

# XCEO Toner

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## XCEO, Inc. Presents Newly Developed Risk Oversight Evaluation (ROE) Assessment and Individual Director Risk (IDR) Products

SANTA CLARA, Calif./EWorldWire/Nov. 16, 2009 --- XCEO, Inc. presents the newly developed Risk Oversight Evaluation (ROE) assessment and Individual Director Risk (IDR) products as a part of the Enlightened Corporate Governance Board Performance Evaluation Program.

In the midst of today's business environment, where risk and its management are usually discussed in relation to the problems, failures, crises and excessive executive compensation, XCEO has developed these two products to assist directors in understanding their individual risks and provide concise and understandable guidance in establishing effective oversight of management's risk management processes.

Today's boards are asking themselves, and being asked, if they could do or have done a better job in overseeing the management of their organization's risk exposures, and improve board oversight to prevent or minimize the impact of a financial or other crisis in their organization. Addressing risk oversight properly requires special understanding. As a director concerned about the growing demand for increased board risk oversight, Dr. Curtis J. Crawford, CEO of XCEO, along with Neil Jackson and John Moore, risk specialists with strategic partner Inflows Corporation, specifically designed "director focused risk oversight evaluation assessment processes and tools" to help boards understand and assess oversight performance, and set in place processes for sustainable improvement and readiness in light of increased scrutiny.

"We have designed these products to provoke informed analysis, thought, discussion and action by directors and their boards in addressing risk oversight, as well as understanding and mitigating their own individual risk," stated Dr. Crawford.

Unlike simple checklists and general templates which simply do not deliver the how's, what's and why's that result in improved oversight and risk mitigation for boards and directors, the ROE and IDR assessment tools, created by XCEO, are an effective and comprehensive approach to these issues.

### **Board Risk Oversight Evaluation:**

The ROE was designed to help boards understand performance related risks through the identification of 12 Disciplines which should be in place to have an effective oversight process. It has been designed so that as each director evaluates each Discipline, supporting information is provided to assist the director in his or her evaluation of each Discipline and can then be used for valuable discussions amongst the board members resulting in an effective plan of attack in dealing with those areas of the oversight process which need further attention. While this product has been designed for use by the full board, the product will help the individual director in his or her knowledge and understanding of risk oversight.

### **Individual Director Risk Exercise:**

The IDR has been designed to allow directors to identify, understand and assess risks at the individual level and present options as to how they can manage and mitigate their own individual risks. XCEO has developed 16 specific risk Indicators for directors to evaluate their role on the board. Prefaced by a concise and insightful discussion of the individual risks to each director, the IDR product allows a director to have knowledge to mitigate his or her risks. The IDR exercise is initiated only by directors with the results made only available to the individual director. Results are immediately provided upon completion of the exercise. While this product has been designed for use by the individual director, the product is also available for the full board to provide to its directors as well.

These products can be used as stand alone or with XCEO's other unique and effective board performance evaluation exercises. All of the exercises are fully automated, easy to use and integrated into a rich online system which can be accessed and performed at the convenience of the director. The system provides

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complete anonymity and protects the privacy of each director as well as the entire board.

#### ROE & IDR Product Advantages:

- XCEO products are designed for directors from a director's perspective
- Cost-effective way to protect a company and directors from claims of mismanagement and ineffective oversight
- Boards can be compliant and exhibit best practices
- Professional team with many years of experience, trained and committed to support board efforts
- Assess both director risk and board oversight risk in assessing overall company risk
- Each module is used in an automated, private, secure setting, accessed only by directors and boards, available at their convenience
- Year after year data can be compiled providing measures for improvement in personal risk management and board risk oversight
- Expert risk assurance and oversight consulting is available in order to more effectively interpret results and to assist directors and boards in their quest for improvement

#### About XCEO, Inc.

Based in Santa Clara, Calif., XCEO, Inc. offers Professional Mentoring and Personal Leadership Development Programs, as well as Corporate Governance and Board Leadership Development Programs and Director Support Services, for high-aspiration individuals and forward-looking corporations.

XCEO implements these products and services via a comprehensive set of well defined principles and practices which encourage board directors, highly enlightened executives and high-aspiration individuals to accelerate toward extraordinary levels of performance and personal achievement.

The XCEO extreme personal leadership, Professional Mentoring Programs, assist high-aspiration individuals in developing personal career and development plans to achieve senior executive level positions.

The XCEO Corporate Governance and Board Leadership Development Programs provide boards and individual directors, with automated on-line exercises to evaluate current performance and establish a desired future performance. This unique web-based program allows for individual director personal performance assessment, whole-board performance evaluation, peer-to-peer performance reviews, CEO, committee and risk oversight exercises.

#### About the Risk Oversight Leadership Team

Dr. Curtis J. Crawford, President and CEO of XCEO, has over 30 years as an industry executive. Dr. Crawford is the author of three books: *Corporate Rise: The X-Principles of Extreme Personal Leadership*, *Compliance & Conviction: The Evolution of Enlightened Corporate Governance* and his third title, *Manager's Guide to Mentoring*. He is a director and former chairman of ON Semiconductor, a director of ITT Corporation and E.I. du Pont de Nemours, and a trustee of DePaul University.

Neil Brereton Jackson, XCEO Risk Oversight Consultant, brings 41 years of risk assurance, audit and business ownership experience including senior and executive level positions in banking, finance, information technology industries and in public accounting. Through his executive and technical background in information systems, compliance, risk, operations, transmodal logistics, digital information rights management, electronic health records, and electronic discovery, Neil brings substantial risk assurance and governance experience to XCEO's growing client base. Neil is a certified CISA.

John S. Moore, XCEO Risk Oversight Consultant, brings over 20 years of experience as a key financial executive responsible to the board for directing the audit function of Central Fidelity Banks. He worked directly with, and gained the respect of, numerous audit committees and boards of directors of the holding company and their affiliates in dealing with the control and risk issues and in ensuring that the committees were fulfilling their duties and responsibilities. Mr. Moore joined JAT Risk Solutions, in 2007 as Executive Partner to assist in the research and development of new business opportunities. He is a non-practicing CPA.

Both Jackson and Moore will provide support and consulting services for the evaluation tools and risk assurance for XCEO clients to provide more in-depth analysis and advice on this important issue.

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