



Employee Corporate Compliance Code of Conduct



Advanced Physical Therapy upholds the highest possible standards for quality therapy services and provides all employees with fair employment benefits. In turn, employees of Advanced Physical Therapy must meet high service expectations and abide by all Advanced Physical Therapy Policies and Procedures.

As an employee of Advanced Physical Therapy, I recognize that it is my responsibility to make the Company President, Compliance Officer, committee member and/or my supervisor immediately aware of any felony convictions brought against me.

Advanced Physical Therapy is committed to full compliance with all Federal health care program requirements, which includes our commitment to prepare and submit accurate claims. Furthermore, I recognize that it is the employee's responsibility to comply with all Federal health care program requirements and abide by all Advanced Physical Therapy policies and procedures as they apply to Corporate Compliance. Additionally, I recognize that I am expected to report to the Compliance Officer or the President any suspected violations of the Federal health care program requirements or of APT'S Policies and Procedures. I recognize that any actions I take that are prohibited by APT's Policies or Procedures of the Federal health care program requirements will result in immediate disciplinary action that may include termination. I understand that the failure to report violations of noncompliance may also result in disciplinary action that may include termination. I understand it is my right to report violations of noncompliance, and APT is committed to non-retaliation and to maintain, as appropriate, confidentiality and anonymity with respect to such disclosures.

Advanced Physical Therapy mandates that all clinical employees hold a professional or clinical license or certification in good standing with their governing agency. Furthermore, I recognize that as a clinical employee it is my responsibility to contact the Company President, Compliance Officer, committee member and/or my supervisor immediately should my license be revoked, a malpractice lawsuit be brought against me or an investigation of my practice license occurs by the governing agency.