

## Standards of Conduct

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Avenue HomeCare, Inc. Standards of Conduct are intended to provide direction to employees and agents regarding appropriate and acceptable behavior and to ensure ethical conduct in all business activities.

Avenue HomeCare Inc, its employees and agents, shall:

1. Comply with all laws and regulations that govern the company's activities. When there is a question of applicability of any law or regulation, the employee or agent shall seek guidance in accordance with the provisions of the Compliance Plan.
2. Fairly and accurately represent our services and capabilities in all written materials and verbal communications.
3. Insure that all services it is responsible for providing are properly prescribed, medically necessary, and performed in accordance with appropriate standards of care and resource utilization.
4. Protect patient rights and seek patient input into the course of care rendered to meet both legal requirements and to ensure honesty, dignity, trust and caring in the treatment process.
5. Maintain proper business relationships with clients, referral sources and other business contacts and never subject another party or be subjected by another party to inappropriate influence in the conduct of business activities.
6. Maintain accurate and reliable business records, which properly disclose disbursements and other transactions involving the company, and accurately submit data in all government filings and in all reports to business associates.
7. Refrain from any personal investment or activity, which may create the appearance or actuality of a conflict of interest with company business activities. When there is a question of appropriateness of a certain investment or activity, the Employee or agent shall seek guidance in accordance with the provisions of the Compliance Plan.
8. Report, on a timely basis, observations and/or information regarding any activity that may cast doubt on the integrity of the company in accordance with the provisions of the Compliance Plan.

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I have read and understand this policy. I acknowledge that if an offer of employment is accepted, I will comply with this policy. I further understand any violation of this policy may result in immediate termination.

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**Employee Name (Please Print)**

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**Date**

**Employee Signature**

**Witness Initials**