

# The Phone That Doesn't Ring

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# Who is?

- Who is Mark Kipnis?
- Who is Stuart Nichols?
- Who is [the last employee to use your whistleblower hotline]?
- Who is the last employee who didn't?

# Your missing employees

- Draft contracts
  - Non-competes; corporate jet lease?
- Participate in the equity award process
  - Life during war-time; start date vs. vesting date?
- Live in the trenches
  - Export controls?
- Review existing policies
  - Internal audit

# The Reality – Words You’ll Never Hear

- “Hey, could we get Ethics involved?!”
- “Can I come to the meeting?”
- “Don’t have any meetings without me.”
- “What meeting?”

# What can you do?

- Dust off those marketing skills
  - Take an internal auditor to lunch
- Leverage other functions
  - Inside counsel
  - Outside counsel
- Education
  - Yours
  - Theirs