

**CODE OF ETHICS**

As an independent contractor for Company and as a medical or clinical professional, I represent that I am not contracted or compensated based on the likelihood that my opinion will favor a denial or continuation of benefits in any case, and that I will act with independence and impartiality in all respects, without favoring the denial or support of benefits. Further, I agree:

1. To treat the examinee with dignity and respect during the examination;
2. To inform the examinee that I am an independent medical examiner engaged by Company and to disclose the medical or clinical field in which I normally practice;
3. To advise the examinee that a physician-patient relationship is not established during the appointment (including but not limited to Independent Medical Examination, Fitness for Duty, FMLA 2nd/3rd Opinion);
4. To not provide medical treatment or offer any treatment recommendations to the examinee, except in case of emergency or if the rendering of such treatment is immediately necessary to maintain the examinee's health or prevent injury or medical complications;
5. To notify the examinee that I will prepare an objective report of my findings of the examination and provide it to Company;
6. To briefly outline the examination procedures including review of records, obtaining a history, performance of the examination, and preparation of a report;
7. To offer the examinee a full opportunity to provide a complete history;
8. To base my conclusions upon objective medical findings/evidence;
9. To clearly state my medical findings in the report, without bias to either the referral source or the examinee;
10. To address the examinee in a courteous, respectful and professional manner.

Furthermore, I understand that my engagement as an independent medical or clinical professional is critical to the determination of benefits, continuation of medical treatment, and/or other crucial aspects of the examinee's claim, benefits and/or course of treatment and that my final report must be prepared and submitted in a timely manner.