



Dear athenaNation,

There is no distinction between the legality and morality of our behavior, and the skills and competencies involved in being productive at athena. That is why we don't separate our ethical code (we call these our "Integrity Standards") from other rules and requirements we use to evaluate the skill and ability of our personnel (we call these "Competencies").

At athena, we believe our ability to work effectively as a business team goes hand in hand with our ethical conduct and that we must succeed in both to achieve our mission. These standards are interdependent and together form a comprehensive guide for how we must act, both as individuals and as a team. athena requires all athena personnel to know, understand and follow our Code. Our Board of Directors has explicitly adopted the Integrity Standards to apply as our ethical code to all of our work.

None of us is exempt from the Integrity Standards, from our summer interns to our senior officers and directors. They apply to all actions that we take and all decisions that we make in every area as contributors to athena's business. If any of us fails to comply with athena's high standards, all of our integrity is at risk. Take this seriously. Doing so is the stuff of who we are at athena.

Thank you!

Integrity Standards

We Work as One

Each of us owns our whole mission and vision.

We honor our commitment by upholding the Integrity Standards and reporting violations.

We are teachers and learners playing for the team to win.

We treat each other with respect and do not tolerate discrimination or harassment.

We treat clients' and patients' interests as our own and conduct ourselves ethically and professionally.

We do not tolerate unlawful behavior including kickbacks, fraud and abuse, and anticompetitive actions.

We Earn Trust

We earn our clients' and patients' trust by acting with integrity and delivering results.

We take responsibility for preventing, finding, and correcting errors in our work.

PHI is our "kryptonite" — it can destroy us, and we must handle it with extreme care.

We protect patient, client, and athena confidential information.

We will consider how each action affects patient care.

We handle patient data with care and actively report concerns.