

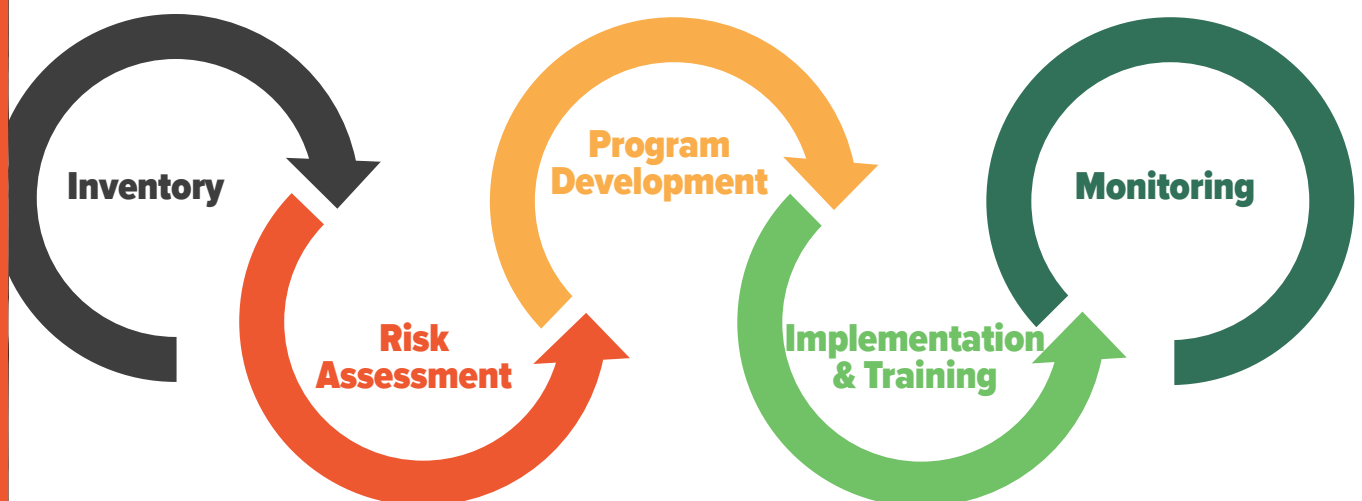
Achieving and Maintaining Compliance

Many organizations view compliance as a regulatory necessity rather than a potential value-adding activity. But those with a strong compliance program know it can yield a variety of operational and business benefits, including increased efficiency and improved performance.

By helping to instill greater client confidence and yield better client outcomes, a mature compliance environment can also ultimately serve as a competitive differentiator.

An effective compliance program reveals negative trends that can lead to issues in the long run. As the program matures, controls and accountability are embedded throughout the organization to help ensure the program is scalable and can accommodate growth and operational changes over time.

Weaver's approach to compliance program development balances the need for compliance with operational demands and strategic goals in order to increase program effectiveness and value.



We start by performing an inventory of compliance requirements, which enables you to view compliance holistically so any overlapping requirements will become clear. We then help you prioritize your efforts based on the greatest compliance risks, so you can maximize the impact of your compliance investment and resources as you work to develop and implement your program. Once the program is in place, we work with you to develop monitoring processes and tools that will allow you to maintain and evolve your program over time.

Regulatory Compliance Audit Services

Regulatory compliance audits are an essential component of an effective compliance management program, allowing you to objectively evaluate the compliance of the organization with laws, regulations and the associated policies and procedures. In tailoring our service approach, Weaver's experienced consultants work to provide a risk-based compliance audit plan consistent with the company's size, complexity and risk profile.

Our approach to regulatory compliance audit services includes:

STEP 1

Understanding the operating environment and risk profile

STEP 2

Designing a risk-based audit plan focusing on key exposure areas

STEP 3

Providing regular status updates throughout the engagement process

STEP 4

Communicating findings and a remediation strategy to management

We address areas of concern through recommendations tailored specifically to your operating environment based on industry best practices. Once an appropriate remediation plan is developed, we will provide feedback and assistance, if desired.

In addition to strengthening existing compliance programs, an independent regulatory compliance audit helps you avoid costly non-compliance penalties.

Sarbanes-Oxley 404 Compliance Services

Establishing an effective internal control environment and maintaining Sarbanes-Oxley (SOX) compliance is an ongoing, evolving challenge. Whether your business is facing year one of SOX compliance or working on year two and beyond, Weaver works with you to fine-tune and nurture SOX compliance throughout the year, so you can effectively manage the ongoing scope and avoid potential unforeseen difficulties.



We focus on remediation, sustainability and scalability to develop a maintainable SOX process, rather than one that must be recreated from year to year. To keep your SOX universe spinning, you should identify remediation needs, promote continuous improvement and ensure the same weaknesses do not continually present difficulties.

For some smaller organizations, conducting all SOX-related activities in-house may not be affordable or practical. Weaver works with these organizations to provide outsourced SOX compliance services, including developing a compliance plan, assessing related risks, devising controls and/or maintaining documentation to attain efficiency and optimize internal resources.

Compliance Services for a Fortune 500 Company

For almost four years, a large Fortune 500 refining company has relied on Weaver's compliance professionals for ongoing thought leadership and subject-matter advice with regard to the company-wide strategic compliance program management. As a part of this role, we perform specific services upon request to address compliance gaps or issues for the internal compliance department; we also provide design and management services for the company's annual Compliance Week event.

How Weaver Assists

Our ongoing compliance consulting includes:

- ▶ Strategic analysis of the company's governance documentation structure against best practices to identify structure and/or policy gaps
- ▶ Annual Compliance Week curriculum and material development
- ▶ Compliance risk assessment to identify the compliance risk universe and determine high-risk areas
- ▶ Business impact analysis, including determination of risk/impact associated with application failure with regard to compliance requirements
- ▶ Strategic analysis of the company's information management procedures across the entity
- ▶ System implementation consulting to ensure control environment integrity as new applications or systems are implemented
- ▶ Compliance training

We also provide services related to special projects, some of which include:

- ▶ Periodic compliance monitoring with key business owners to identify upcoming risks
- ▶ Development of policies and governance documentation
- ▶ Development of entity-wide training program that considers specific training requirements across all business units
- ▶ Development of a document management and records management solution for both electronic and physical records
- ▶ Business continuity planning to address human capital, fixed assets and IT assets

Benefits to Our Client

- ▶ Reduced fines and penalties associated with the inability to produce required documentation
- ▶ Reduced risk of evidentiary interference claims
- ▶ Identification of minimum critical resources required for continued business operations in the event of a disaster or other major issue
- ▶ Alignment of current compliance program activities to the Seven Elements of an Effective Compliance Program, thereby reducing the risk of unmitigated non-compliance events
- ▶ Reduced risk of fines, penalties or fees associated with noncompliance with certain regulations