

A Message from the President and CEO Tom Dee

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To all members of the SVHC Community,

Southwestern Vermont Health Care is committed to a comprehensive, values-based Compliance and Ethics Program. Because the program rests on our Mission, Vision, and Values, it supports and complements our mission: to provide exceptional health care and comfort to the people we serve.

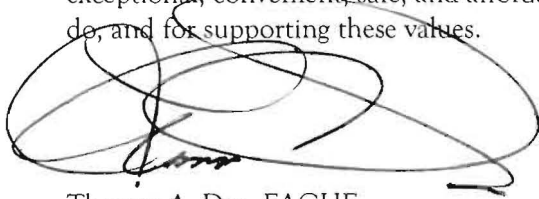
I am very pleased to introduce our new Code of Ethical Conduct. This code reflects our strong values, our tradition of caring, and our vision by promoting compassionate care and absolute integrity in our business activities.

SVHC's Code of Ethical Conduct guides our professional lives. It helps ensure that our activities are ethical and legal. It emphasizes our values and culture, and it works to help guide our actions. You'll see that it contains references to help resolve any questions about appropriate conduct in the work place and links to related policies. Please take the time to become familiar with the Code. I think you will find it helpful.

If you have questions regarding this code, talk with your supervisor, another member of management, Human Resources, a member of administration, the Corporate Compliance Officer. You also may contact the Ethics and Compliance Helpline where you can make an anonymous report. Under both the law and SVHC policy, you are required to report suspected violations of rules and regulations, federal or state laws, the Code of Ethical Conduct, or SVHC policies. You have my personal word that there will be no retaliation for asking questions or raising concerns about the code or for reporting possible improper conduct.

No set of rules or codes can substitute for your own integrity. We rely on that integrity in the way you perform your duties. If at any time you encounter a situation or are considering a course of action that gives you pause, please discuss the situation with any of the individuals mentioned above.

At SVHC our values underpin the work we do every day. Please help us achieve our values so that we can become a preeminent rural health system, known for exceptional, convenient, safe, and affordable care. Thank you for all the work you do, and for supporting these values.



Thomas A. Dee, FACHE  
President and CEO