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Transform Your Workforce To Better Manage Risk And Meet The Demands Of Compliance Regulations

The need to mitigate compliance-related risk and demonstrate the existence of an effective **Ethics & Compliance (E&C)** program has never been greater in the wake of U.S. corporate scandals. Newly amended **Federal Sentencing Guidelines (FSG)**, informal **Securities Exchange Commission (SEC)** inquiries and **Sarbanes-Oxley Act (SOX)** reforms are putting today's corporations under tighter scrutiny. Businesses are pressured to take measures that promote corporate integrity and accountability, maintain public trust and avoid the penalties of non-compliance – which can mean shareholder lawsuits, stiff legal settlements and fines of \$250,000 and/or 10 years in jail.



The average settlement in response to a private securities litigation increased by 156% in 2005 over 2004, jumping from \$27.8 million to \$71.1 million.

(Source: PricewaterhouseCoopers.)

The burden of proof is on *you*, as the opportunity cost of not having a compliance initiative is steep. E&C expenditures are insignificant in comparison to the disruption of business, the destruction of your reputation and the expense of defense. Ensuring that your E&C program provides targeted, relevant training of employees and contractors; monitors their understanding of the rules; and creates more efficiencies and streamlined processes is a sound investment.

Triviumsoft Can Help You Pinpoint E&C Gaps in Your Organization

Triviumsoft, a provider of specialized solutions for the management of human capital, provides the tools to help you *proactively* manage and mitigate your compliance risks and:

- Identify current E&C gaps on people-related operations: Training, hiring, promotions, mobility, succession, etc.
- Determine, track and monitor actions plans to reduce identified gaps
- Diagnose the need to train existing resources or to fill new specialty positions dedicated to compliance management
- Take the pulse of your employees' mindsets, values and knowledge of E&C requirements

SEE-K® Lets You Proactively Build Your Compliance Case

Triviumsoft's signature software solution, SEE-K, helps organizations to rapidly collect information across an organization and transform it into a powerful human capital decision-making tool. With SEE-K, you can more readily:

- Create an environment in which competence in key E&C-related skills is assessed, measured, and valued
- Proactively develop and track employee competencies against E&C program goals
- Empower employees to take responsibility and attain their desired career goals
- Demonstrate the effectiveness and ROI of your E&C program

Global 2000 organizations including *Airbus, Barclays, CapGemini, the European Space Agency, LCL, Suez and EDF (Global 500 Utility)* have used SEE-K to better assess their human capital needs and maintain ethics and compliance controls.

Contact Us

To learn more about how SEE-K can help your company manage risk and compliance issues, contact Triviumsoft at 312-674-4560 or visit: www.triviumsoft.com.