertainment. Government interactions add FCPA-specific fields. Employees answer only what applies to their situation.
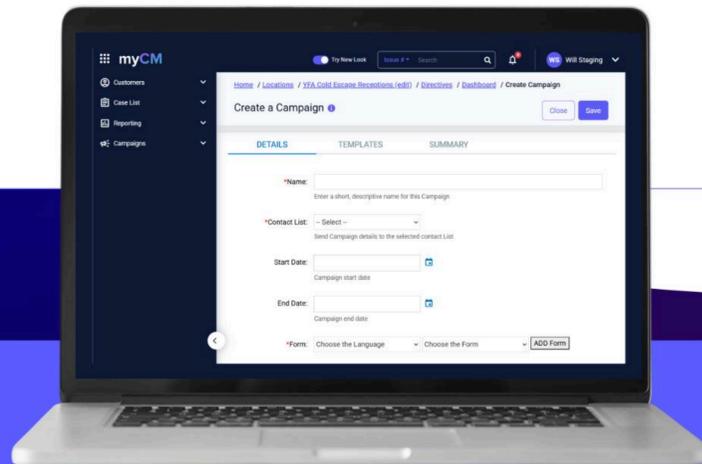
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Smart Disclosures

Safety & Incident Reporting

Workplace Safety Incidents • Patient Safety Events • Near Miss Reporting • Medication Errors • Equipment Failures • Environmental Health & Safety (EHS) Incidents • Operational Process Failures

Capture safety and operational incidents early, consistently, and defensibly—before they escalate into harm, litigation, or regulatory action. Incidents get reported inconsistently or too late. Near misses never documented. No centralized view of safety risk patterns. Without structured intake and centralized tracking, your safety program is reactive at best—and blind to patterns at worst.

✓ MULTI-CHANNEL REPORTING

Meet reporters where they are via web forms, mobile devices, or phone hotline. Lower reporting barriers means you catch near misses before they become incidents.

✓ AUTOMATED ROUTING

High-severity incidents trigger immediate notifications to the relevant user. No manual triage, no delayed handoffs. The right people see critical reports within minutes of submission.

✓ INTEGRATED CASE MANAGEMENT

Link incident reports directly to investigations, root cause analyses, and corrective action plans. Track remediation status, document lessons learned, and close the loop—all in one platform with complete audit trails.

✓ NEAR MISS INTEGRATION

Aggregate near miss data alongside actual incidents in one system. Identify high-risk areas, recurring issues, and systemic vulnerabilities that might be overlooked.

✓ STANDARDIZED FORMS

Launch consistent incident intake across departments, facilities, and shifts. Capture the same essential data points every time—location, severity, contributing factors, witnesses—so you can compare and analyze trends.

✓ REAL-TIME ANALYTICS

Spot emerging safety trends before they become dangerous. Dashboard views reveal which departments have rising incident rates, what types of events cluster together, and where interventions are working.

Accidents happen. Make sure they don't happen twice.

With over 2 million incidents in the USA alone, incidents are one of the greatest sources of danger to your organization's goals, bottom line, and reputation. A robust system to track these incidents provides your program with the data it needs to prevent them from becoming habits.

G2 Review

"I highly recommend [Ethico] to deliver responsive, high-quality, independent, and objective compliance reporting solutions."

- Verified User in G2 Reviews

G2 Review

Smart Disclosures

Cybersecurity & Emerging Threats

Cybersecurity Incident Reports • HIPAA/Data Breach Notifications • AI Usage & Governance Disclosures • Third-Party/Vendor Risk Events • Technology Policy Violations

Create a structured, repeatable way to capture and triage technology and data-related risk as it emerges. Your risk landscape changes faster than your intake forms can keep up. AI tools appear overnight. Cloud migrations create new data exposure. Third-party integrations bypass security reviews. By the time compliance hears about it, data is already flowing to unvetted systems.

✔ **FLEXIBLE FORMS**

Deploy intake forms for cyber incidents, data breaches, AI usage, vendor vulnerabilities, or any emerging risk type—without rebuilding your entire process. Add new question sets, modify severity criteria, or create specialized workflows as your risk landscape evolves.

✔ **CONDITIONAL LOGIC**

Forms adapt based on incident type. A data breach triggers HIPAA-specific questions. Unauthorized AI tool usage prompts questions about data sensitivity and business function. Cloud service issues ask about affected systems. Reporters only see what's relevant to their situation.

✔ **SEVERITY BASED ROUTING**

High-severity events trigger automatic notifications. Users can specify which events should be routed to which users, be it InfoSec, Privacy, or I.T. Automated workflows ensure critical issues reach technical experts without manual triage delays.

✔ **REAL-TIME VISIBILITY**

Compliance teams can monitor technology risk submissions, track resolution status, and identify patterns—all without disrupting InfoSec's incident response cadence. Dashboards show what's being reported, what's being addressed, and where gaps exist.

Client Reviews

"This year's conflict of interest disclosures have been night and day from what we've historically experienced. I couldn't be happier and wanted to thank Ethico."

- Client in Healthcare

"One of the things I most appreciate about working with them is not only their products but the quick and accommodating service their staff provides."

- Client in Healthcare

Retaliation & Whistleblower Protection

Post-Investigation Follow-Up • Retaliation Monitoring & Detection • Whistleblower Protection Documentation • Anonymous Reporter Check-Ins • Speak-Up Culture Assessment

The DOJ's updated compliance guidance is explicit: having a hotline isn't enough. Regulators expect organizations to actively monitor for retaliation, conduct structured follow-ups with reporters, and produce evidence that speak-up mechanisms are genuinely protected. Ethico Disclosures scale retaliation monitoring from occasional check-ins to systematic protection across hundreds of cases.

✔ **SMART ROUTING**

When a case closes, automated follow-up forms are scheduled at 30, 60, and 90 days (or custom timeline). No manual calendar reminders. No reporters falling through the cracks.

✔ **TREND ANALYSIS**

Aggregate follow-up data across departments, managers, and case types to identify patterns. Is one division showing higher retaliation indicators? Are certain case types followed by more workplace disruption?

✔ **STANDARDIZED QUESTIONS**

Follow-up forms ask specific, consistent questions across all case. Standardized data collection enables pattern analysis that informal check-ins can't provide.

✔ **ANONYMITY PRESERVATION**

Anonymous reporters can respond to follow-ups using secure case access codes. The system maintains the same confidentiality protections during follow-up that existed during initial reporting, removing barriers to honest feedback about potential retaliation.
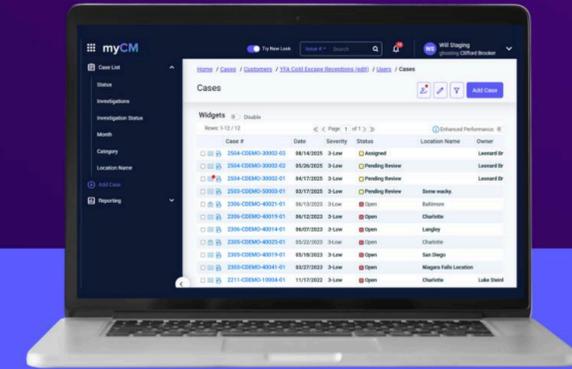
Exit and Stay Interviews

Omnichannel Approach • Talent Retention Optimization • Inbound & Outbound Options

Optimize Your Human Capital Investment

With Ethico's Exit & Stay Interviews, you can continuously improve based on employee feedback, proactively address risks, and understand the truth about your organization's cultural health all in one place. Exit & Stay Interviews provide the strategic insights you need to boost retention, employee engagement, and organizational performance.

By gathering data directly from employees, you can drive a culture of learning, optimize human capital investments, and proactively manage risks while proving that employees' voices matter. With Ethico, you gain the strategic visibility needed to boost workforce performance.

Unlike standalone surveys, Ethico's solution integrates seamlessly with MyCM to transform individual interviews into aggregated intelligence. Identify patterns, track trends, and turn employee feedback into proactive risk management.

Access Actionable Intel on The State of Your Work Culture

How do you fully understand why employees stay or leave? Traditional surveys often fail to uncover the true underlying issues. Ethico's Exit & Stay Interview solutions go further. Conducted by experts in Empathetic Elicitation, anonymous interviews draw out candid perspectives from both departing and current employees. Seamlessly integrated with your employee HR data, these targeted qualitative and quantitative insights supplement your knowledge of your workforce risks and opportunities.

Key Features

Ethico's specialized approach transforms departing employees into your most valuable source of compliance intelligence.

✓ **CUSTOMIZABLE WEB PORTAL**
Tailor to your brand with custom logos and messaging, and to your program with report categories, severities, and workflows.

✓ **24/7 WEB REPORTING ACCESS**
Remove barriers and enable reporting anytime, anywhere to empower employees to Speak Up.

✓ **DYNAMIC QUESTIONS**
Collect comprehensive details suited to your program's processes for prompt follow-up, with dynamic follow-up questions based on responses.

✓ **INTERVIEW OUTREACH & INCENTIVES**
Multi-touch campaigns across multiple channels help to drive higher participation. Gift cards and other incentives are available to encourage even higher participation rates.

✓ **OMNICHANNEL APPROACH**
Our Exit Interviews can be conducted over the phone or webforms to ensure you're getting the data you need.

G2 Review

"[Ethico] has enabled us to report more information, due to the information they capture, in our Compliance and Audit Committee reporting."

**Verified User from
G2 Reviews**

G2 Review

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Smart Disclosures

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ETHICO

Awareness and Communication

Increase Reporting Access • Reinforce Your Speak-Up Culture • Configurable Designs

Grab employees' attention with Ethico's eye-catching posters, brochures, cards, and videos. As an essential complement to any Ethico solution, these materials have been crafted to seamlessly raise ethical awareness and help you crowdsource more risk intelligence.

With visually engaging designs and succinct messaging, these materials are conveniently customized for your workplace. Displaying them in high-traffic areas and distributing them company-wide requires minimal effort while boosting the visibility of your ethics resources. Our awareness materials are an easy, budget-friendly method to spark ongoing conversations about upholding ethical practices.

Ensure Everyone Knows Who They Can Ask For Help

Awareness is the first step in any report, and the ultimate deciding factor in your risk mitigation strategies. Enable employees at all levels to speak up about potential ethical pitfalls. Be prepared to demonstrate regulatory compliance at any time. Effective disclosures reinforce ethical values across the organization and the right data-driven insights help proactively manage risks.

Your hotline, case management, and intake tools create the foundation, but awareness materials activate your workforce. Turn every employee into a potential risk sensor by ensuring they know where to report a concern.

Key Features

✔ **CUSTOMIZED PRINTED MATERIALS**
Crafted by Ethico's designers for the size, language, and branding that you desire.

✔ **EXPLAINER VIDEOS**
Serve to boost the confidence of your stakeholders in speaking up.

✔ **PSYCHOLOGICAL SAFETY MESSAGING**
Materials emphasize protection from retaliation, anonymous reporting options, your organization's commitment to ethics, building trust and encouraging reporting.

✔ **MULTIPLE DEPLOYMENT FORMATS**
Materials available in digital and physical formats—from breakroom posters and employee wallet cards to email-ready graphics and video content.

✔ **IDEAL SERVICE COMPLEMENT**
Industry leading abandonment rate of <1% (versus average of 15% +). Eliminate dropped or incomplete calls thanks to immediate personal service that prioritizes the employee experience.

✔ **OMNICHANNEL ACCESS INTEGRATION**
Every material includes multiple reporting pathways to ensure employees can reach out through their preferred channel.

✔ **READY-TO-DEPLOY TEMPLATES**
Pre-designed materials with proven Speak Up messaging get your awareness campaign launched quickly, with flexible customization to fit your specific program needs.

Retail Review

"I'm really liking this team and collaboration. Our partnership is going more smoothly than it ever has."

- Ashley, Current Client in Retail

G2 Review

Sanction Screening

Reduce False Positives • Eliminate False Negatives • Fast Turnaround Time • Multi-Tiered Service Options

Tired of manual screening and endless false positives? Remove friction and eliminate busy work by leveraging Ethico's NCQA-certified Sanction Screening solution. Powered by our ECOcheck platform, with optimized algorithms and adaptable automation, we free your team from manual screening while ensuring compliance. Advanced algorithms minimize false positives to avoid wasted investigation time, while also saving you from the lesser-known and much more dangerous false negatives. **The Danger of False Negatives:** Ethico's Sanction Screening is built around protecting you from dangerous false negatives (i.e., Type II Errors): sanctioned and excluded entities that can manage to slip through your screening. If your systems are not well adapted, you are inviting the risk of false negatives.

ECOcheck

With Ethico's ECOcheck platform, it's easy to choose the sort of screening that works for you. Want a Do-It-Yourself option? Want our team of experienced screeners to handle most of the research work? Or do you want us to handle all the work and even gather attestations from potential matches? It is all possible with Ethico's Sanction Screening.
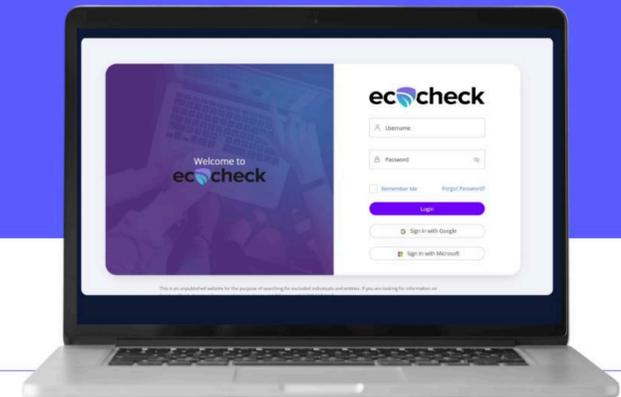
Key Features

✔ **COMPREHENSIVE RISK COVERAGE**
Ensure a thorough screening of personnel and vendors with our exhaustive screening that includes OIG, LEIE, SAM, hundreds of other niche databases. Updates are frequently being made to ECOcheck whenever new names are added to these databases.

✔ **CONFIGURABLE SCREENING FREQUENCY**
Schedule screening at customizable intervals based on your specific risk profile.

✔ **REAL-TIME CHANGE ALERTS**
Email notifications instantly alert your team of detected changes.

✔ **FALSE POSITIVE MINIMIZATION**
Advanced algorithms coupled with human oversight eliminate faulty matches.

✔ **CONSOLIDATED AUDIT TRAILS**
Centralized dashboard provides full audit transparency in one place.

✔ **SECURE DATA ENCRYPTION**
Customer data protection through high-grade 256-bit AES encryption.

✔ **FAST TURNAROUND**
Fastest turnaround time in the industry.

Up to **$5 Million** Liability Coverage

We're fully dedicated to protecting your organization's integrity, that's why we put our money where are mouth is with the ActionCheck Guarantee.

Our ActionCheck guarantee gives you peace of mind. If you are fined for any sanction errors on our part, **we will pay those fines.** That is how confident we are in the service we provide.

✔ **ActionCheck** *Guarantee*

License Credentialing (LicenseCheck)

Simplify License Monitoring with Ethico • Ongoing & One-Time Check Options

With practitioners' licenses verified around the clock, Ethico's License Credentialing gives your team one less thing to worry about. Patient care quality depends on valid practitioner credentials. By using primary source verification for disciplinary records, licenses, sanctions, and more, our credentialing provides comprehensive and up-to-date information. Compliance teams can act decisively on credentialing changes, suspensions, and expirations to avoid disruptions in quality of care. With credentialing status visibility, compliance teams can be proactive. This protects the workplace, enhances safety, and demonstrates an organization's integrity.

Ethico's License Credentialing solution empowers compliance teams with ongoing insight. The primary source verification platform flags lapses and suspensions as they occur. This allows organizations to course-correct credentialing gaps in near real-time, avoiding detrimental impacts on care quality. With round-the-clock monitoring and quick-reference dashboards, we provide assurance that credentials are up to date. Healthcare workplaces can confidently deliver excellent care knowing licenses are verified.

Averages Among 1,000 Medical Professionals

- **20** Expired Licenses
- **10** Suspended Licenses
- **3** On Probation
- **2** Under Restriction
- **1** Revoked

License Flag!
RN License Expired

Catch Noncompliance Before It Catches You

Take a proactive approach to license credentialing. Simplify audit preparations with less manual lift and automated monitoring. Non-compliance hides in the manual processes your department is too busy to address. Our highly responsive credential flagging infrastructure addresses risks in your program before they impact your quality of care.

Key Features

✓ CONTINUOUS LICENSE MONITORING
We automatically screen your medical licenses, DEA registrations, board certifications, and hospital credentials on an ongoing basis.

✓ PRIMARY SOURCE VERIFICATION
Go beyond self-reported data with verification through medical boards, agencies, and other authoritative sources.

✓ AUTOMATED MONITORING ALERTS
Get notifications of when licenses expire or credentials lapse so you can promptly address issues.

✓ ONGOING BOARD ACTION MONITORING
Stay on top of new discipline, sanctions, and board actions between credentialing cycles with continuous monitoring.

✓ MULTI-DATABASE REVIEW CAPABILITIES
Our online platform allows full oversight into federal and local databases.

✓ EXPIRED LICENSE NOTIFICATION
Prevent disruptions by proactively identifying expired medical licenses, DEA forms, and credentials before they become problems.

G2 Review

They have been an outstanding partner working towards finding solutions for us whenever possible.

-Verified User in G2 Reviews

G2 **Review**

ethico.com | 800-859-8840
License Credentialing (LicenseCheck)

DEMO NOW

ETHICO

Background Screening

Education & Employment Verification • Local Crime Records • Custom Screening Packages

Resume embellishment and outright fraud are rampant across industries, making background screening mission-critical. Ethico casts a wide net across counties, courts, schools, and employers to surface any inconsistencies or red flags. Ethico's wide-ranging checks dig far deeper than cursory searches, providing crucial insights into candidates' true character and potential risks they may pose if hired. With a given candidate's full history and circumstances clarified, managers can make informed, equitable decisions aligned with their organization's DEI commitments.

Beyond improving DEI, Ethico's services also ensure companies uphold their duty of care in protecting employees' collective safety and wellbeing. As organizations are increasingly judged on their social impact, implementing thoughtful screening through providers like Ethico allows companies to contribute positively to their communities.

Verify Every Claim. Independently.

Uncover the full story with comprehensive background checks. Don't take candidates at their word. Our experts independently verify employment history and education claims, contacting up to 10 years of employers and schools. Get custom Background Screening for your organization with dedicated account managers & licensed professionals ready to assist.

Ensure Quality Candidates

Resume fraud is more common than most organizations realize. The cost of a bad hire extends far beyond replacement expenses: lost productivity, team disruption, and potential liability all compound when fraudulent credentials slip through.

Key Features

✓ **COUNTY-LEVEL CRIMINAL SEARCHES**
We dig into county records across all 3,143 US counties to uncover offenses candidates try to hide.

✓ **SOCIAL SECURITY TRACES**
Our traces reveal any alias names, prior legal names, and jurisdictions lived in over their lifetime.

✓ **ENHANCED MOTOR VEHICLE REPORTS**
Our MVRs compile driving histories across multiple states for a complete record.

✓ **CUSTOM SCREENING PACKAGES**
Build completely customized packages with any screens your roles require.

Background Check Databases

- Abuse Registry
- County Civil Records
- County Criminal Records
- Drug Enforcement Administration
- Driver's License Verification
- Federal Criminal Records
- Malpractice Claims History
- Military Service History
- Sex Offender Registry
- Substance Controlled Substance
- Registration Verification

Capterra Review

"The stability of the product is excellent. When there is any difficulty on a rule out, help is a call away. The product has grown with our needs."

- Client in Healthcare

Compliance and HR Training

Emotive Storytelling • High Production Value • Gamified Instruction

Easy and Impactful Training

Level up your compliance & HR training from dreary to dramatic with Ethico's studio-quality courses. With Hollywood-quality production value, Ethico's customized courses use immersive storytelling and interactivity to embed compliance wisdom. This drives real behavior change as employees gain the ethical decision-making skills to meet daily challenges with confidence. Ethico makes training easy and impactful

Broadcast-quality video learning modules in an entertaining episodic format, updated annually so courses don't get stale.

Progress: Complete!
10/10 Training Modules
Next

Bystander Intervention
Online Training Course
★★★★★
Enroll

In-Progress: 50%
Module 5: Gifts and Entertainment
Next

Train and Engage

With powerful customization and gamified interactivity, Ethico training clicks with every type of learning style. Employees will be drawn in by compelling narratives and ethical dilemmas that connect training to real-life situations. Interactive participation cements core values and insights, delivering compliance training that sparks measurable changes in mindsets and behaviors. Let Ethico boost the value and effectiveness of your training.

Key Features

✓ **COMPREHENSIVE LMS**
A robust LMS provides training reminders, analytics, completion tracking, customized learning paths, and more.

✓ **DASHBOARD ANALYTICS**
Monitor completion rates, customize training, and enhance effectiveness through data insights.

✓ **INTERACTIVE, IMMERSIVE CONTENT**
Modern features like gamification, micro-learning, and experiential video make compliance training engaging and impactful.

✓ **STUDIO QUALITY VIDEO PRODUCTION**
Professionally captured audio and video creates materials that engage and entertain, impacting the viewer with the core lessons integral to compliant behavior.

✓ **MICRO-LEARNING OPTIONS**
Send quick refreshing micro-learning modules to continue strengthening compliance culture all year.

✓ **MULTI-MODAL DELIVERY**
Training available in video, micro-learning, and other digital formats to suit different needs and user types.

✓ **HIGHLY CONFIGURABLE MODULES**
Tailor training by overlaying your policies, culture, and real examples for maximum relevance.

ethico.com | 800-859-8840
Compliance and HR Training

DEMO NOW

ETHICO

Ethics Portal

One-Stop Ethics Shop • Speak-Up Awareness Hub • Clarity and Confidence for Your Stakeholders

Your people are lost in an ethical gray area and need to know how to speak up. Create an ethical lighthouse with the Ethics Portal. Give your team a centralized hub providing instant access to all the ethical resources you need to meet those challenges head-on. The intuitive dashboard design makes it simple to find the Code of Conduct, submit confidential reports, conflicts of interest, and more. By bringing key ethics information together in one place, the Ethics Portal fosters greater transparency, eases decision-making dilemmas, and helps build a culture of trust.

The Ethics Portal is configured to best fit your unique culture, mission, values, and initiatives. By making guidance easy to access and act on, it's easier for employees at all levels to make the right decisions. Fostering a positive culture is a win for your company and its stakeholders. Make moral behavior second nature with easy access to ethical empowerment.

Your code of conduct deserves more than a PDF buried in a shared drive. Give it the visibility and accessibility it needs to drive real behavioral change. When employees know where to find guidance, they make better decisions. The Ethics Portal puts your entire compliance program at their fingertips.

Key Features

CONFIGURABLE WEB DESIGN
Choose a portal template and select components to match your brand and highlight key policies.

ISSUE INTAKE MODULES
Include your hotline, webform, mobile reporting app, or other forms to empower the ethical champions within your organization.

IMPORTANT MESSAGES
Include messages of support to individuals who might be fearful about speaking up.

DEDICATED SUPPORT
Our ethics experts provide onboarding assistance and ongoing support tailored to your need.

REGULAR ENHANCEMENTS
We continually improve the portal with new features and updates to meet evolving needs

CONSOLIDATED HUB
Give employees one-click access to frequently needed resources—whether that's submitting a report, checking gift limits, or requesting ethics guidance.

Everything Your Employees Need in One Place

Core Ethics Resources
- Code of Conduct and Values Statement
- Ethics policies and procedures
- FAQs and guidance documents

Reporting and Disclosure Tools
- Ethics Hotline access
- Anonymous web reporting forms
- Configurable disclosure forms

Awareness and Education
- Awareness campaign materials
- Training resources and links
- Case studies and real-world scenarios

Program Information
- Contact information for ethics officers
- Investigation process explanations
- Anti-retaliation policy statements

Post-Investigation Forms

Corrective Action Plans • Root Cause Analyses • Measurable Workplace Outcomes • Turn Reports Into Results • Unified Investigation Workflow

Employees who report concerns need to see that their reports lead to real action—not just investigations that end with cases marked "closed." When post-investigation actions are inconsistent, poorly documented, or lost in spreadsheets, it undermines trust in your entire speak-up culture. How do you prove to employees, regulators, and leadership that reported issues drive meaningful workplace improvements? Ethico's Post-Investigation Forms provide the structure and transparency your program needs. Document corrective actions, performance improvement plans, policy changes, and training requirements directly within each case. Track implementation progress, set deadlines, assign accountability, and create clear records showing how investigations translate into tangible outcomes. Build credibility by demonstrating that every report receives consistent, thorough follow-through, and creates an audible trail in one holistic platform.

When employees see that their reports lead to documented corrective actions—not just cases marked "resolved"—they trust the process. Create transparency by tracking what happens after investigations conclude, demonstrating to your entire organization that speaking up leads to real accountability and measurable improvement.

Key Features

CONFIGURABLE FORM TEMPLATES

Create templates for any post-investigation need: corrective action plans, witness interview documentation, substantiation checklists, disciplinary recommendations, training assignments, or risk assessments. Configure each to match your unique process.

CASE-ATTACHED DOCUMENTATION

All post-investigation forms attach directly to the relevant case in MyCM, creating permanent audit trails that show how investigations drive action. No more searching multiple systems to reconstruct investigation outcomes.

PROGRESS TRACKING & DEADLINES

Monitor corrective action implementation in real-time. Set deadlines, track completion status, and maintain visibility into whether post-investigation actions are actually being carried out.

ACCOUNTABILITY ASSIGNMENT

Assign corrective actions to specific individuals with clear deadlines and responsibility. Track who's accountable for implementation and ensure follow-through doesn't fall through organizational cracks.

CONSOLIDATED HUB

Give employees one-click access to frequently needed resources—whether that's submitting a report, checking gift limits, or requesting ethics guidance.
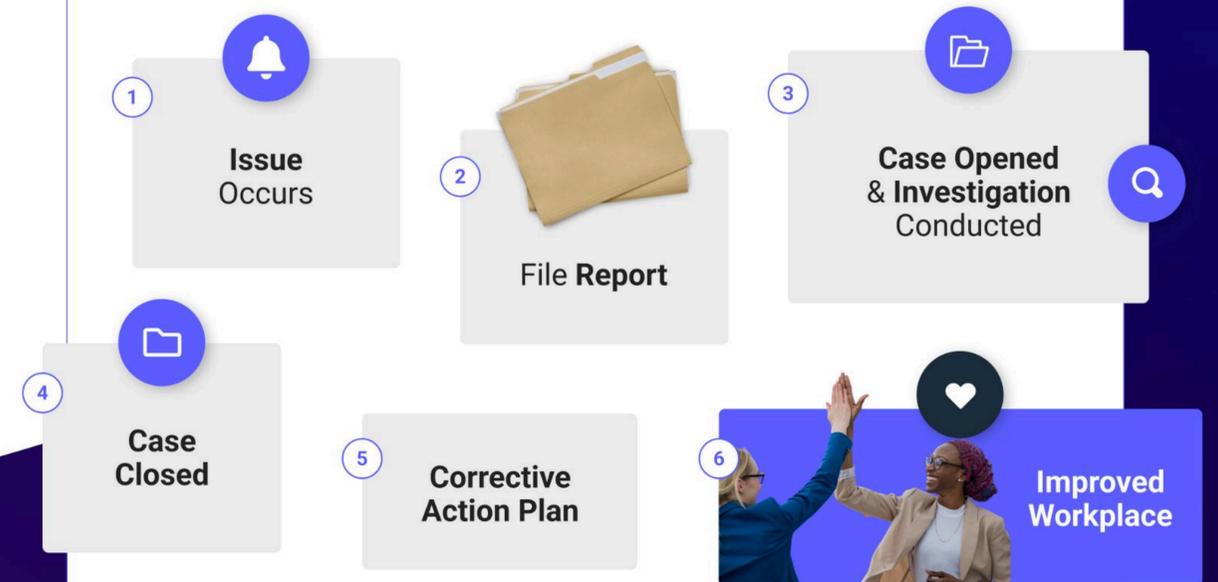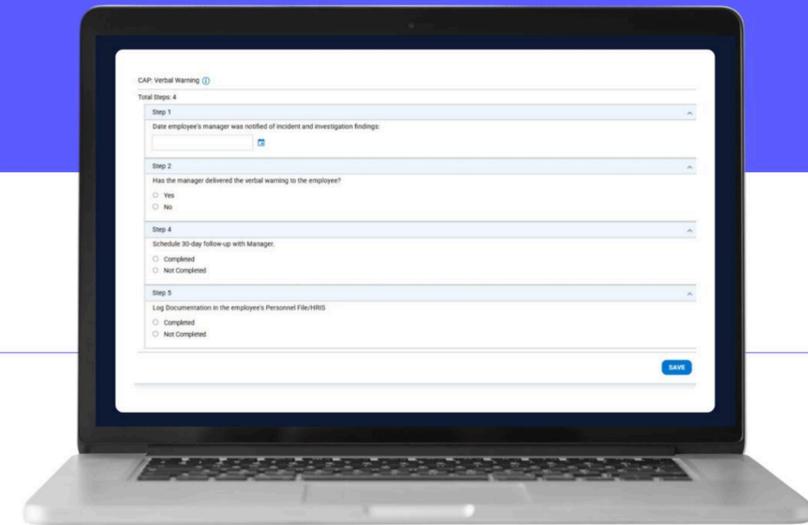
CONSISTENT INVESTIGATION PRACTICES

Standardized templates ensure every investigator follows the same process, captures the same information, and documents outcomes consistently—building procedural fairness and audit-ready records.

INVESTIGATION WORKFLOW INTEGRATION

Post-Investigation Forms appear naturally in the investigation workflow based on "Action Taken" field selections, prompting investigators to complete relevant documentation at the right time.

1. **Issue** Occurs
2. File **Report**
3. **Case Opened & Investigation** Conducted
4. **Case Closed**
5. **Corrective Action Plan**
6. **Improved Workplace**

Risk Assessments

Visualize Priorities • Drag & Drop Builder • Drill-Down Analytics • Deploy with Confidence • Intelligent Assessment

Effective risk management starts with effective risk assessment—but most organizations struggle with manual processes that consume countless hours while leaving critical risks invisible. Spreadsheets lack consistency. Generic survey tools can't calculate risk scores. Enterprise GRC platforms require technical expertise and months of implementation.

Ethico's Risk Assessment solution transforms this equation. Our intuitive platform enables you to build sophisticated assessments in minutes, distribute them effortlessly, and generate visual insights that drive immediate action. With drag-and-drop builders, automated risk scoring, and interactive heat maps, you spend less time on administrative tasks and more time addressing the risks that matter.

G2 Review

"The reporting capabilities are great as we can break down the reports we receive and create charts and graphs."
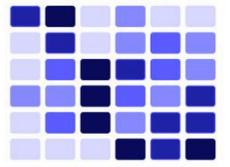
- Verified User in Insurance

Risk Assessment Platform

- ✓ Intuitive Drag-and-Drop Builder
- ✓ Smart Risk Scoring Engine
- ✓ Visual Risk Heat Maps
- ✓ Pre-Built Templates & Easy Submissions

Comprehensive Risk Reporting

- Interactive risk heat maps
- Risk categorization by area
- Dynamic data filtering
- Drill-down capabilities

Heat Maps

Key Features

DRAG-AND-DROP ASSESSMENT BUILDER
Create professional risk assessments in minutes without technical expertise. Advanced features like branching logic and risk weighting remain accessible through intuitive interfaces.

CURATED TEMPLATE LIBRARY
Launch assessments immediately using pre-built templates for common frameworks (COSO, NIST, ISO 31000) and industry-specific scenarios (HIPAA, cybersecurity, third-party risk).

GENERATE BOARD-READY REPORTS
Generate executive-ready risk reports that compare current findings against historical baselines and industry benchmarks. Schedule automated exports to board members, audit committees, and senior leadership on your timeline.

CONFIGURABLE RISK SCORING
Customize 5x5 risk matrices with your own impact and likelihood values. Define risk levels (Low, Medium, High, Critical) that align with your methodology.

INTERACTIVE HEAT MAPS
Transform assessment responses into visual risk profiles automatically. Color-coded matrices instantly communicate priorities to executives and board members.

DYNAMIC RISK FILTERING
Drill down into risk data by department, location, risk area, or any custom field. Identify concentration patterns and compare risk profiles across segments.

CAMPAIGN MANAGEMENT INTERACTION
Deploy assessments through the same campaign tools you use for training and communications. Track participation rates and automate reminders to drive completion.

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Risk Assessments

ETHICO