

Developing a Compliance Plan

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Agenda

- The Federal Sentencing Guidelines
- Assessing Current State
- Desired State
- Designing and Drafting Considerations
- Q & A

Terminology

- **Compliance Program** - establishes roles/ responsibilities regarding Program including Code that describes your organization's values & expectations
- **Compliance Assessment** - determines effectiveness of Program against the FSG and other standards
- **Risk Assessment** - objective qualitative evaluation of risks
- **Compliance Plan** - ??????

Value Shift

Today - Got Ethics?

Not what can you do but what should you do.
Can the Company meet the triple bottom line?

80's/00's - Can you follow the Rules?

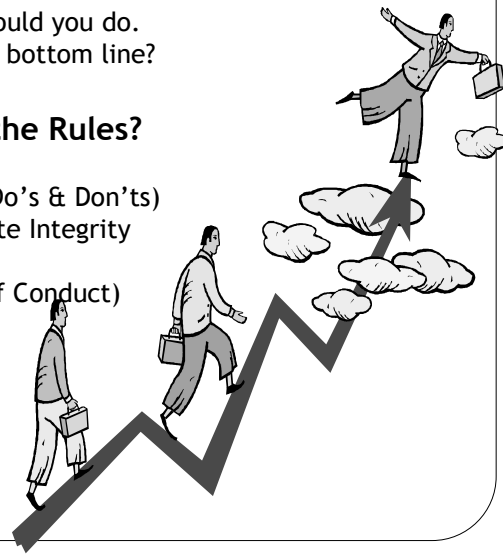
Epic Corporate Scandals lead to:

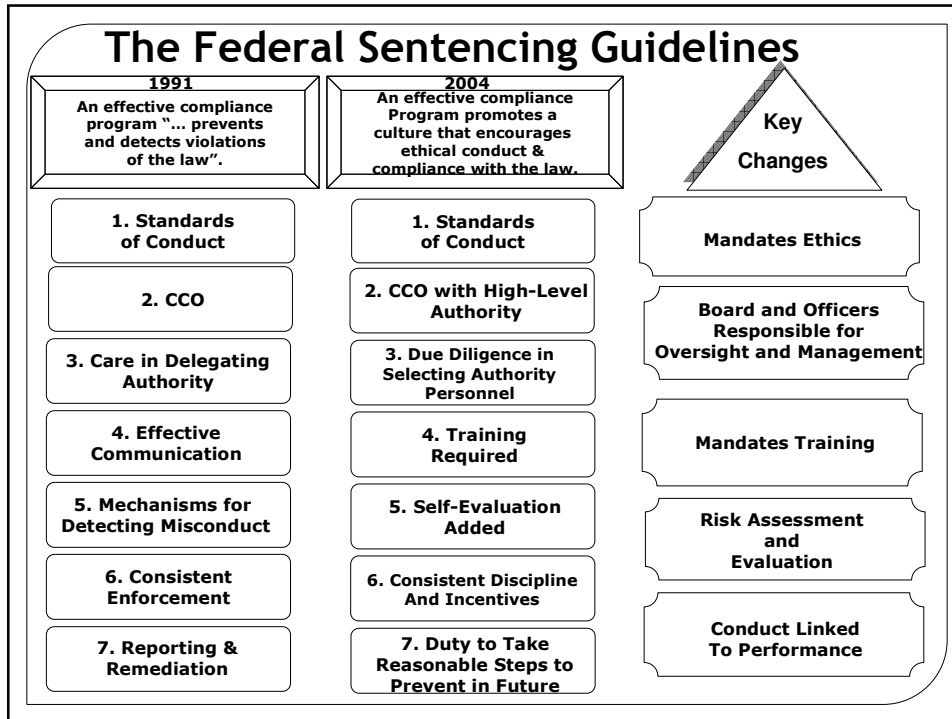
- ✓ Compliance Programs (Do's & Don'ts)
- ✓ Huge Fines and Corporate Integrity Agreements
- ✓ SOx (mandated Codes of Conduct)

70's/80's - Cash is King

"The only social responsibility of business is to make a profit."

Milton Friedman





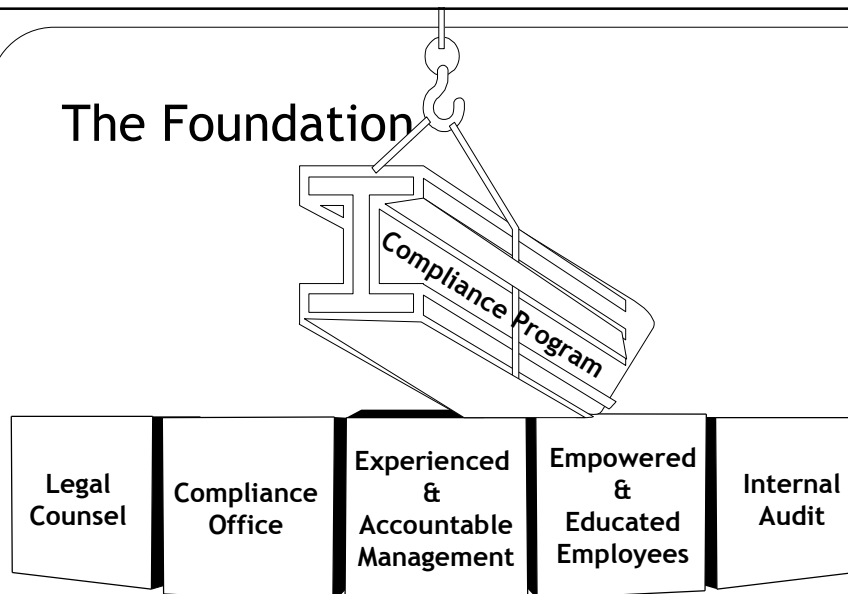
Assessing the Current State

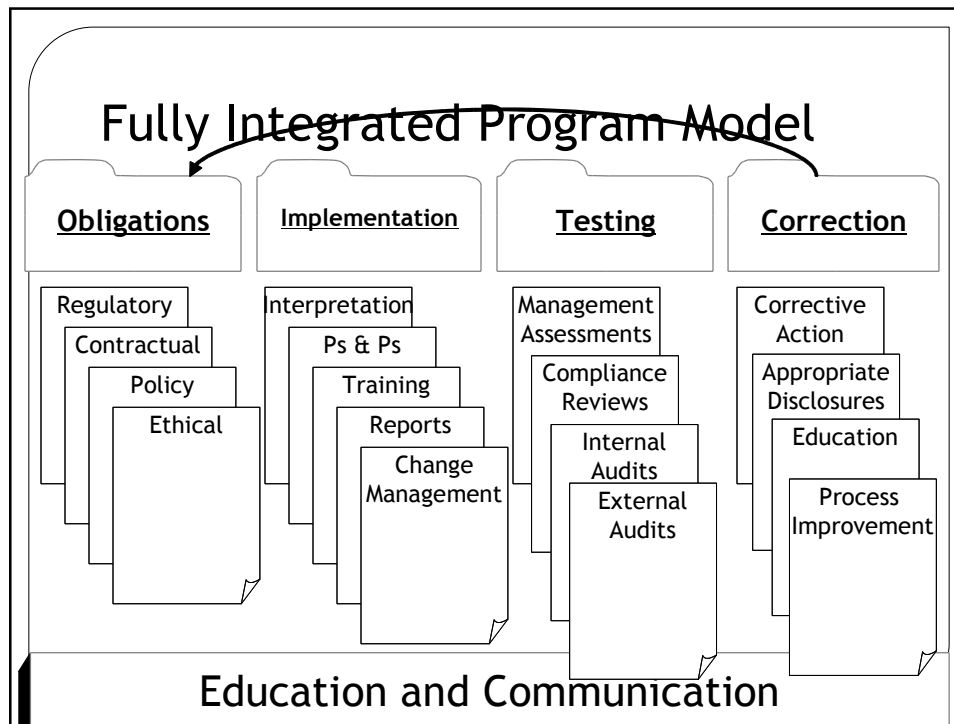
- Do you have an open culture?
- Are there fears of retaliation?
- What is the tone at the top? In the middle?
- How complex are the rules?
- Are Quality Management Systems prevalent?
- How disciplined and accountable is your management team?

Assessment Tools

- Self Assessment
- Independent Third Party Assessments
- Risk Assessments
- Government Programs

The Foundation





Designing and Drafting Considerations



- Shared perception of “value”
- Co-dependencies (buy-in)
 - Who and How?
- Resources
 - People and \$\$\$
- Scope Creep

