

# Spirit & Letter

Statement of Integrity for Employees, Contractors, and Consultants

**RevPay, LLC is committed to the highest standard of ethical conduct in everything we do and rigorous compliance with Healthcare and Collection Industry privacy and regulatory legislation.**

At RevPay, we are acutely aware that the conduct of our operations and delivery of our services have ability and potential to impact both the success and reputation of our customers and the dignity and privacy of patients.

**Consequently, RevPay seeks to exceed simple *observance* of the Law- we encourage and expect team members to embrace the *spirit* of the Law with an unyielding commitment to integrity.**

Each and every RevPay employee, contractor, and consultant is obligated to acknowledge and personally commit to adhere to this strict code of ethics and compliance.

**RevPay leaders are responsible not only for their own behavior and actions, but for fostering and enforcing a culture in which compliance with RevPay policy and applicable law is the core of our business activities and operations.**

*Jeffrey Lea*

Jeffrey A. Lea, Chief Executive Officer  
May 2010

