



Ethical Code

Introduction

United4Healthcare is an independent company founded in 2009 and located in Chicago, IL. United4Healthcare mission is to work towards ensuring that the American people are heard.

We, at United4Healthcare, believe that it is about time that the PEOPLE have an advocate for their voice. It is not only about this issue. It is about all issues. The way we have been doing it has not been successful. But, if we bombard the decision makers with constant communications-THE SQUEEKY WHEEL GETS THE OIL-the PEOPLE cannot be ignored.

United4Healthcare is all about supporting the people's voice being heard. And we know that most people have hurried lives and do not have the time they would like to have to battle for their causes. This is an independent company with no alliances to any other organization. Our only focus is to get YOUR word out, no matter what YOUR word is. That is it.

With the Ethical Code of Conduct (Code), United4Healthcare sets the rules of behavior to be applied to its business activities. The purpose of the Code is to diffuse and to share its principles throughout, giving United4Healthcare and the firms, with which it entertains business relations, a distinctive mark identifying them on the market.

General Ethical principles

All United4Healthcare activities have to be performed observing the law in a context of fair competition, honesty, uprightness, correctness and straightforwardness, taking into consideration first and foremost the interests of its subscribers, then other stakeholders.

United4Healthcare, therefore, intends to mark its business by observing the hereunder stated General Ethical Principles.

United4Healthcare commits itself to lead its business by observing all government regulations, rejecting all illegal actions. The law is to be constantly respected. The interest of United4Healthcare, whatever the circumstances are, cannot be considered as an exemption to this rule. The members of United4Healthcare's Board, the management and on the whole, its employees and collaborators are requested to observe the regulations in force, the Ethical Code and the related United4Healthcare rules.

United4Healthcare takes into consideration equity of treatment and loyalty towards important values when accomplishing any of United4Healthcare's external or internal relationships. The United4Healthcare's employees and collaborators, when carrying out their professional tasks, are requested to respect the principles of equity, loyalty and nondiscrimination in regards to gender, race, language, religion, political opinions and personal and social conditions.

United4Healthcare respects and safeguards the values and rights of each individual. In particular, the United4Healthcare guarantees that rights and freedom of the individual are respected in accordance to the principles of equity and non-discrimination and to living together orderly within the working environment. United4Healthcare employees and collaborators, at any level, have to lead a correct behavior, to have mutual respect and to co-operate with each other.



Ethical Code

United4Healthcare and its collaborators undertake to give complete, clear, understandable and accurate information so that whoever intends to start a business relationship with United4Healthcare is able to decide autonomously and be aware of the interests involved and related important consequences.

United4Healthcare ensures that information given shall remain confidential and refrains to seek confidential information except for those cases expressly authorized and in compliance with the law in force. United4Healthcare employees and collaborators are not to use confidential information for purposes other than the ones related to business they have to carry out.

United4Healthcare leads its business by providing high level professional services. Therefore professional services carried out by its employees and collaborators have to be accomplished with the highest care, accuracy and competence.

United4Healthcare's image and reputation are considered as values to be safeguarded and developed by diffusing, agreeing upon and observing the ethical principles stated in the Code. Employees and collaborators have to avoid any behavior that could in any way damage United4Healthcare's image.

The United4Healthcare shall do whatever is in its power to ensure that all employees, collaborators, consultants, suppliers and any third parties with whom United4Healthcare may undergo a business relationship, agree upon the fact that the above mentioned duties have to be respected and fulfilled.

To this purpose, United4Healthcare shall not conclude or continue any kind of business relationship with third parties expressly rejecting to apply the Ethical Code principles. United4Healthcare shall inform and distribute to consultants, suppliers or any third party with whom it intends to start a commercial relationship a copy of the Ethical Code.

United4Healthcare shall appreciate any kind of contribution coming from its subscribers, employees, suppliers and other stakeholders aiming at improving the Code.

Regulations of the Ethical Code shall be applied to all United4Healthcare employees and to those subjects having undersigned a contract for the pursuit of United4Healthcare objectives.

All employees and all those in business or commercial relationships with United4Healthcare (e.g.: consultants, agents, etc.) have to conform their behavior to the Ethical Code standards. This code of conduct will be available on the FAQ site of United4Healthcare website for all stakeholders to view.

United4Healthcare employees and collaborators have to inform the appointed members of any Code violation or Code violation request. Alerts with no foundation concerning Code violation shall be considered as a violation of the Ethical Code.

United4Healthcare employees must follow the United4Healthcare's rules and comply with the Ethical Code regulations. The observance of such rules has to be considered as an integral and essential part of duties of all employees and collaborators. United4Healthcare shall ask that a specific rule related to this is added on those contracts in force, where missing, at the moment of the diffusion of Ethical Code and on future contracts.



Ethical Code

All United4Healthcare employees, collaborators and contract parties are compelled to refrain behaviors against the Ethical Code regulations and the violation of said regulations shall be considered as a non-fulfillment of the duty deriving from the agreed working relationship or collaboration, leading to consequences foreseen by the law or by the contract itself.

Relationships with employees

United4Healthcare rejects and opposes to finalities and impositions aiming at gaining favors or privileges when selecting, employing and promoting personnel. During the phases of selection, employment and personnel management United4healthcar rejects and opposes to any form of discrimination in regard to gender, race, language, religion, political opinions or personal and social conditions therefore ensuring equal opportunities and a non-discrimination policy towards each employee. Moreover United4Healthcare shall take all necessary steps to remove any circumstance not allowing such conditions.

United4Healthcare does not tolerate sexual harassment, intended as favors for the obtainment of a promotion and career growth or, on the other hand, proposals of interpersonal relationships resulting to be disagreeable and upsetting for the person whom they are addressed to.

Each employee is required not to work under the influence of alcohol or drugs or after having taken substances giving similar effects. The employee is not to take such substances during his/her working activities. The United4Healthcare puts the above conditions and drug or alcohol addicts on the same footing, jeopardizing performance or giving an impact on the process of work.

Relationships with collaborators and consultants

United4Healthcare consultants and partners with any type of undersigned contract, are requested to conform to the Ethical Code principles, to the United4Healthcare's regulations and to the instructions and directions given by United4Healthcare personnel, when carrying out their contract tasks or when performing duties assigned to them. United4Healthcare selects its partners and consultants based on United4Healthcare values. Therefore, the only elements considered by United4Healthcare are professional competence, reputation, independence, organizational capacities, honesty and the correct performance of contract liabilities and assignments.

United4Healthcare commits itself to pay fair fees to consultants and collaborators. Such fees shall be in proportion to the work stated on the contract or agreed upon when assigning the task. Payments cannot be made to a person other than the contract party nor in a third country other than the one stated on the contract unless other reasons related to the contract or to the assignment arise.

Relationships with customers and suppliers

United4Healthcare mission is to pursue the confidence that the American people are heard by the people in our government, businesses, corporations and other organizations. Our goal is to have every American's voice heard by the decision makers over healthcare.

To that end we will:



Ethical Code

1. Ensure that all letters will be mailed to the intended people or organizations regardless of the position that the person is taking in any given issue. United4Healthcare is impartial and does not in any way try to influence anyone's position in the course of our business dealings.
2. We will NOT send any hate mail or honor requests to include slanderous or offensive words or statements. United4Healthcare reserves the right to remove subscribers from our list that request such communications be sent on their behalf.
3. The letters will be clear and concise stating only the person's position on any issue and what they would like to see happen in regards to that issue. We work with the highest integrity and with a commitment that all letters will be sent as intended by our subscribers.
4. United4Healthcare commits to stay impartial on any issue and will NOT be influenced by any third parties, corporations or special interest groups. Our subscriber's message will be sent as requested with no bias.
5. If the postal service fails to deliver a letter, United4Healthcare will mail a copy of the letter to the intended recipient again.
6. United4Healthcare opposes to, rejects and penalizes any employee or partner attitude which seems to appear discriminating in regard to gender, race, language, religion, political opinions and personal and social conditions.
7. United4Healthcare will not in any case compromise their integrity and reputation.
8. United4Healthcare does not allocate funds of any kind, directly or indirectly to political parties, movements, committees or political and Union organizations nor to their representatives and candidates other than where required by law.
9. United4Healthcare ensures that the organization and activities concerning the persons appointed to internal control are carried out autonomously and respecting the principles of integrity, privacy, autonomy, independence, correctness.
10. Subscribers are individuals who want to have a voice in the result of America's healthcare issues. United4healthcare supports this fundamental individual right. We are proponents of individual rights, which when protected, protect all human rights. When individual rights are supported and protected, the American people do not have to worry about group or other rights. Individual rights are at the core of what our freedoms are all about.
11. United4Healthcare entertains relationships with the press and other means of communication, only through the United4Healthcare's function delegated to this purpose. Such relationships have to be set according to the principles of correctness, availability and transparency observing the communication guidelines set by United4Healthcare.
12. United4Healthcare employees, collaborators and administrators have to avoid any situation or activity leading to a conflict with or interfering with United4Healthcare's capacity of taking objective decisions for the best interest of the impartiality of United4Healthcare. Relationships with potential or present commercial partners, customers, suppliers or third parties must not influence the impartiality and rightness in judgment of United4Healthcare.
13. Any condition leading to a possible conflict of interest should be reported in due time to the management of United4Healthcare. Each employee has to inform in writing his/her manager should he/she be in a continuous working relationship with a non-United4Healthcare company involving financial, commercial, professional, family or social activities with organizations, commercial partners, customers or suppliers of United4Healthcare that could influence his/her impartiality of judgment.
14. United4Healthcare employees and collaborators cannot perform working activities or receive payments from United4Healthcare's commercial partners, customers and suppliers without having been previously authorized by United4Healthcare. Each activity considered to be external to United4Healthcare is to be strictly separated from the working relationship in

force with United4Healthcare and is not to bring negative effects on United4Healthcare activities.

15. Investments of United4Healthcare employees, collaborators and administrators' must not influence United4Healthcare impartiality of judgment.
16. United4Healthcare employees, collaborators and administrators cannot gain any direct or indirect advantage, coming from the use of confidential information of which, for working purposes, they are informed about.
17. United4Healthcare undertakes to select people or companies with whom to start a business relationship without being influenced by any circumstance and constantly observing the regulations in force and taking into consideration United4Healthcare's interest. Hence, United4Healthcare employees, collaborators and administrators cannot require or accept, from people or companies, gifts, facilitations or favors going beyond normal business relationships. United4Healthcare employees, collaborators and administrators shall not accept money under no circumstances. In those conditions where a refusal would seem extremely rude, persons have to report the event to the body of Supervision.
18. United4Healthcare employees and administrators can exchange gifts referring to the United4Healthcare regulations. Gifts should never compromise United4Healthcare's integrity and reputation and should not be given to acquire advantages in an improper way.
19. United4Healthcare has established within its organization a Body of supervision having autonomous power of resource and control. The Body of supervision is entitled to supervise the functioning and observance of the conduct code as listed above. The Body of Supervision should be active in preventing and restraining any violation to the Ethical Code with the aid of the qualified functions working within United4Healthcare. Information and reports known by the Body of supervision, by its functions or by structures in connection with the Body itself cannot be diffused other than in those cases foreseen by the regulations in force.
20. United4Healthcare will cancel contract relationships with collaborators, consultants and contract parties acting against the Ethical Code principles. This, in accordance to what foreseen by the specific terms of contract stated on the letter of assignment, including damage claim when such behaviors lead to a loss for the company whether or not the contract has been cancelled.
21. In no circumstance is United4Healthcare to be involved in illegal activities. United4Healthcare ensures transparency of its choices taken for its business activities.
22. United4Healthcare shall give all the necessary information so that its subscribers may decide upon the United4Healthcare's strategic choices, on its management and upon its communications.
23. United4Healthcare employees and collaborators cannot provide information to people whose activity is connected with communication without having been previously authorized by the concerned functions. Information and communication related to the United4Healthcare have to be accurate, complete, true, clear and homogenous. United4Healthcare rejects and opposes to any form of misinformation and to the diffusion of non-accurate or incorrect news concerning the United4Healthcare and undertakes all the necessary activities aiming at safeguarding its image and the accuracy of the information related to United4Healthcare.