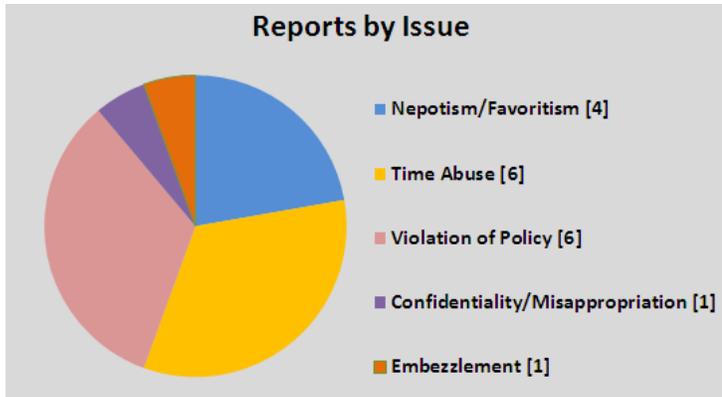


City of Roanoke Municipal Auditing Fraud, Waste, and Abuse Hotline Update March 6, 2013

Report Statistics

Seven [7] hotline reports were filed between November 27, 2012 and February 26, 2013. The following graphics reflect inception-to-date activity of 18 reports since April 1, 2012.



Source of Reporting

Source	Reports	% of Reports
Employees	8	44.4%
Non-Employees	10	55.6%
Total	18	

Report Intake Method

Intake Method	Reports	% of Reports
Internet	9	50%
Call Center	2	11.1%
Internal Entry	7	38.9%
Total	18	

Anonymous

Source	Reports	% of Reports
Anonymous	15	83.3%
Identified	3	16.7%
Total	18	

Infraction Duration

Duration	Reports	% of Reports
1 to 3 months	2	11.1%
3 months to a year	1	5.5%
Don't know	6	33.3%
More than a year	8	44.4%
Once	1	5.7%
Total	18	

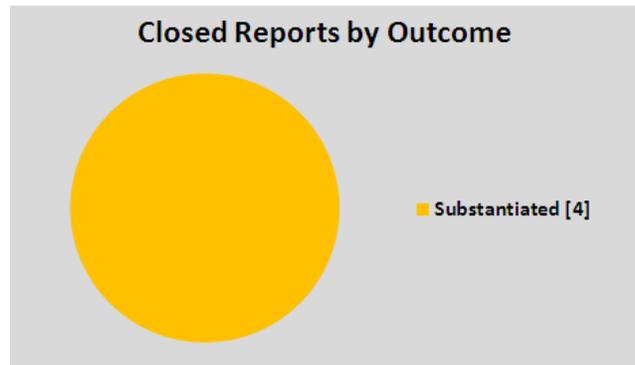
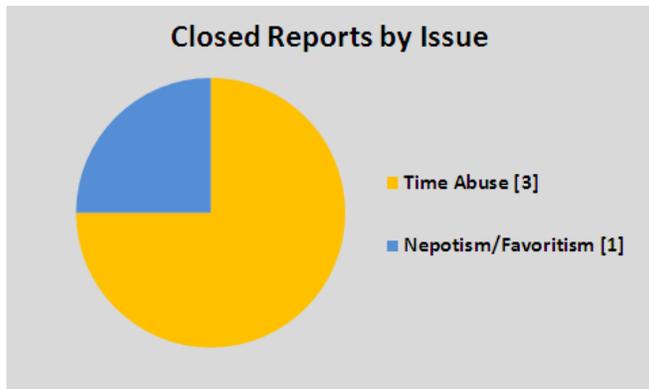
Management Implicated

Status	Reports	% of Reports
Don't Know / Don't Wish To Disclose	7	38.8%
No	3	16.6%
Yes	8	44.6%
Total	18	

Current Status:

- 6 reports have been referred to other agencies / departments.
- 5 reports are being investigated by Municipal Auditing.
- 6 reports have been substantiated by Municipal Auditing and have been closed.
- 1 report has been closed due to lack of information.

Closed Reports – Third Quarter



Time Abuse: The three time abuse reports were associated with one investigation; see Report of Investigation #13005.

Nepotism/Favoritism/Inappropriate Workplace Relationships: An employee reported concerns about a co-worker's conduct towards her that she felt involved intimidation tactics that touched on issues of gender and race. Furthermore, the employee expressed a lack of confidence in management to address the issue based on the overall negative and hostile environment that management had allowed to develop within the department. The Human Resources department investigated the concerns and concluded that the conditions did not rise to the level of a "hostile environment" per the legal definition. However, Human Resources found that there were issues with employee conduct and interactions that required correction. Human Resources addressed these issues with department management and the employee whose conduct was at question. The hotline report has been closed on the basis of Human Resource's investigation and resulting personnel actions.

Issue Type Definitions:

Confidentiality / Misappropriation – Confidentiality refers to the protection of a Company's and its customer's non-public information and use of such information only for legitimate business purposes. Misappropriation refers to the unauthorized or improper use of a third party's intellectual property rights, including patents, trademarks, copyrights and trade secrets.

Embezzlement – To appropriate property entrusted to one's care fraudulently to one's own use.

Nepotism/ Favoritism Inappropriate Workplace Relationships – Refers to real or perceived favorable treatment or relationships between employees.

Time Abuse – Concerns about an employee or manager who is falsifying his/ her work hours.

Violation of Policy – Willful or innocent actions that are in direct violation of company policy, procedures, code of conduct, and / or implied contractual responsibilities.