

Frishkorn Elected to ECOA Board of Directors (October 2008)

David Frishkorn, Director of Business Ethics and Compliance, has been elected to the board of directors of the Ethics and Compliance Officer Association (ECO), and will serve a three year term beginning in January 2009. Frishkorn, has been actively involved with the ECOA for over five years, and recently served as a contributing author of the association's handbook designed for ethics and compliance professionals, senior executives and board directors.

"My goal is to continue building visibility for the ECOA and also contribute to the Board's work toward professional accreditation of ethics and compliance professionals," said Frishkorn. "It's quite an honor to be viewed with such high esteem by the many individuals involved in this premier organization."



David Frishkorn and Anne Mulcahy speaking at the Center for Business Ethics at Bentley College in Massachusetts.

The ECOA is one of the most recognized not-for profit organizations in the business world today, setting ethical standards and educating professionals on the importance of compliance in the workplace. With 1,350 members, representing 550 organizations, over six continents, the ECOA represents a substantially growing presence worldwide.

For information about ethics and compliance at Xerox, please visit our website at www.xerox.com/about-xerox/citizenship/ethics and for more information about the ECOA, please visit www.theecoa.org

Xerox Named to World's Most Ethical Companies List for 2008 (June 2008)

The Ethisphere Institute named Xerox to its second, annual World's Most Ethical Companies list. Xerox was named to the highly selective list for its meaningful ethical business practices that go well beyond legal requirements and include innovative ideas that contribute to the public well being. According to Ethisphere, "By their actions, Xerox is forcing their competitors to follow suit, or fall behind. Xerox truly embodies the notion that ethical business practices are more profitable in the long run." The 2008 World's Most Ethical Companies methodology reviewed codes of ethics,



litigation and regulatory infraction histories; evaluated investment in innovation and sustainable business practices; looked at companies' activities to improve corporate citizenship; studied nominations from senior executives, industry peers, suppliers and customers; and worked with consumer action groups for feedback and ratings.

ECOIA Publishes Ethics Handbook (June 2008)

The Ethics and Compliance Officer Association (ECOIA— www.theecoia.org) has published *The Ethics and Compliance Handbook: A Practical Guide from Leading Organizations*. The reference source builds off of expectations for a good ethics and compliance program as established by the U.S. Federal Sentencing Guidelines. Over a dozen leading organizations, including Xerox, contributed their knowledge, expertise and experience to the content of the book.

Business Roundtable Institute for Corporate Ethics issues Bridge Paper (June 2008)

The Business Roundtable Institute for Corporate Ethics issued another in a series of bridge papers, this one titled, *Innovation, Ethics and Business*. The paper is authored by Kirsten E. Martin, Ph.D., assistant professor of business and economics at The Catholic University of America. The paper features thought leader commentary from Xerox CEO Anne M. Mulcahy. More information about the Institute can be found at www.corporate-ethics.org.

Xerox Helps Non-profits and Others Launch Ethics Programs (April 2008)

Managers and executives of companies and non-profit organizations from around the world attended basic training on how to implement effective business ethics oversight and procedures at *The Conference Board's 2008 Business Ethics Conference* in New York City. David Frishkorn, our director of ethics and compliance, was on hand to help these organizations understand how to build and implement oversight and effective leadership as well as investigations and discipline procedures.

“The fact that half of the attendees were from non-profit organizations tells me that the push for ethics infrastructure in the corporate arena is contagious,” David noted.

The basic training curriculum included:

- Why Ethics and Compliance and How Did We Get Here?
- Getting Started – Initial Considerations, Gaining Support
- Risk Assessment
- Oversight & Effective Leadership
- Helplines, Investigations & Discipline
- Communications & Training
- Monitoring & Program Assessment
- Building a Culture to Support Ethics & Compliance

Xerox Chairman and CEO Anne Mulcahy Named to “2007’s 100 Most Influential People in Business Ethics” List by ETHISPHERE Magazine (December 2007)

Xerox Chairman and CEO Anne Mulcahy has been named one of the World’s Most Influential People in Business Ethics by Ethisphere Magazine, a national publication dedicated to illuminating the important correlation between ethics and profit. The

stellar list of honorees included individuals from government, business, media, non-governmental organizations, academics and others. Mulcahy, listed at number 7, was recognized for her leadership in business as well as for restoring the Xerox corporate culture's focus on ethics. They also referenced her work as Chairman of the Business Roundtable Corporate Governance Task Force. A feature article on the World's Most Influential People in Business Ethics appears in the magazine's Q4 2007 edition.

Additionally, Xerox received the added distinction of being "*Ethics Inside Certified*" which is a special designation bestowed by the editors of the magazine when they believe the company has truly embedded ethical concepts and behaviors in the organization. In the computer and semiconductors category, where Xerox was included, only Xerox and Sun Microsystems received this designation

Xerox Named to "WORLD'S MOST ETHICAL COMPANIES" List by ETHISPHERE Magazine (May 2007)

Xerox Corporation has been named one of the World's Most Ethical Companies by [Ethisphere Magazine](#), a national publication dedicated to illuminating the important correlation between ethics and profit. The elite list of companies was recognized for their strong leadership in ethics and compliance, advancement of industry discourse on social and ethical issues, and positive engagement in the communities in which they operate. A feature article on the World's Most Ethical Companies appears in the magazine's Q2 2007 edition available May 8th.



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David Frishkorn, Director Business Ethics & Compliance, said, "We are proud to be recognized by [Ethisphere Magazine](#) and proud to be Xerox. This honor is a reflection of the way Xerox people think, act and work. The judging organizations and the methodology they employed to determine the honorees makes this recognition truly significant and greatly appreciated."

[Ethisphere Magazine](#) has a circulation of 65,000 global Board members, CEOs, General Counsels, Chief Ethics and Compliance Officers and institutional investors. It offers insight to gaining market share and creating sustainable competitive advantage through ethical business practices and corporate citizenship. The editors of the magazine chose fewer than 100 companies from several thousand organizations that they analyzed over a six-month period. "This was a rigorous process that identified a select group of companies that were unequalled in their industries for their commitment to ethical leadership and corporate social responsibility. These organizations go beyond making statements about doing business ethically; they translate those words into action," said Alex Brigham, executive editor of [Ethisphere Magazine](#).

[Ethisphere Magazine](#) launched in 2006 and the 2007 ranking is the magazine's inaugural ranking. The magazine editors were assisted by the following organizations in determining the list of honorees: SustainAbility, the World Business

Council for Sustainable Development, Trillium Asset Management, Winslow Management Company, Forest Ethics, the Women's Equity Fund, the Center for Business Ethics and the New Alternatives Fund.

Xerox Business Ethics to Present at The Conference Board's 2007 Business Ethics and Compliance Conference (March 2007)

Xerox's Director, Business Ethics and Compliance will be presenting a workshop at The 2007 Business Ethics conference entitled, *Integrating Internal Audit with Ethics and Compliance*. The conference will be conducted in March in San Diego and in April in New York City. The Vice President, Audit Services, of Progress Energy Service Company will be a co-presenter at the conferences San Diego session.

The CRO magazine ranks Xerox No. 49 on Most Ethical Corporations list (March 2007)

Diversity, philanthropy and related activities have led Xerox to a No. 49 ranking in *The CRO* magazine's 2007 list of the nation's "100 Best Corporate Citizens," announced in March.

"The sixth annual list identifies those companies that excel at serving a variety of stakeholders well – and since over 1,000 companies are considered, it's a significant achievement for Xerox Corporation to be selected," said Michael Connor, publisher and executive editor, *Business Ethics*.

Business Ethics and KLD Research & Analytics, a Boston-based social research firm, weigh eight factors to compile the "100 Best" list: return to stockholders, community, governance, diversity, employees, environment, human rights and product. The full report is published in the Spring 2007 issue of *The CRO*.

Mulcahy Provides Commentary for BRICE Bridge Paper (March 2006)

The Business Roundtable Institute for Corporate Ethics (BRICE) has issued its latest bridge paper, *Avoiding Ethical Danger Zones*. In this paper, the *Thought Leader Commentary* was provided by Xerox CEO Anne M. Mulcahy. This paper was designed to empower executives to make better ethical decisions by giving them the tools to recognize and correct unconscious decision-making biases.

Xerox Participates in Business Ethics Conference Workshop (February 2006)

At The Conference Board's 2006 Business Ethics Conference, Xerox will be one of the panelists for a pre-conference day-long workshop. The other panelists will be from Freddie Mac, The Boeing Company and the Ethical Leadership Group. The title of the workshop is *Introduction to Ethics and Compliance Program Management* and is intended to provide participants with all the basic knowledge they need to establish and maintain an effective business ethics and compliance program. The panelists, all seasoned presenters and subject matter experts in the field of business ethics will address topics to help ensure effective ethics and compliance programs that are integrated with a company's strategy and infrastructure, how to develop a code of conduct, how to conduct training, and investigation processes.

Corporate Executive Board includes Xerox in Best Practices Study (March 2005)

The Compliance and Ethics Leadership Council of the Corporate Executive Board has published their first best practices study. The report, *Embedding Compliance Activities into Business Operations*, sites 7 corporate best practices, including one from Xerox. The study analyzes our Ethics responsibility matrix (corporate policy ETH 100) and even includes a full copy of the matrix as the only appendix to the report.