Organizational Narrative

Fusion-IT

December 2020

Contents

Table 1: Control satisfaction

Standard	Controls Satisfied
TSC	CC1.2, CC1.3, CC1.4, CC1.5, CC3.1, CC3.2, CC3.3

Table 2: Document history

Date	Comment
Jun 1 2018	Initial document

1 Organizational Narrative

The following provides a description of the corporate a management structure of Fusion-IT.

The intent of this description is to establish both the legal jurisdiction and corporate cultural norms that serve as the foundation for Fusion-IT's compliance program.

2 Entity Type

Fusion-IT is a Delaware C-Corporation headquartered in San Francisco, California. Fusion-IT was established in 1970.

3 Integrity and Ethics

The Directors and Executives of Fusion-IT aspire to and demonstrate standards of ethics and integrity consistent with professional norms in American corporate environments.

Chief among these standards is a commitment to honesty in interactions with and among managers, directors, employees, contractors, customers, and other stakeholders.

4 Board Independence

The Board of Directors appoints and oversees the Chief Executive Officer (CEO).

5 Organizational Structure

Fusion-IT is composed of 7 primary divisions:

- Sales
- Marketing
- Manufacturing
- Research & Development
- Information Technology
- Human Resources
- Finance

Each division is led by a Vice President, who in turn reports to the CEO. A complete Organization Chart is maintained and distributed by Human Resources.

6 Management Objectives

Work is distributed to each division via Objectives set by the respective division Vice President, in collaboration with the Chief Executive Officer.

7 Risk to Objectives

Fusion-IT seeks to manage risk to Objectives through professional management strategies and tactics, including:

- Rigorous hiring practices
- Employee performance reviews
- Aligning compensation with objectives
- Regular communication of objectives by executive management

8 Fraud Risk to Objectives

Fusion-IT acknowledges the possibility that fraud may imperil corporate objectives. Fusion-IT undertakes various activities to manage fraud risk, including:

- Conducting regular financial audits
- Adhering to financial control principles
- Investigating suspicious transactions
- Performing criminal background checks on all employees
- Maximizing the use of information technology in fraud detection

9 Authorship and Approval

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