



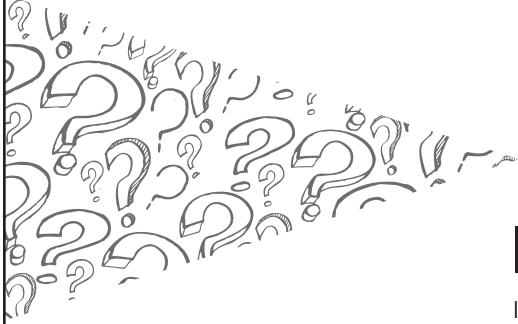
# ECOA 17<sup>th</sup> Annual Business Ethics and Compliance Conference Program and Exhibitor Guide

September 23-25, 2009 • Hyatt Regency O'Hare • Rosemont, Illinois



*Transforming Ethics and Compliance:  
Leadership in Achieving Integrity in the New Economy*





## In control?

It's hard to keep on top of everything with all the increasingly complex legal and regulatory requirements out there. At Ernst & Young, we help you identify and manage your compliance risks before they affect your business. We will work closely with you every step of the way – from assessing risks, to developing a compliance program, to measuring effectiveness – to help you gain a competitive advantage. So your success is in your hands.

**What's next for your business?**  
[ey.com/us/fids](http://ey.com/us/fids)



©2009 ERNST & YOUNG LLP  
Ernst & Young refers to the global organization of member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young LLP is a client-serving member firm located in the U.S.

# Build a Culture of Business Integrity

With over 28 years of experience, Global Compliance™ has built a foundation of ethics and compliance expertise across diverse industries and sectors. We offer a complete portfolio of products and services to foster business integrity, accountability, and ethical responsibility.

#### **Awareness & Education**

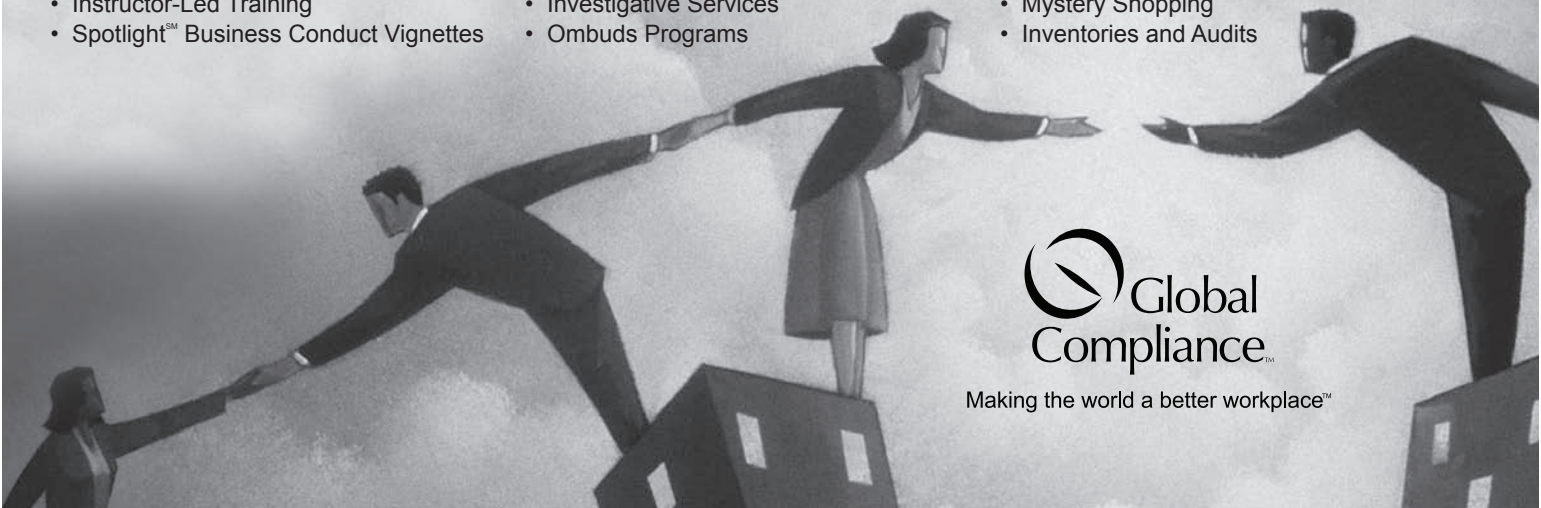
- Code of Conduct
- Awareness Campaigns
- Brightline™ Online Training
- Instructor-Led Training
- Spotlight™ Business Conduct Vignettes

#### **Information Intake & Management**

- AlertLine® Hotlines and Websites
- Case Management
- Analytics and Benchmarking
- Investigative Services
- Ombuds Programs

#### **Evaluation & Validation**

- Ethics/Compliance Risk Assessments
- Ethics/Compliance Program Evaluations
- Compliance Site Evaluations
- Mystery Shopping
- Inventories and Audits



Making the world a better workplace™



*W*elcome to the ECOA's 17<sup>th</sup> Annual Business Ethics and Compliance Conference. As the leading organization for ethics and compliance practitioners, we value that you have chosen to spend these few days here and trust that you will find your time well-spent.

*Since our Orlando conference in September 2008, the global marketplace has experienced a frightening and nearly catastrophic economic implosion. Credit markets froze, global equity markets experienced \$20 trillion in lost value, bankruptcies have soared, and unemployment continues to rise. Nothing short of massive government interventions—including conservatorships, equity infusions, and stimulus packages—saved us from a global depression. Although the worst, we hope, is behind us, the effects will be felt for a very long time.*

*As a result of all this, there has been a profound loss of trust in our markets, government, organizations, and leaders. Fear and uncertainty permeate our workplaces. Customer, employee, and investor loyalty have been shattered. As we all know, times of great stress and anxiety can contribute to an environment of misconduct. Restoring the sacred trust that holds us together is a strategic imperative for all.*

*Clearly, the events of this past year will have a dramatic effect on the way you execute your responsibilities. While, for example, the U.S. Congress is increasing appropriations to the U.S. Department of Justice, the U.S. Securities and Exchange Commission, and other regulatory bodies, each of you face day-to-day pressures to maintain an appropriate level of resources to protect your organization's brand and reputation. This conference was specifically designed to provide leading-edge tools, technologies, processes, and programs that can efficiently help you restore trust and integrity in your organization.*

*In addition to the outstanding sessions, this conference is a terrific opportunity to network with fellow practitioners. With upwards of 400 of the most-senior leaders in our field, it remains a great time to find old friends, meet new ones, and become fully engaged in one of the hallmarks of the ECOA—the community and collegiality of its members.*

*During your time here, please take a moment to thank our generous sponsors. Enjoy!*

*Sincerely,*

A handwritten signature in black ink that reads "Keith Darcy". The signature is written in a cursive, flowing style.

*Executive Director*

*Ethics and Compliance Officer Association*

The ECOA thanks our sponsors for their tremendous support and generosity!



Daylight Forensic & Advisory is an international regulatory consulting and investigative firm specializing in financial investigations and forensic accounting, anti-money laundering consulting, regulatory compliance, forensic technology services, healthcare compliance, and fraud risk management. Daylight Forensic's professionals have unparalleled legal, law enforcement and Big Four accounting experience, letting the firm address almost any corporate or government investigation. Daylight has three U.S. offices and an EU-compliant electronic discovery lab and office in London from which it serves private and public clients around the world. Daylight is EU Safe Harbor Certified.



Apollo Group, Inc. has been an education innovator for more than 30 years, providing academic access and opportunity to students through its subsidiaries, University of Phoenix, Institute for Professional Development, College for Financial Planning, Western International University, Meritus University, Insight Schools and Apollo Global. The Company's distinctive educational programs and services are provided at the high school, undergraduate, graduate and doctoral levels in 40 states and the District of Columbia; Puerto Rico; Alberta and British Columbia, Canada; Mexico; Chile; and the Netherlands, as well as online throughout the world.



Ernst & Young's Fraud Investigation and Dispute Services

Dealing with complex issues of fraud, regulatory compliance and business disputes can detract from efforts to achieve your company's potential. Management of fraud risk and compliance exposure is a priority. We will assemble a multidisciplinary and culturally aligned team to work with you and your legal advisors. We will share our broad sector experience, our deep subject matter knowledge and the latest insights from our work worldwide.



Global Compliance™ is the leading provider of outsourced ethics and compliance programs. We currently serve greater than 2,300 clients including over one-half of the Fortune 100, one-third of the Fortune 500, one-third of the Fortune 1000 and nearly one-fourth of the Global 500. Our services include:

- Code of Conduct
- Ethics/Compliance Hotlines
- Case Management
- Analytics/Benchmarking
- Awareness Campaigns
- Online Training
- Instructor-led Training
- Ethics/Compliance Risk Assessments
- Ethics/Compliance Program Evaluations



SAI Global assists compliance, ethics, legal and risk management professionals build, manage and monitor compliance and ethics behavior and awareness through standalone or integrated solutions including risk assessments, Code of Conduct review and training, online awareness, and enabling technology to automate workflow and enhance reporting. With operations on three continents, SAI Global engages with more than 400 clients on global and local projects, in one or many languages, and in one or many risk areas.



UnitedHealth Group

UnitedHealth Group is a diversified health and well-being company dedicated to making health care work better. Headquartered in Minneapolis, Minnesota, UnitedHealth Group offers a broad spectrum of products and services through six operating businesses: UnitedHealthcare, Ovations, AmeriChoice, OptumHealth, Ingenix, and Prescription Solutions. Through its family of businesses, UnitedHealth Group serves approximately 70 million individuals nationwide, employs approximately 75,000 people and operates in all 50 states and internationally.



The ECOA is a member-driven association exclusively serving individuals responsible for their organization's ethics, compliance, and business conduct programs. Dedicated to building trust and organizational integrity worldwide, the ECOA is the most-respected group of ethics and compliance practitioners in the world. By gathering those new to the field along with seasoned professionals, the ECOA facilitates peer-to-peer learning and helps to foster a global commitment to business ethics and integrity. Over 1,200 ECOA members represent nearly 500 organizations worldwide in over 30 industries.

The ECOA hosts the ethics and compliance community's largest annual conference as well as webcasts and regional forums that offer its members invaluable learning and discussion. In addition, the ECOA publishes daily news updates and houses an e-Library containing ethics and compliance program materials from hundreds of organizations, along with training videos, DVDs, magazines, and books. To learn more about the ECOA, please visit [www.theecoa.org](http://www.theecoa.org) or call 781-647-9333.

The ECOA Board of Directors is comprised of ECOA Sponsoring Partner members who have been elected by their Sponsoring Partner peers. Board membership is an important way in which ECOA members serve as a resource to other members, to the organization, and to the ethics and compliance community. We encourage all Sponsoring Partners to consider serving. Please contact the ECOA staff or any member of the Nominating and Governance Committee for additional information.

### ECOA Board of Directors

**James D. Berg (Chair)**  
Vice President, Ethics and Compliance  
Apollo Group, Inc.

**Jack W. Radke (Vice Chairman)**  
Chief Ethics Officer  
UnitedHealth Group

**Jeff Benjamin**  
Vice President and General Counsel,  
Litigation, and Ethics and Compliance  
Officer  
Novartis Corporation

**Andrea Bonime-Blanc**  
General Counsel, Chief Compliance Officer  
and Corporate Secretary  
Daylight Forensic & Advisory LLC

**Jacqueline E. Brevard**  
Vice President, Chief Ethics and  
Compliance Officer  
Merck & Co., Inc.

**Harry Britt**  
Manager, Ethics and Compliance  
El Paso Corporation

**Earnie Broughton**  
Executive Director, Ethics Program  
Coordinator  
USAA

**William J. Clegg**  
Executive Director, Ethics and  
Compliance  
Textron, Inc.

**Kathleen Edmond**  
Ethics Officer  
Best Buy

**Cheryl Fackler Hug**  
Vice President, Legal, and Chief Integrity  
and Compliance Officer  
Sun Microsystems, Inc.

**Lauren Ferrari**  
Director - Office of Business Conduct  
Alcatel-Lucent Technologies Inc.

**David Frishkorn**  
Vice President Chief Compliance Officer  
Comverse Technology, Inc.

**Jon Hoak**  
Vice President and Chief Ethics and  
Compliance Officer  
Hewlett-Packard

**Jeffrey Hoops**  
Partner, Chief Compliance Officer  
Ernst & Young LLP

**Lawrence J. LaShomb, Jr.**  
Compliance Officer  
Energy East Corporation

**Linda Lipps**  
Director of Ethics and Compliance  
CenterPoint Energy, Inc.

**Emmanuel Lulin**  
Group Director of Ethics and General  
Counsel for Human Resources  
L'Oreal

**Jay C. Mumford**  
Ethics and Compliance Program Director  
Accenture

**James Nortz**  
Compliance Director  
Bausch & Lomb Incorporated

**Matthew Pachman**  
Vice President, Compliance-Ethics  
Business Practices  
Freddie Mac

**Kimberly Strong**  
Assistant General Counsel, Compliance  
AOL LLC

**Coeni van Beek**  
Global Leader, Ethics and Business  
Conduct  
PricewaterhouseCoopers

**Gary Brown (General Counsel)**  
Chair of the Corporate Department  
Baker, Donelson, Bearman, Caldwell, &  
Berkowitz, P.C.

### ECOA Staff

**Keith T. Darcy**  
Executive Director

**Tim C. Mazur**  
Chief Operating Officer

**Bob Olson**  
Director, Member Services and  
Education

**Nancy J. Wine**  
Director of Communications,  
Research, and Government Affairs

**Paula Anderson**  
Assistant Director, Communications

**Janel Heilbrunn**  
Assistant Director, Events

**Mary Johansson**  
Office Manager

**Alexandra Prim**  
Administrative Assistant

**Maria Sonin**  
Assistant Director, Member Services

### Contact Us



Ethics and Compliance Officer Association  
411 Waverley Oaks Road, Suite 324  
Waltham, MA 02452  
(781) 647-9333  
(781) 647-9399  
[www.theecoa.org](http://www.theecoa.org)

7:00 - 9:00 AM	PRE-CONFERENCE WORKSHOP REGISTRATION / CONTINENTAL BREAKFAST		
9:00 AM - 12:00 NOON AM PRE-CONFERENCE WORKSHOPS	<b>#1 Developing and Implementing a Risk- and Role-Based Communications and Training Plan</b> <i>Michael Marrero, Senior Staff Administrator, Corporate Compliance &amp; Ethics, Honda of America Mfg., Inc.; Mary Bennett, Vice President, and Steve Priest, President, Ethical Leadership Group, a Global Compliance Company</i>	<b>#2 Nuts and Bolts: Building a Third-Party Due Diligence Program for FCPA Compliance</b> <i>Kenn Kurtz, CEO, The Steele Foundation; Edward S. Cooper, Program Manager, International Corruption Unit, U.S. Federal Bureau of Investigation (FBI)</i>	<b>#3 Large-Group Methods as a Means of Pursuing an Ethical Organizational Culture (all-day session 9:00 AM - 4:00 PM)</b> <i>Barbara Bunker, Professor of Psychology Emeritus, University at Buffalo (SUNY); Billie Alban, President, Alban &amp; Williams, Ltd.</i>
12:00 NOON - 1:00 PM	BOXED LUNCHES AVAILABLE		
1:00 - 4:00 PM PM PRE-CONFERENCE WORKSHOPS	<b>#4 Global Business Ethics 2.0: Cross-Cultural Competence for Global E&amp;C Team Leadership</b> <i>Monica Marcel, Partner, and Randall Stieghorst, Partner, Language &amp; Culture Worldwide, LLC</i>	<b>#5 Suspect, Inspect, Detect and Correct: How to Conduct an Effective Workplace Investigation</b> <i>Meric Craig Bloch, Vice President, Compliance and Corporate Investigations, Adecco Group North America</i>	<b>#6 Stress Testing Your Ethics and Compliance Program</b> <i>Ken Stewart, Vice President and Chief Ethics and Compliance Officer, Edison International; Carrie Penman, Vice President, and Steve Priest, President, Ethical Leadership Group, a Global Compliance Company</i>
4:00 - 5:00 PM	EOA INDUSTRY GROUP MEETINGS		
5:00 - 6:00 PM	NEW ATTENDEE ORIENTATION AND RECEPTION (ALL ATTENDEES ARE WELCOME)		

7:00 AM - 6:00 PM	CONFERENCE REGISTRATION OPEN		
7:00 AM - 12:00 NOON	EXHIBIT HALL OPEN - VISIT THE EXHIBITORS!		
7:00 - 8:30 AM	CONTINENTAL BREAKFAST IN THE EXHIBIT HALL		
8:30 - 9:00 AM	CONFERENCE WELCOME: Keith T. Darcy, Executive Director, Ethics and Compliance Officer Association		
9:00 - 10:45 AM PLENARY SESSION	EthicsLive: How to Use Improv Comedy to Accomplish Your Ethics and Compliance Training Goals <i>Presented by Second City Communications and EthicsOne</i>		
10:45 - 11:00 AM	BREAK		
11:00 AM - 12:15 PM CONCURRENT SESSIONS	<b>WED 101 Walking the Tightrope: How to Investigate High-Level Executives</b> <i>Robert T. Biskup, Director, Forensic and Dispute Services, Deloitte Financial Advisory Services LLP</i>	<b>WED 102 Facilitating Payments under the FCPA: Defining, Deciding, Controlling, and Accounting</b> ▶ <i>Thomas Henzler, Vice President and Corporate Compliance Officer, McDermott International, Inc.</i>	<b>WED 103 Benchmarking E&amp;C Programs: Results of the ECOA's 2008-2009 Member Survey</b> <i>David Chandler, University of Texas; Jack Radke, Chief Ethics Officer, UnitedHealth Group</i>
	<b>WED 104 Ethics and the Board: Integrating Integrity into Business Strategy</b> ▶ <i>Andrea Bonime-Blanc, General Counsel, Chief Compliance Officer and Corporate Secretary, Daylight Forensic &amp; Advisory LLC; Jacqueline E. Brevard, Vice President, Chief Ethics and Compliance Officer, Merck &amp; Co., Inc.</i>	<b>WED 105 Conflict-of-Interest Risks: Not Paying Attention May Be Hazardous to Your Health</b> <i>Cheryl Fackler Hug, Vice President Legal, and Chief Integrity and Compliance Officer, Sun Microsystems, Inc.; Charles Giesting, Corporate Ethics Manager, Rolls-Royce North America</i>	<b>WED 106 The Moral Complexities of Ethical Decision-making</b> <i>Jacob S. Blass, President, Ethical Advocate</i>
12:15 - 12:30 PM	BREAK		
12:30 - 2:00 PM KEYNOTE & LUNCHEON	Richard M. Daley, Mayor, City of Chicago		
2:00 - 2:15 PM	BREAK		
2:15 - 3:30 PM CONCURRENT SESSIONS	<b>WED 201 Results of the Ethics Resource Center's 2009 National Business Ethics Survey (NBES)</b> <i>Patricia Harned, President, and Leslie Altizer, Senior Director of Benchmarking Services, Ethics Resource Center</i>	<b>WED 202 Innovation in the Ethics Office: Using Immersive Environments to Give Your Communications a Fresh Look</b> <i>Patricia Records, Senior Ethics/Ombuds Program Advisor, United Space Alliance</i>	<b>WED 203 Integrity Risk via Business Partners: How Ethical Due Diligence Can Help to Reduce It</b> ▶ <i>Simon Webley, Research Director, and Nicole Dando, Head of Projects, Institute of Business Ethics</i>
	<b>WED 204 Codes of Conduct - A New Best Practice Model</b> <i>Ed Petry, Vice President, Ethical Leadership Group, a Global Compliance Company</i>	<b>WED 205 Where the Rubber Meets the Road: The Intersection between Government Investigations and Ethics and Compliance</b> ▶ (special session extended until 5:00 PM) <i>Jeff Benjamin, Vice President &amp; General Counsel, Litigation, and Ethics &amp; Compliance Officer, and Steve Sokolow, Vice President &amp; Associate General Counsel, Novartis Corporation; Ronald H. Levine, Partner, Post &amp; Schell, P.C.; Karen Green, Partner, WilmerHale; Michael A. Rogoff, Partner, Kaye Scholer LLP</i>	
3:00 - 7:00 PM	EXHIBIT HALL OPEN - VISIT THE EXHIBITORS!		
3:30 - 3:45 PM	BREAK		
3:45 - 5:00 PM CONCURRENT SESSIONS	<b>WED 301 Tell Me a Story: Using Anecdote and Illustration as an Educational Tool in Ethics and Compliance</b> <i>Stephen Cohen, President &amp; Founder, EthicsOne; Bob Olson, Director, Member Services &amp; Education, ECOA; Patrick Gnazzo, Senior Vice President and General Manager, U.S. Public Sector Business, CA Inc.</i>	<b>WED 302 Emerging Trends in Corporate Social Responsibility – A Paradigm Shift from Corporate Social Responsibility to Corporate Accountability</b> ▶ <i>S. Prakash Sethi, Founder &amp; President, Sethi International Center for Corporate Accountability (SICCA), Inc.</i>	<b>WED 303 The Ultimate Equal Employment Opportunity (EEO) Booster Shot for 2010: Cases, Trends, Impact.</b> <i>Mindy Chapman, President, Mindy Chapman &amp; Associates LLC</i>
	<b>WED 304 Getting the Boss to Pay Attention: Becoming a Trusted Strategic Ethics Advisor</b> ▶ <i>James E. Lukaszewski, CEO &amp; President, The Lukaszewski Group</i>	<b>WED 305 Separating the Need-to-Know from the Noise: Critical Legislative and Judicial Developments Impacting Ethics and Compliance</b> <i>Courtney McBurney, Partner, Alston &amp; Bird LLP, and Paul Monnin, Partner, DLA Piper</i>	
5:00 - 6:00 PM	EOA INDUSTRY GROUP MEETINGS		
6:00 - 7:00 PM	NETWORKING RECEPTION		
7:00 - 8:45 PM DINNER & KEYNOTE	Ethics and Compliance in the New Economy: How to Do More with Less <i>Ellen Zimiles, Co-Founder &amp; Chief Executive Officer, Daylight Forensic &amp; Advisory LLC</i>		
8:45 - 10:00 PM	ENTERTAINMENT		

7:00 AM - 6:00 PM	CONFERENCE REGISTRATION OPEN		
7:00 AM - 12:00 NOON	EXHIBIT HALL OPEN - VISIT THE EXHIBITORS!		
7:00 - 9:00 AM	CONTINENTAL BREAKFAST IN EXHIBIT HALL		
8:00 - 8:45 AM	EOCA MEMBER MEETING		
8:45 - 9:00 AM	BREAK		
9:00 - 10:45 AM PLENARY SESSION	<b>The Great Debate: Is the Current Global Financial Crisis Primarily the Result of a Series of Bad Business Decisions or a Systemic Decline in Business Integrity?</b> <i>Gary Brown, Chair, Business Department, Baker, Donelson, Bearman, Caldwell &amp; Berkowitz, P.C; Patrick Gnazzo, Senior Vice President and General Manager, U.S. Public Sector Business, CA Inc.; James Berg, Vice President, Ethics and Compliance, Apollo Group, Inc.</i>		
10:45 - 11:00 AM	BREAK		
11:00 AM - 12:15 PM CONCURRENT SESSIONS	<b>TH 101 Building a Bridge between Recent Discoveries in E&amp;C Research and Their Practical Implications</b> <i>Craig Cash, Director of Ethics and Business Conduct, Lockheed Martin Corporation; James Weber, Professor of Business Ethics and Management, Duquesne University</i>	<b>TH 102 Following the Money: How &amp; Why Incentives Get Organizations in Trouble</b> <i>Scott McClesky, Managing Editor, North America; Complinet</i>	<b>TH 103 The PCAOB: A Case Study on Evolving Regulatory Oversight in the New Economic World</b> <i>Barbara Hannigan, Ethics Officer and Senior Compliance Counsel, Public Company Accounting Oversight Board (PCAOB); Roberta M. Boykin, Director, Americas Office of Ethics and Compliance, Ernst &amp; Young LLP</i>
	<b>TH 104 A Practitioner and an Academician Tell All: How Shell International's Global CSR Strategy Became and Remains an Integral Corporate Value</b> ▶ <i>Carlos Desmet, Business Compliance Officer, Shell International Exploration &amp; Production; Gretchen Winter, Exec. Dir., Ctr. for Prof. Responsibility in Business &amp; Society, and Ruth Aguilera, Assoc. Prof. &amp; Center Fellow, University of Illinois at Urbana-Champaign</i>	<b>TH 105 Helplines, Tough Times, and Employees on the Front Line: Getting the Most from Your Investment and Data</b> <i>Alice Peterson, Chief Ethics Officer, SAI Global (Compliance Americas) and Nancy Thomas-Moore, Former Director, Ethics and Business Conduct, Weyerhaeuser Company</i>	<b>TH 106 Ethics &amp; Compliance Training for Executives: Business Simulation</b> ▶ <i>Charlie Whitaker, Vice President, Compliance, Altria and Chief Compliance Officer, Philip Morris USA; Vanessa D'Ambrosia, Director, Compliance and Integrity, Altria and Chief Compliance Officer, Altria Client Services</i>
12:15 - 12:30 PM	BREAK		
12:30 - 2:00 PM LUNCHEON AND KEYNOTE	<b>The FBI: Fidelity, Bravery, Integrity ... and Compliance</b> <i>John S. Pistole, Deputy Director, U.S. Federal Bureau of Investigation (FBI)</i>		
2:00 - 2:15 PM	BREAK		
2:15 - 3:45 PM EXTENDED CONCURRENT SESSIONS	<b>TH 201 Home Cooking for a Family of 50,000: How to Use External Ingredients and Internal Resources to Implement a Budget-Conscious Anti-Bribery and Corruption Program</b> ▶ <i>Jane Reeves, VP &amp; Associate General Counsel, and Peter Mann, Global Compliance Officer, Thomson Reuters; Michael Pedersen, Head, World Economic Forum Partnering Against Corruption Initiative (PACI)</i>	<b>TH 202 Behavioral Ethics and Compliance</b> <i>Jeff Kaplan, Partner, Kaplan &amp; Walker LLP; Earnie Broughton, Executive Director, Ethics Program Coordinator, USAA; Jay Mumford, Ethics and Compliance Program Director, Accenture</i>	<b>TH 203 The Ten Most Common Mistakes in Survey Design, Sampling, Analysis, and Reporting—and How to Correct Them</b> ▶ <i>Robert S. Rubin, Associate Professor of Management, DePaul University; Travers Y. Ichinose, Principal, Ichinose and Associates; Anthony M. Tocco, Chief Compliance Officer, DTE Energy</i>
	<b>TH 204 Ethics and Social Media: The Balancing of the How, What, and Why's</b> <i>Rielle Gabriel Miller, Senior Ethics Analyst, and Tara Mancinelli, Ethics Outreach and Training, Lockheed Martin Corporation; Kathleen Edmond, Chief Ethics Officer, Best Buy; Gil Dennis, Senior Director, Organizational Effectiveness, Best Buy</i>	<b>TH 205 Don't Leave 'em Speechless: How to Create and Sustain a Speak-Up Culture</b> <i>Lori Tansey Martens, President, International Business Ethics Institute; Jeff Benjamin, Vice President &amp; General Counsel, Litigation, and Ethics &amp; Compliance Officer, Novartis Corporation</i>	<b>TH 206 Final Round: Intercollegiate Business Ethics Case Competition (IBECC)</b> <i>Top three universities deliver 10-minute versions of their presentations for judges to determine overall winner of the competition.</i>
3:00 - 7:00 PM	EXHIBIT HALL OPEN - VISIT THE EXHIBITORS!		
3:45 - 4:00 PM	BREAK		
4:00 - 5:45 PM PLENARY SESSION	<b>Agony Chat Room: Tough Times &amp; What Matters Most</b> <i>Donna Boehme, Principal, Compliance Strategists LLC; Win Swenson, Partner, Compliance Systems Legal Group; Coeni van Beek, Global Leader, Ethics and Business Conduct, PricewaterhouseCoopers; Steven Grubb, Global Compliance &amp; Ethics Director, Diageo Plc</i>		
5:45 - 6:00 PM	BREAK		
6:00 - 7:00 PM	NETWORKING RECEPTION		
7:00 - 9:00 PM	DINNER AND INTERCOLLEGIATE BUSINESS ETHICS CASE COMPETITION (IBECC) AWARDS CEREMONY		

7:00 - 8:00 AM	CONFERENCE REGISTRATION OPEN / CONTINENTAL BREAKFAST		
8:00 - 9:00 AM KEYNOTE	<b>How Leaders Create a Culture of Candor</b> <i>James O'Toole, Daniels Distinguished Professor of Business Ethics, Daniels College of Business, University of Denver</i>		
9:00 - 9:15 AM	BREAK		
9:15 - 10:45 AM PLENARY SESSION	<b>A Special ECOA Screening: In Search of the Good Corporate Citizen (Coming to PBS Television this Fall)</b> <i>Denny Swenson, Executive Producer, Light On Productions; Bill Prachar, Partner, Compliance Systems Legal Group; Charlie Whitaker, Vice President, Compliance, Altria and Chief Compliance Officer, Philip Morris USA; Dean W. Krehmeyer, Executive Director, Business Roundtable Institute for Corporate Ethics</i>		
10:45 - 11:00 AM	BREAK		
11:00 AM - 12:15 PM CONCURRENT SESSIONS	<b>FRI 101 Ethics' Glass Ceiling: Why the U.S. Business Ethics Movement Hasn't Been More Successful</b> ▶ <i>Thomas I. White, Director, Center for Ethics &amp; Business, Loyola Marymount University</i>	<b>FRI 102 Using Ethics &amp; Compliance Risk Assessment as a Strategic Driver</b> ▶ <i>Debra Sabatini Hennelly, Senior Knowledge Leader, LRN</i>	
	<b>FRI 103 Establishing a Universal Ethics and Compliance Agreement for Vendors and Other Third Parties</b> <i>Kelly L. Frey, Shareholder, Baker, Donelson, Bearman, Caldwell &amp; Berkowitz, P.C.; Cheryl Fackler Hug, Vice President Legal, and Chief Integrity and Compliance Officer, Sun Microsystems, Inc.</i>	<b>FRI 104 Establishing an International Compliance Auditing Program</b> <i>Sharon White, Director, International Compliance Office, Wyeth Pharmaceuticals</i>	
12:15 PM	CONFERENCE ENDS - BOXED LUNCH AVAILABLE		

### EthicsLive: How to Use Improv Comedy to Accomplish Your Ethics and Compliance Training Goals

Wednesday Plenary, 9:00 a.m.

Presented by Second City Communications and EthicsOne



What happens when you mix a comedy theatre with an established ethics training company? You get a whole new means of bringing organizational ethics to life in a way that really gets employees talking—EthicsLive. In this interactive 105-minute presentation, learn how this unique partnership between EthicsOne and Second City Communications was born, watch a preview of how ethics issues can be brought to life using humor and improvisation, and participate in an experience that actually makes ethics training something people want to be part of.

### Richard M. Daley, Mayor, City of Chicago

Wednesday Keynote and Luncheon, 12:30 p.m.

As leader of the largest city in the United States with a full-fledged compliance and ethics program, Mayor Richard M. Daley will share his view of the role of compliance and ethics in the workplace. Among the topics addressed, Mayor Daley will detail how his city's commitment to ethics and compliance is reflected in its current effort to win the bid to host the 2016 Olympic and Paralympic Games.

### Ethics and Compliance in the New Economy: How to Do More with Less

Wednesday Dinner and Keynote - 7:00 p.m.

Ellen Zimiles, Co-Founder and Chief Executive Officer, Daylight Forensic & Advisory LLC

Recently, there has been increasing attention paid to the effect the changing financial and economic landscape has had on the role of global ethics and compliance officers. This keynote address will provide attendees an overview of how the meltdown has affected resources within companies through cutbacks, program downgrades, staff turn-over, and consolidation to the consequent inability of companies to implement programs that are more preventative in nature. In addition to providing this overview, attendees will also be presented with constructive suggestions and solutions for the ethics and compliance community to consider in the face of these new and daunting challenges through the innovative use of technology, education, data management, and benchmarking.

### The Great Debate: Is the Current Global Financial Crisis Primarily the Result of a Series of Bad Business Decisions or a Systemic Decline in Business Integrity?

Thursday Plenary - 9:00 a.m.

Gary Brown, Chair, Business Department, Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C.; Patrick Gnazzo, Senior Vice President and General Manager, U.S. Public Sector Business, CA Inc.; James Berg, Vice President, Ethics and Compliance, Apollo Group, Inc.

Worldwide, economies are suffering from what some are labeling "The Great Recession," with hope it won't devolve into a global depression. In less than two years, over \$20 trillion of market equity has evaporated; major corporations have declared bankruptcy; hundreds of banks have failed; thousands of families have lost their homes; and millions of men and women have lost their life savings and retirements.

While leaders navigate us out of the current crisis, the rest of us—especially we in ethics and compliance—confront the question: What can be done to prevent, or reduce the likelihood of, future such catastrophes?

Pat Gnazzo and Gary Brown will address this profoundly important topic in the ECOA's Third Annual Great Debate. They come with years of experience ethics and compliance programming—but they disagree on the heart of the problem as well as the solutions. Gary and Pat promise a serious debate on a serious topic, concluding with a chance for audience members to voice their views.

### The FBI: Fidelity, Bravery, Integrity...and Compliance

Thursday Luncheon and Keynote, 12:30 p.m.

*John S. Pistole, Deputy Director, U.S. Federal Bureau of Investigation (FBI)*

Today's United States Federal Bureau of Investigation (FBI) is both a national security agency and a law enforcement agency, charged with protecting U.S. citizens from terrorism and crime while also protecting their civil liberties. Every day, FBI personnel investigate matters ranging from counterterrorism to espionage, from child exploitation to corporate fraud, and from organized crime to violent gangs. The scope of the bureau's mission requires every FBI employee to adhere to the highest ideals of fidelity, bravery, and integrity. The U.S. public demands nothing less. Maintaining their trust and support requires the men and women of the FBI to honor those ideals, no matter the circumstances or challenges they confront. With this as a backdrop, FBI Deputy Director John Pistole will discuss the FBI's Integrity and Compliance program: what's been accomplished, what we've learned, and what the FBI hopes to achieve as we go forward. He will also address the importance the FBI attaches to ethics and compliance programs in both the public and private sectors.

### Agony Chat Room: Tough Times & What Matters Most

Thursday Plenary, 4:00 p.m.

*Donna Boehme, Principal, Compliance Strategists LLC; Win Swenson, Partner, Compliance Systems Legal Group; Coeni van Beek, Global Leader, Ethics and Business Conduct, PricewaterhouseCoopers; Steven Grubb, Global Compliance and Ethics Director, Diageo Plc*

The ongoing global financial crisis, fresh round of corporate scandals, and the prospect of increased regulation and enforcement has put a laser spotlight on organizational culture, governance, ethics and compliance. Cost-cutting, pressures to deliver results, and a distracted management all contribute to an environment in dire need of a strong compliance and ethics program. But how to manage pressures to downsize compliance costs at exactly the time when bad judgments are most likely to occur? Tough times call for clarity and focus on what matters most. Join us for a uniquely interactive discussion with four recognized leaders in the field. You, the audience, will participate directly through your electronic voting, questions, and comments on current topics including:

- The Successful Ethics and Compliance Officer
- The Truth about Going Global (What is most important to understand in making E/C programs work globally?)
- "SBIs" – or Single Best Ideas (The specific practices that can really make a difference in virtually any E/C program- regardless of budget). Also, what are some Single Worst Ideas?

### How Leaders Create a Culture of Candor

Friday Keynote, 8:00 a.m.

*James O'Toole, Daniels Distinguished Professor of Business Ethics, Daniels College of Business, University of Denver*

Transparency is the buzz word du jour with respect to organizational compliance. Nearly everyone today agrees that corporations need to be more honest in their reporting to shareholders and regulators, but companies can't be candid with outsiders unless there is a free flow of internal information. In effect, people in organizations must be honest among themselves before they can be honest with others. This keynote address will feature research that James O'Toole, Warren Bennis, and Daniel Goleman have done on identifying the ways in which corporate leaders successfully create cultures of candor characterized by transparency and the willingness to speak truth to power.

### A Special ECOA Screening: In Search of the Good Corporate Citizen

Friday Plenary, 9:15 a.m.

*Denny Swenson, Executive Producer, Light On Productions; Bill Prachar, Partner, Compliance Systems Legal Group; Charlie Whitaker, Vice President, Compliance, Altria and Chief Compliance Officer, Philip Morris USA; Dean W. Krehmeyer, Executive Director, Business Roundtable Institute for Corporate Ethics*

Every day in corporations, jobs, investments, and corporate reputations are at risk. Corporate ethical scandals can sweep them all away – careers, capital investments and time-honored brands – in the blink of a news cycle. A company may have tens of thousands of employees. If it keeps them all on the right path on a daily basis, few notice. If even a handful of employees make the wrong choice somewhere, just one time, the whole world may notice.

Slated to be released to PBS stations nationwide this fall, In Search of the Good Corporate Citizen is a groundbreaking television show, funded by a grant from Altria, that takes a different angle on business ethics. Using real ethics issues and stories, the show reveals the difficult challenges in managing ethics, but also paths for doing so well. The show blends studio discussions with well-known business leaders, profiles of people who have been at the epicenter of an ethics storm, and person-on-the-street interviews. This session will include excerpts of the TV show, followed by interactive discussions with a diverse panel.

## Tuesday, September 22 - Pre-conference Workshops

### #1 Developing and Implementing a Risk- & Role- Based Communications and Training Plan (9 a.m. - Noon)

Michael Marrero, Senior Staff Administrator, Corporate Compliance & Ethics, Honda of America Mfg., Inc.; Mary Bennett, Vice President, and Steve Priest, President, Ethical Leadership Group, a Global Compliance Company

Effective training and communications are the foundation of a strong ethics and compliance program. However, “one size fits all” training has proven to be insufficient. To maximize success and reduce costs, organizations must develop two- to three-year plans that pinpoint messages and target audiences based on need and risk. This workshop will empower participants to build such a plan. Topics include:

- Segmenting employee audiences by role and need
- Identifying effective training and communications approaches and vehicles
- Creating a defensible and sensible three-year plan

Workshop participants will be provided with a guide for completing their own communications and training plan.

### #4 Global Business Ethics 2.0: Cross-Cultural Competence for Global E&C Team Leadership (1:00 - 4:00 p.m.)

Monica Marcel, Partner, and Randall Stieghorst, Partner, Language and Culture Worldwide, LLC

Why 2.0? Ethics and compliance leaders need a new generation of global skills and mindsets to achieve a non-HQ-centric program. To resonate with locations worldwide and overcome objections of “that won’t work in China” (or India or Russia), E&C leaders need “2.0” abilities to deliver a new generation of both compliant and cross-culturally competent global initiatives. Key components of this workshop include action planning and application to E&C teams.

Participants will leave with expert insight for how to introduce and maintain cross-cultural competence into their investigations, policies, communications and training. Session participants receive a free copy of the newly published “*Cultural Detective®: Global Business Ethics*” for use in exploring, and resolving, ethical business dilemmas set across nine national cultures. You will:

- Explore how global policies will play out and be seen by employees in different national cultures
- Learn how to make your program content and training materials more attractive and usable for global locations.

### #2 Nuts and Bolts: Building a Third-Party Due Diligence Program for FCPA Compliance (9 a.m. - Noon)

Kenn Kurtz, CEO, The Steele Foundation; Edward S. Cooper, Program Manager, International Corruption Unit, U.S. Federal Bureau of Investigation (FBI)

FCPA has been all over the headlines as a result of exponentially increased DoJ and SEC enforcement, as well as heightened global investigative activity among international authorities. But what does “reasonable” compliance look like when it comes to vetting third-party business intermediaries abroad?

This interactive workshop will provide participants a nuts-and-bolts look at how to implement a credible, consistent third-party due diligence program, including how to identify types of third parties and “red flags,” field-investigative “best practices” (including what information is legally obtainable internationally), and tactics for developing a robust risk-based work plan.

The workshop will drill down with “real-world” case studies. Participants will learn how to determine potential FCPA exposure using global watch lists, the Corruption Perception Index, and other tools.

### #5 Suspect, Inspect, Detect and Correct: How to Conduct an Effective Workplace Investigation (1:00 - 4:00 p.m.)

Meric Craig Bloch, Vice President, Compliance and Corporate Investigations, Adecco Group North America

Workplace investigations are routine company functions, but their value is often not maximized. When done right, investigations both confirm possible misconduct and identify areas of unacceptable business risk. In the current economy, the latter may be as important to your company as the former.

This workshop will examine the methods, tools, and legal limitations in fact-finding in today’s workplace while exploring how to obtain the highest possible return-on-investment. Using a hypothetical case study, participants will explore each investigative phase, from interviewing the reporter to writing the final report. Considering its central role in the process, the workshop will pay special attention to interviewing techniques.

Participants will receive forms, checklists, and other valuable tools. The principles discussed are generally applicable to all workplace investigations.

### #3 Large-Group Methods as a Means of Pursuing an Ethical Organizational Culture (All-day session 9 a.m. - 4 p.m.)

Barbara Bunker, Professor of Psychology Emeritus, University at Buffalo (SUNY); Billie Alban, President, Alban & Williams, Ltd.

Ethics initiatives and Large-Group Methods both involve the entire organization and its culture. As such, Large-Group Methods that engage the whole system are an innovative and promising way of achieving a shift in values and ethical standards in the organization. This workshop will provide an experiential introduction to these methods used in organization development to change and improve organization culture and processes. It will:

- Discuss and demonstrate some easy-to-learn Large-Group Methods
- Apply Large-Group Methods and the principles inherent in them to cases involving ethical issues that were developed with an ECOA advisory committee (This application will include system-wide interventions, as well as smaller change projects using these methods.)
- Help participants build the skills to apply these methods in their own organization.

### #6 Stress-Testing Your Ethics and Compliance Program (1:00 - 4:00 p.m.)

Ken Stewart, Vice President and Chief Ethics and Compliance Officer, Edison International; Carrie Penman, Vice President, and Steve Priest, President, Ethical Leadership Group, a Global Compliance Company

As government investigative activity and regulatory oversight increase both in the U.S. and abroad, ethics and compliance officers must be familiar with what is expected from their ethics and compliance programs by outside parties. This hands-on workshop will explore what government-appointed monitors and board-appointed assessors look for when scrutinizing programs, including what documents and supporting information are expected to be completed and readily available. Participants will learn how to stress-test their own programs according to key evaluation criteria, including:

- Process by which significant risks are identified
- Specific means by which these risks are responded to
- How the organization would respond once an employee became aware of a potential problem in a given risk area

Participants will leave the workshop with action-planning resources to help prepare for a potential future stress-test of their own organization.

## WED 101

### **Walking the Tightrope: How to Investigate High-Level Executives**

*Robert T. Biskup, Director, Forensic & Dispute Services, Deloitte Financial Advisory Services LLP*

Properly conducted workplace investigations are a necessary part of modern business. Every employer should know how to conduct proper, ethical, and effective workplace investigations. But when high level executives are involved, the dynamics of an investigation are much more complicated. Every organization should know how to investigate high-level executives without disrupting the workforce or subjecting the organization to potential litigation. Attendees will learn how to use the process of investigation to conduct these complicated and sensitive investigations.

## WED 104

### **Ethics and the Board: Integrating Integrity into Business Strategy**

*Andrea Bonime-Blanc, General Counsel, Chief Compliance Officer and Corporate Secretary, Daylight Forensic and Advisory LLC; Jacqueline E. Brevard, Vice President, Chief Ethics and Compliance Officer, Merck & Co., Inc.*

It is paramount for the governing body of a business to take the full measure of its responsibility and comprehend and appreciate all of the ways in which business integrity and governance intersect with business strategy. This session will examine the additional burden and responsibility that boards have in the face of today's great economic challenge and ethical crisis. Participants will explore issues including:

- Who are the senior-level players critical to identifying and resolving ethical issues in your business?
- What are the procedural and substantive ethics and compliance issues that boards need to know?
- When is it imperative for a board to intervene?
- How does your board provide proactive oversight of your ethics and compliance program?

## WED 102

### **Facilitating Payments under the FCPA: Defining, Deciding, Controlling, and Accounting**

*Thomas Henzler, Vice President and Corporate Compliance Officer, McDermott International, Inc.*

Many ethical considerations, and perhaps even more practical compliance issues, arise when organizations confront the topic of "facilitating payments." Where to draw the line on the bribery and corruption issues raised is receiving attention from enforcement authorities across multiple jurisdictions throughout the world. These situations become even more risky when the subject is ignored or otherwise not fully addressed. In addition to a discussion of the presenter's experiences with facilitating payment compliance, this session will explore, through an interactive audience response system, the participants' own experiences and existing policies. This will provide an opportunity to anonymously benchmark your company's approach to facilitating payments.

## WED 105

### **Conflict-of-Interest Risks: Not Paying Attention May Be Hazardous to Your Health**

*Cheryl Fackler Hug, Vice President Legal, and Chief Integrity and Compliance Officer, Sun Microsystems, Inc.; Charles Giesting, Corporate Ethics Manager, Rolls-Royce North America*

Why should you care about conflicts-of-interest? How do you handle conflicts-of-interest that involve senior executives at your company? Through the use of real-life scenarios and case studies, this session will discuss the challenges and risks with conflicts-of-interest, both potential and actual, and will offer strategies and best practices for managing them.

## WED 103

### **Benchmarking E&C Programs: Results of the ECOA's 2008-2009 Member Survey**

*David Chandler, University of Texas; Jack Radke, Chief Ethics Officer, UnitedHealth Group*

"And the survey says ..." This session will present key findings from the ECOA's 2008-2009 Member Survey in which approximately 400 members from more than one-half of the ECOA's member organizations participated.

Benchmark your program against others (by industry and by number of employees) on such topics as size of budget, staffing, and frequency of meetings with senior management and the board as well as various helpline metrics.

The data will be analyzed by both the survey's academic creator and an experienced ethics officer in an interactive session designed to promote dialogue with the audience.

## WED 106

### **The Moral Complexities of Ethical Decision-making**

*Jacob S. Blass, President, Ethical Advocate*

Pogo famously said, "We have met the enemy, and he is us."

People who do unethical or illegal things don't have horns and tails. 93% of all fraudsters had no previous records; Americans trafficking in shady arms sales pray at our local houses of worship and attend PTA meetings; and 43% of employees admit doing unethical workplace acts. Since we are only human, both enemy and friend, how can we develop ethics and compliance programs that really work?

This session will discuss the moral complexities of ethical decision-making by asking a series of questions.

- Why are employees susceptible to unethical actions?
- How do they rationalize taking the wrong path?
- Why are ethics and compliance policies not enough?
- What can ethics and compliance practitioners do to improve their organizations?
- How can they influence executive management and key leadership?

By better understanding the human condition, we can design more effective ethics and compliance programs.

## WED 201

### Results of the Ethics Resource Center's 2009 National Business Ethics Survey (NBES)

*Patricia Harned, President, and Leslie Altizer, Senior Director of Benchmarking Services, Ethics Resource Center*

The results are in! Find out what difference the recession has made on employee attitudes about ethics in the workplace. The NBES is a biennial study of the U.S. workforce, and is the leading benchmark for levels of misconduct, perceptions of ethical culture, and the impact of the tone coming from the top in corporate America. Join us for this first public briefing on the research findings.

## WED 204

### Codes of Conduct - A New Best Practice Model

*Ed Petry, Vice President, Ethical Leadership Group, a Global Compliance Company*

Employees, even at companies with award-winning codes, have increasingly said they think their company's codes are too long and impractical. In some cases, the topics covered don't align with either the company's risk profile or what employees see as their most common ethics issues. Dissatisfaction with codes has led to the emergence of a new best-practice model. The new codes are designed to be user-friendly resources that can be integrated with other communications and training initiatives. In this session, we will review a process that, over the last two years, has helped companies assess and benchmark their existing codes, design and develop new codes that are lean and linked, field test the codes with employees, overcome internal obstacles to the new approach, and in the end, implement a code that employees will notice, accept, and actually use.

## WED 202

### Innovation in the Ethics Office: Using Immersive Environments to Give Your Communications a Fresh Look

*Patricia Records, Senior Ethics/Ombuds Program Advisor, United Space Alliance*

Are you clueless about Second Life technology and InWorld Social Networking? Do you need to be convinced that this strange new world can not only benefit your company, but fit seamlessly with your current ethics and compliance communications program? This session will demonstrate how easy and inexpensive it is to use innovative tools to deliver messages in a new and fresh way. InWorld-savvy employees will be excited their company is entering this arena and will eagerly volunteer. Video clips using Second Life can be produced quickly and at low-cost. Employee engagement is high and all generations will take interest. *What's not to love?*

## WED 205

### Where the Rubber Meets the Road: The Intersection between Government Investigations and Ethics and Compliance

▶ (extended session until 5:00 PM)

*Jeff Benjamin, Vice President and General Counsel, Litigation, and Ethics & Compliance Officer, and Steve Sokolow, Vice President and Associate General Counsel, Novartis Corporation; Ronald H. Levine, Partner, Post & Schell, P.C.; Karen Green, Partner, WilmerHale; Michael A. Rogoff, Partner, Kaye Scholer LLP*

This panel session will feature an interactive discussion on handling government investigations in a manner that builds on and demonstrates an effective ethics and compliance program, while making clear to government investigators that the company has a well-developed culture of ethics and compliance. Building on a hypothetical case arising in the healthcare industry, which could have just as easily been any industry, the panel will lead a discussion of the difficulties facing the company, its counsel, and compliance professionals. This session will explore in-depth how to interact with both in-house and government interested parties in a way that best reflects the company's commitment to ethical behavior and legal compliance. The panel consists of five experienced attorneys, four of whom are former U.S. prosecutors, and the fifth, a highly experienced ethics and compliance officer.

## WED 203

### Integrity Risk via Business Partners: How Ethical Due Diligence Can Help to Reduce It ▶

*Simon Webley, Research Director, and Nicole Dando, Head of Projects, Institute of Business Ethics*

In recent years, reputational risk has become an increasingly important issue in business ethics and mitigating such risk is oftentimes a key selling point to top management of the value of an ethics and compliance program. One of the most commonly cited examples of this risk is in the branded retail goods sector where ethical malpractice somewhere in the supply chain is used to question the ethics of the purchasing organization.

However, integrity risk, as it is being called, is not confined to supply chain partners. Other potential sources include joint-venture partners, acquisition targets, or even merger candidates. Even the risk of employing an unscrupulous senior manager or contractor cannot be ignored.

This highly interactive session will explore, using both case studies and examples from attendees, how recently developed methods of pursuing ethical due diligence of current and potential business partners (alongside the legal and financial equivalents) can significantly minimize a company's integrity risk.

**WED 301**

**Tell Me a Story: Using Anecdote and Illustration as an Educational Tool in Ethics and Compliance**

*Stephen Cohen, President and Founder, EthicsOne; Bob Olson, Director, Member Services and Education, ECOA; Patrick Gnazzo, Senior Vice President and General Manager, U.S. Public Sector Business, CA Inc.*

Acknowledging the power and glory of stories in our lives, this session will explore the use of anecdote and illustration as an educational tool in ethics and compliance culture-building, training, and communications. It will begin with examples of stories that E&C practitioners have used to great effect in their work (you'll never forget them!); it will then try to figure out what there is about a story that gives it its tremendous impact on an audience (a toolkit you can use); finally, it will provide strategies for developing and implementing your own mass media stories (boy, that one really hit home!). Examples, toolkit, and strategies.

**WED 304**

**Getting the Boss to Pay Attention: Becoming a Trusted Strategic Ethics Advisor ▶**

*James E. Lukaszewski, CEO and President, The Lukaszewski Group*

All leaders need trusted strategic advisors, especially when the subjects are ethics, conduct, integrity, and compliance. To advise bosses and leaders, ethics and compliance officers must have a sense of how to approach and be heard. Through powerful stories and examples, participants in this session will learn how to get the boss' attention and focus on what matters, as well as:

- Understand what bosses expect of advisors
- Gain a management perspective and strategic mindset
- Learn how to give advice powerfully and on the spot

This session is also about clarifying the advisor's role—when to be a coach, a counselor, a strategist, a partner, or the bearer of necessary truths. Being heard by the boss, especially during crucial or crisis-driven events, and having early influence on strategy and key decisions, can be instrumental in the success of your program.

**WED 302**

**Emerging Trends in Corporate Social Responsibility – A Paradigm Shift from Corporate Social Responsibility to Corporate Accountability ▶**

*S. Prakash Sethi, Founder and President, Sethi International Center for Corporate Accountability (SICCA), Inc.*

Traditional notions of corporate social responsibility (CSR) have become outdated and increasingly peripheral to many companies' core business operations because of growing consumer sophistication and demand for business transparency. This session will address the "future face of corporate social responsibility," by presenting innovative views on CSR, as well as emerging approaches to integrating and implementing effective, multinational CSR strategies. In addition, this session will explore the increasing societal expectations around CSR and how those expectations impact the role of the ethics officer, both within the company and in the broader community of stakeholders. Recommendations will be offered for making the role of the ethics officer more effective in the larger paradigm of corporate accountability.

**WED 305**

**Separating the Need-to-Know from the Noise: Critical Legislative and Judicial Developments Impacting Ethics and Compliance**

*Courtney McBurney, Partner, Alston & Bird LLP, and Paul Monnin, Partner, DLA Piper*

A new administration and an uncertain economic climate have led to calls for increased oversight, heralding legislation and regulations that will not only affect individual industries but also impact the world of ethics and compliance as a whole. At the same time, courts have weighed in on critical issues concerning investigations, issuing rulings with broad repercussions. This session will highlight key legislative and judicial developments, focusing in particular on:

- The Fraud Enforcement and Recovery Act of 2009
- May 2009 amendments to the Civil False Claims Act
- TARP funds and related investigations
- Supreme Court cases to watch in the coming term: whistleblowers, public disclosures, honest services, and more
- Recent judicial pronouncements concerning privilege and cooperation in investigations, and
- The Siemens FCPA Settlement and other key resolutions.

**WED 303**

**The Ultimate Equal Employment Opportunity (EEO) Booster Shot for 2010: Cases. Trends. Impact.**

*Mindy Chapman, President, Mindy Chapman & Associates LLC*

Do you need to instantly "immunize" yourself and your organization from liability? Then you need a dose of this highly engaging and fast-paced "bottom line" employment law review. Learn about the shocking new trends in liability that can occur during the lifecycle of the employment relationship from hiring through termination, and the 10 hot spots in between. Discover the new "secret strategy" of the Equal Employment Opportunity Commission, and the impact it *must* have on your everyday decisions regarding enterprise-wide risk. Get vaccinated against the costly lessons other employers have learned, and are now paying for. If you need to take back to your E&C team the critical information and practical controls to avoid EEO-related risks, your prescription is... *The 2010 Ultimate EEO Booster Shot!*

**TH 101**  
**Building a Bridge between Recent Discoveries in E&C Research and Their Practical Implications**

*Craig Cash, Director of Ethics and Business Conduct, Lockheed Martin Corporation; James Weber, Professor of Business Ethics and Management, Duquesne University*

There is ongoing research exploring ethics and compliance programs and the effectiveness of these programs on employee behavior and avoidance of litigation. This presentation will be both a review of these explorations and a view into their applicability to E&C practitioners. The session will walk through a number of studies that could have a direct impact on E&C practitioners. Each study will be covered such that participants will have a solid grasp of what was being studied, how it was designed, what results came from the study, and how the results apply to “street-level” lessons. With both a highly recognized scholar and a street-savvy ethics officer on the presentation team, the goal of this session is to create an effective bridge between the two worlds.

**TH 104**  
**A Practitioner and an Academician Tell All: How Shell International’s Global CSR Strategy Became and Remains an Integral Corporate Value** ▶

*Carlos Desmet, Business Compliance Officer, Shell International Exploration and Production; Gretchen Winter, Executive Director, Center for Professional Responsibility in Business and Society, and Ruth Aguilera, Associate Professor and Center Fellow, University of Illinois at Urbana-Champaign*

Too often Corporate Social Responsibility is an empty phrase, and many organizations limit their CSR efforts to producing slick reports that provide only anecdotal evidence of what CSR strategy means in the context of day-to-day operations. Shell International has integrated a comprehensive CSR commitment into its global business strategy, while developing effective, conscientious relationships with all stakeholders. This session will give participants a detailed look at Shell’s years of “how-to get it done” CSR expertise. Lessons learned from Shell and other companies that have proved successful in whole-organization CSR integration, and from those that have been less successful, will be shared. Close attention will be paid to the importance of tying CSR metrics to global strategy as well as how to successfully align CSR throughout all business units and diverse employee groups. This session will also provide a brief introduction to ISO 26000, which will soon become the new standard for CSR reporting.

**TH 102**  
**Following the Money: How and Why Incentives Get Organizations in Trouble**  
*Scott McClesky, Managing Editor, North America; Complanet*

Organizations don’t make decisions, people do. Efforts to address organizational ethics must include an analysis of individual, as well as organizational incentives. Oftentimes, “irrational” behavior, while contrary to the long-term interests of the organization, may be perfectly rational in terms of the incentives which operate on the individual making decisions. These incentives may be tangible, such as compensation structures, or intangible, such as the regard of senior management.

Regulators and internal compliance officers have often failed to examine the role of these incentives, or have limited themselves to superficial transparency requirements regarding senior management compensation levels.

This session will provide an overview of the role played by incentives, and how ethics and compliance officers can address the issues which arise from them. It will also discuss the current state of the debate among policy makers, and examine how they might meet or fall short of their goals.

**TH 105**  
**Helplines, Tough Times, and Employees on the Front Line: Getting the Most from Your Investment and Data**

*Alice Peterson, Chief Ethics Officer, SAI Global (Compliance Americas) and Nancy Thomas-Moore, Former Director, Ethics and Business Conduct, Weyerhaeuser Company*

In these times of economic turmoil, employees face uncertainty, pressure to perform, and stress, like never before. At the very least, such conditions can adversely affect morale and productivity. But, if not properly managed, they can create a workplace climate of tension, dissatisfaction and fear, in which cutting corners, fraud, abusive behavior, and other misconduct become commonplace. Maintaining trusted and effective communication, advice, and support systems are especially critical in preventing employees from exercising poor ethical judgment or failing to act in the face of others’ misconduct. This session will demonstrate how building employee confidence in a helpline, and leveraging the resulting data, can be especially valuable in mitigating ethics and compliance risk exposure during tough times.

**TH 103**  
**The PCAOB: A Case Study on Evolving Regulatory Oversight in the New Economic World**

*Barbara Hannigan, Ethics Officer and Senior Compliance Counsel, Public Company Accounting Oversight Board (PCAOB); Roberta M. Boykin, Director, Americas Office of Ethics and Compliance, Ernst & Young LLP*

This session will discuss the evolution of regulatory oversight in the “new economy” using the establishment of the Public Company Accounting Oversight Board (“PCAOB”) by the Sarbanes-Oxley Act of 2002 as a case study. Using interactive dialogue, participants will examine the dramatic change in regulatory oversight impacted by the creation of the PCAOB, both from the view of the regulator and those regulated, in order to provide insights on how to better understand, work within, and prepare for the new regulatory environment. Among other things, the session will cover:

- The circumstances that lead to the creation of the PCAOB;
- How the PCAOB carries out its mission to oversee the auditors of public companies;
- The impact the PCAOB has had on registered public accounting firms it regulates;
- How the PCAOB interacts with public companies and what audit committees should know about the PCAOB’s work; and
- What all E&C officers need to know about changes in the regulatory landscape light of the lessons from the PCAOB model.

**TH 106**  
**Ethics and Compliance Training for Executives: Business Simulation** ▶

*Charlie Whitaker, Vice President, Compliance, Altria and Chief Compliance Officer, Philip Morris USA; Vanessa D’Ambrosia, Director, Compliance and Integrity, Altria and Chief Compliance Officer, Altria Client Services.*

Does your company’s leadership understand the importance of supporting an ethical culture? Do you know how to identify and model compliance leadership behaviors? Participants in this session will engage in a business simulation that explores the complexities of recognizing compliance issues while meeting business challenges and building an environment of trust.

In addition to experiencing our training program, participants will learn how to facilitate the training to all levels of leadership within their organizations. Participants will also receive a toolkit that includes all the training materials.

## TH 201

### Home Cooking for a Family of 50,000: How to Use External Ingredients and Internal Resources to Implement a Budget-Conscious Anti-Bribery and Corruption Program ▶

*Jane Reeves, Vice President and Associate General Counsel, and Peter Mann, Global Compliance Officer, Thomson Reuters; Michael Pedersen, Head, World Economic Forum Partnering Against Corruption Initiative (PACI)*

This session will show you how to use external specialists, technology and, most importantly, your corporate networks to implement a cost-conscious but effective global anti-bribery program. We will use Thomson Reuters' own people and program to illustrate the presentation and share with you some of our hard-won experience on real-life issues including risk assessments, facilitation payments, intermediaries, and gifts and entertainment guidelines. We will also share with you common traits of anti-bribery programs of other signatories to the World Economic Forum Partnering Against Corruption Initiative (PACI).

## TH 204

### Ethics and Social Media Approaches: The Balancing of the How, What, and Why's

*Rielle Gabriel Miller, Senior Ethics Analyst, and Tara Mancinelli, Ethics Outreach and Training, Lockheed Martin Corporation; Kathleen Edmond, Chief Ethics Officer, Best Buy; Gil Dennis, Senior Director, Organization Effectiveness, Best Buy*

Join Best Buy and Lockheed Martin for an interactive and fun tour of current social media applications. This session will provide a brief overview of social media technologies, an in-depth look at how and why Lockheed Martin and Best Buy have utilized social media within their respective ethics organizations, and a discussion of the important role corporate culture plays in the social media decisions being made.

Detailed information regarding the process of researching social media, corporate culture's impact on social media approaches, and return of investment will be presented. In addition, participants will be provided with a *Social Media Tips & Tools* guide based on research Lockheed Martin conducted when organizing social media applications for its ethics organization.

## TH 202

### Behavioral Ethics & Compliance

*Jeff Kaplan, Partner, Kaplan & Walker LLP; Earnie Broughton, Executive Director, Ethics Program Coordinator, USAA; Jay Mumford, Ethics and Compliance Program Director, Accenture*

In the past year, "behavioral economics" – which seeks to understand and address the role of seemingly irrational aspects of human nature – has played an increasingly prominent role in both the private and public sectors. In this interactive session, several members of ECOA's "Behavioral Ethics and Compliance Research Working Group" will examine practical ways in which this evolving social science knowledge can help ethics and compliance officers implement more effective programs - both in terms of developing innovative program techniques and in enhancing high-level support from within their companies. Finally, the session will explore ways in which a behavioral ethics and compliance approach can be used to secure stronger governmental support of the work of ethics and compliance officers, and will initiate the development of an agenda for ECOA taking a leadership role in this effort.

## TH 205

### Don't Leave 'em Speechless: How to Create and Sustain a Speak-Up Culture

*Lori Tansey Martens, President, International Business Ethics Institute; Jeff Benjamin, Vice President and General Counsel, Litigation, and Ethics and Compliance Officer, Novartis Corporation*

This session will focus on developing effective training programs geared towards senior executives and supervisors with a view toward establishing, promoting, and sustaining a speak-up culture that promotes innovation, morale, and the earliest possible identification of wrongdoing and corrective action. In addition, the interrelationships between strong speak-up cultures and non-retaliation programs will be explored.

## TH 203

### The Ten Most Common Mistakes in Survey Design, Sampling, Analysis, and Reporting—and How to Correct Them ▶

*Robert S. Rubin, Associate Professor of Management, DePaul University; Travers Y. Ichinose, Principal, Ichinose and Associates; Anthony M. Tocco, Chief Compliance Officer, DTE Energy*

Surveys are, perhaps, the most frequently applied data collection method used by organizations with 70% of firms conducting them on an annual or biennial basis. Indeed, survey research holds the potential to deliver important evidence that can guide strategic organizational decisions. Despite widespread use and benefit to organizations, the effect of a poorly designed and executed survey can have far-reaching, deleterious consequences for employees and managers alike. This session is intended to heighten practitioners' awareness of the most detrimental survey traps and to discuss practices for overcoming such errors. Drawing on the best research-based practices, this session will address, among other things, the boundaries of ethics and compliance surveys, the design features most likely to derail survey efforts, and the common reporting errors that reduce a survey's impact.

## TH 206

### Final Round: Intercollegiate Business Ethics Case Competition (IBECC)

ECO conference attendees are invited to view the final components of the LMU/ECO 2009 Invitational Intercollegiate Business Ethics Case Competition (IBECC). First, all eight universities compete in the Ernst & Young LLP 90-second Ethics Challenge. Then, the top three vote-getters from Wednesday's Preliminary Round will face off in a championship Final Round. Preliminary Round presentations were 30-minutes long and covered legal, financial, and ethical issues. In the Final Round, each team will give 10-minute presentations that focus exclusively on the ethical dimensions of their cases.

**FRI 101**  
**Ethics' Glass Ceiling: Why the U.S. Business Ethics Movement Hasn't Been More Successful** ▶

*Thomas I. White, Director, Center for Ethics and Business, Loyola Marymount University*

Despite a robust business ethics movement in the United States since the 1980s, corporate scandals have become an ongoing part of business. This sad trend has culminated in the current economic disaster, which is the most serious ethical failure in the United States in decades. A main reason for this is a weak allegiance to ethics at the top of corporations. The most important way to improve the situation is a commitment to, as Professor Mike Hoffman puts it, "move ethics up" in corporations. This session will challenge participants to think about ways to break through ethics' "glass ceiling."

**FRI 104**  
**Establishing an International Compliance Auditing Program**

*Sharon White, Director, International Compliance Office, Wyeth Pharmaceuticals*

Auditing is a key element in a compliance program, providing independent appraisal of operations. Executed properly, audits can contribute to overall improvements within the organization and decrease compliance risks. Laying the groundwork, understanding the compliance goals, and conducting an audit in a positive and productive manner will generate positive and insightful feedback. Commitment from the organization and follow through until completion are essential components of any auditing program. For international audits, cultural differences, environmental influences, and local requirements and practices must be considered and respected. This session will present experiences and standards in establishing an international compliance auditing function, as well as describe the steps to a successful program.

**FRI 102**  
**Using Ethics and Compliance Risk Assessment as a Strategic Driver** ▶

*Debra Sabatini Hennelly, Senior Knowledge Leader, LRN*

A proactive approach to ethics and compliance risk assessment and management can help avoid costly, reactive approaches to risk mitigation, and help protect a business' reputation and brand. On going assessment and management of enterprise-wide risks are also critical to prioritizing the commitment of limited resources, by helping ensure that mitigation activities are focused on the most significant risks first.

This session will examine some strategies for integrating ethics & compliance risk management into the business planning process. By engaging business leadership in the identification and management of risks at the "ground level" where they are created, risk management can become a sustainable part of the way the business operates. This session will also highlight some of the leadership attributes necessary to drive a successful ethics & compliance risk assessment and management program.

**FRI 103**  
**Establishing a Universal Ethics and Compliance Agreement for Vendors and Other Third Parties**

*Kelly L. Frey, Shareholder, Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C.; Cheryl Fackler Hug, Vice President Legal, and Chief Integrity and Compliance Officer, Sun Microsystems, Inc.*

As a purchaser of services and products are you continually fighting with vendors over the "standard compliance requirements" that you incorporate by reference into your procurement contracts? As a seller of services and products are you faced with hundreds of variations of compliance requirements being pushed to you as contract requirements by procurement staff without any frame of reference or flexibility? Well, it's time for us all to say "I'm mad as hell and I'm not going to take it anymore!"

Or, we could all do something constructive – like participate in this ECOA session as we assemble leaders from the E&C community in an attempt to rationalize this new "battle of forms" into a standard set of requirements that satisfy both purchasers' compliance requirements and vendors' compliance abilities.

Join us for a working session as we look at best practices across Fortune 500 companies and lay the groundwork for a new era of procurement compliance documentation. Voice your concerns and experiences. Contribute your expertise and compliance agreements. And become a beneficiary of this collaborative effort to create solutions to the practical problems of vendor compliance.



### **Ellen Zimiles**

Co-Founder and Chief Executive Officer  
Daylight Forensic & Advisory, LLC

Ellen Zimiles, Daylight Forensic & Advisory's co-founder and CEO, has more than 25 years of litigation and investigation experience, including 10 years as a federal prosecutor. Before forming Daylight, Ellen was a principal at a "Big Four" accounting firm, where she coordinated the forensic practice across all industry segments and was practice leader for the financial services industry. She is a leading authority on anti-money laundering programs, corporate governance, regulatory compliance, fraud control and public corruption matters. Ellen has worked with a multitude of financial institutions preparing for regulatory exams, developing remediation programs and assisting organizations as a regulatory liaison.

Before her Big Four experience, Ellen was an assistant United States attorney in the Southern District of New York for more than 10 years. She served in the civil and criminal divisions and was chief of the forfeiture unit for more than six years. Ellen was responsible for many high-profile money laundering, fraud and forfeiture cases. In recognition for her contributions as a federal prosecutor, Ellen received the United States Department of Justice's John Marshall Award for Outstanding Service and the United States Department of Health and Human Services' Integrity Award.

Ellen earned a bachelor's degree at Brooklyn College and a law degree at Syracuse University College of Law, where she served as an editor of the law review.

Daylight Forensic & Advisory is an international regulatory consulting and investigative firm, specializing in matters relating to anti-money laundering, bribery and corruption, including FCPA, financial investigations and forensic accounting, fraud risk management, investigative due diligence and e-discovery and computer investigations. The firm's staff combines a wide range of law enforcement, legal, accounting and regulatory experience as well as years of consulting and investigating expertise. As an independent firm, Daylight can meet the global demand for forensic and advisory services unencumbered by independence issues.



### **James O'Toole, DPhil**

Daniels Distinguished Professor of Business Ethics  
University of Denver's Daniels College of Business

James O'Toole is the Daniels Distinguished Professor of Business Ethics at the University of Denver's Daniels College of Business. Previously, at the University of Southern California's business school, he held the University Associates' Chair of Management, served as executive director of the Leadership Institute, and was editor of *New Management* magazine.

O'Toole's research and writings have been in the areas of leadership, philosophy, ethics, and corporate culture. He has addressed dozens of major corporations and professional groups, and has over one hundred published articles. Among his sixteen books, *Vanguard Management* was named "One of the best business and economics books of 1985" by the editors of.

His latest books are *Creating the Good Life: Applying Aristotle's Wisdom to Find Meaning and Happiness* (2005), *The New American Workplace* (with Edward Lawler, 2006), and *Transparency* (with Warren Bennis and Daniel Goleman, 2008).

O'Toole received his Doctorate degree in social anthropology from Oxford University, where he was a Rhodes Scholar. He served as a special assistant to Secretary of Health, Education and Welfare, Elliot Richardson, as chairman of the Secretary's Task Force on Work in America, and as director of Field Investigations for President Nixon's Commission on Campus Unrest. He won a Mitchell Prize for a paper on economic growth policy, has served on the board of editors of the *Encyclopaedia Britannica*, and was editor of *The American Oxonian* magazine. From 1994-97, O'Toole was executive vice president of the Aspen Institute and, later, Mortimer J. Adler Senior Fellow at the institute. He also has served as chairperson of the Booz/Allen/Hamilton Strategic Leadership Center.

In 2007, he was named one of the "100 most influential people in business ethics" by the editors of *Ethisphere*, and one of "the top 100 thought leaders on leadership" by *Leadership Excellence* magazine.



**John S. Pistole**  
Deputy Director  
Federal Bureau of Investigation

John S. Pistole began his career as a Special Agent with the FBI in 1983. He served in the Minneapolis and New York Divisions before being promoted to a Supervisor in the Organized Crime (OC) Section at FBIHQ. He assisted the Italian National Police in their investigations into the 1992 assassinations of two prominent magistrates. He also served as an instructor in OC matters at the FBI Academy for nearly 30 New Agents Classes.

Mr. Pistole later served as a field supervisor of a White-Collar Crime (WCC) and Civil Rights Squad in Indianapolis, Indiana, where he created a Health Care Fraud Task Force and a Public Corruption Task Force. During this time, he also developed curricula and provided instruction at the International Law Enforcement Academy in Budapest, Hungary.

Mr. Pistole next served as Assistant Special Agent-in-Charge, Boston, Massachusetts, where he had oversight for WCC, Computer Intrusion Programs, and all FBI matters in the States of Maine and New Hampshire and WCC, especially Public Corruption, in Rhode Island. In 1999, he helped lead the investigative and recovery efforts for the Egypt Air Flight 990 crash off the coast of Rhode Island. Following the espionage arrest of Robert Hanssen, he was detailed to FBIHQ and helped lead the Information Security Working Group, addressing security and vulnerability issues. In 2001, he was named an Inspector in the Inspection Division in Washington, D.C., where he led teams conducting evaluations and audits of FBI field offices and headquarters divisions.

Following the events of 9/11, Director Mueller appointed Mr. Pistole to the Counterterrorism Division, first as Deputy Assistant Director for Operations, then as Assistant Director. Mr. Pistole was then appointed as the Executive Assistant Director for Counterterrorism and Counterintelligence. In October, 2004, Mr. Pistole was promoted to Deputy Director, the number two position in the FBI. He is a recipient of the 2005 Presidential Rank Award for Distinguished Executive. In 2007, Mr. Pistole received the Edward H. Levy Award for Outstanding Professionalism and Exemplary Integrity.

Mr. Pistole practiced law for two years prior to joining the FBI. He is a graduate of Anderson University (Indiana) and the Indiana University School of Law - Indianapolis. He is married and has two daughters.



**APOLLO  
GROUP<sup>SM</sup>**

**Is proud to sponsor the Ethics and  
Compliance Officer Association  
for its commitment to promoting  
corporate responsibility and integrity.**



### James Berg

Vice President, Ethics and Compliance  
Apollo Group, Inc.

Jim Berg was raised in Louisville, Kentucky, received an undergraduate degree from Northwestern University, and a Masters in Public Administration with a concentration in international economics from Princeton University on a Woodrow Wilson fellowship.

Berg joined Apollo Group in June 2009. Previously, he held a similar role at International Paper Company, where he began in 1993 as Executive Assistant to the Chairman and CEO. In 1994, Berg was appointed Director of Finance (CFO) for International Paper Europe. In 1998, he assumed the position of Director, Ethics and Business Practice. He has assumed additional responsibilities in the areas of corporate crisis management and preparedness, corporate social responsibility, privacy and corporate security.

In 1989, Berg was appointed by President Bush and confirmed by the US Senate as Executive Vice President of the Overseas Private Investment Corporation (OPIC), a US Government owned corporation that provides political risk insurance and project financing to American companies investing in less developed countries. Berg later served as President and CEO of OPIC.

Prior to 1989, Berg held positions in the United States Department of the Interior, the National Security Council, and the Department of State. This service followed two years in the United States Peace Corps.

Berg was elected to the Board of Directors of the Ethics & Compliance Officer Association in 2001, and elected vice chair in 2006. In 2003, he was elected Chairman of the Conference Board's Global Council on Business Conduct. He has published articles on business ethics in *Ethikos* and *Unity Magazine* and is a frequent panelist on the topic. He has lectured in international relations, economics and business ethics at Georgetown University, Johns Hopkins University's School of Advanced International Studies, the Kellogg Business School at Northwestern, Miami University of Ohio, Northern Illinois University (MBA programs), and Bentley College.



### Donna C. Boehme

Principal  
Compliance Strategists LLC

Donna Boehme is an internationally recognized authority in the field of organizational governance, compliance, and ethics with 17+ years experience designing and managing organizational compliance and ethics programs, both within the US and worldwide. As principal of Compliance Strategists LLC, and Special Advisor to Compliance Systems Legal Group, Ms. Boehme advises a wide spectrum of private and public entities on governance, compliance and ethics. She serves on the respective boards of the RAND Center of Corporate Ethics, Law and Governance, and South Texas College of Law-Corporate Compliance Center, and was recently appointed Program Director for the Conference Board Council on Corporate Compliance and Ethics. Ms. Boehme is an Emeritus Member and past ECOA Board member and past member of the Board of Directors of the Association of Corporate Counsel – Europe. Ms. Boehme's extensive on-the-ground experience includes serving as the first global compliance and ethics officer for two leading multinationals, BP plc and BOC Group. At BP, Ms. Boehme established the company's first global compliance and ethics function and strategy, including the company's first global code of conduct, distributed to over 100,000 employees (translated into 34 languages), and a groundbreaking network of 135 senior-level ethics leaders as part of a world-class program.

Ms. Boehme is a Contributing Editor of *Ethikos*, the leading business ethics publication, and has published many articles on compliance, ethics and governance issues. She is a frequent speaker to business and professional groups including Practising Law Institute, Conference Board, ECOA, Society of Corporate Compliance & Ethics, Ethics Resource Center, Compliance Week, Association of Corporate Counsel, and Institute of Business Ethics, including as keynote speaker to Ethics Practitioners Association of Canada (Ottawa), International Financial Executives Leadership Forum (Montreal) and Network for Good Business Ethics and Non-financial Reporting (Copenhagen). She has spoken at the House of Lords on the design and implementation of global compliance programs, and served as a member of the US delegation to the 9th annual Rand-China Reform Forum (Beijing). She has been quoted as an expert in the field in numerous publications including *The Wall Street Journal*, *Boston Globe*, *The Economist*, *New York Law Journal* and *Compliance Week*. Ms. Boehme will be featured in the upcoming PBS special, "In Search of the Good Corporate Citizen", to be aired in September 2009.

Ms. Boehme holds a J.D. from New York University School of Law and is a member of the American Bar Association and the New York Bar.

**Gary M. Brown**

Chair, Business Department  
Baker, Donelson, Bearman, Caldwell &  
Berkowitz, P.C.

Gary M. Brown, shareholder in the Nashville, TN and Washington, D.C. offices, is the head of Baker Donelson's Business Department, which includes the securities and mergers and acquisitions practice groups. Mr. Brown has counseled boards of directors of companies listed on the New York Stock Exchange, American Stock Exchange, Toronto Stock Exchange and NASDAQ. He has extensive experience in SEC and stock exchange regulatory compliance and corporate governance, as well as accounting, corporate investigation, public disclosure and investor relations issues.

Mr. Brown's experience also includes complex mergers and acquisitions (both domestic and international) and other public transactions. He has particular interest in and experience with manufacturing, retailing, franchising and the restaurant industry. During 2002, Mr. Brown served as Special Counsel (Minority) to the United States Senate's Committee on Governmental Affairs (and also worked with the Committee's Permanent Subcommittee on Investigations) in the investigation into the causes of the collapse of Enron Corp.

While serving in the Senate, he also provided advice on aspects of the Sarbanes-Oxley Act of 2002 while the Senate debated the legislation. In addition to his testimony before Congress, Mr. Brown has appeared on National Public Radio, CNBC and is frequently quoted in national and regional publications on corporate, securities and corporate governance matters. He also has lectured widely on these topics as well as Sarbanes-Oxley compliance. Mr. Brown serves as counsel to the Ethics and Compliance Officer Association's board of directors and sits on the board of the Middle Tennessee Council of the Boy Scouts of America.

Mr. Brown received his J.D. (Order of the Coif and special projects editor – Vanderbilt Law Review) from Vanderbilt University School of Law and his B.A., magna cum laude, from Vanderbilt University.

**Patrick J. Gnazzo**

Senior Vice President, General Manager  
U.S. Public Sector Business  
CA, Inc.

Patrick J. Gnazzo is senior vice president and general manager of CA's U.S. Public Sector business. In this position, Pat heads up all operations for CA's Federal, State and Local government business, including management, administration, and regulatory matters, as well as government relations.

Previously, Pat was senior vice president, business practices, and chief compliance officer at CA, responsible for developing and implementing a comprehensive compliance and ethics program. In 2007, Pat was also named CA's Chief Risk Officer. He also oversaw government regulatory compliance and the establishment of a records and information management program.

Prior to joining CA in 2005, Pat served as chief compliance officer at United Technologies Corporation (UTC) for ten years. As vice president for business practices at UTC, Pat managed more than 260 business practices officers worldwide who supported the implementation of the company's ethics and compliance programs for all of its 200,000 employees in 180 countries.

Pat held several other significant positions at UTC, including vice president for contracts and deputy general counsel at Pratt & Whitney; vice president and government liaison in Washington, D.C.; president of United Technologies International; vice president and litigation counsel; and vice president for government contracts and compliance.

Pat joined UTC in 1981, from the U.S. Navy's Office of the General Counsel. Pat's last position in the Navy was associate general counsel, chief trial attorney and director of the U.S. Department of the Navy's litigation division. He serves on the Board of Directors of the Ethics Resource Center, the Procurement Round Table and the Close Up Foundation. He is also on the Board of Advisors of the National Contract Management Association and an Executive Fellow at Bentley College's Center for Business Ethics. Pat also served on the board of directors of the Ethics and Compliance Officers Association and was chairman of the Defense Industry Initiatives working group. He is a frequent lecturer on ethics and compliance.

Pat earned his law degree from Cleveland State University. He received his undergraduate degree from John Carroll University.



### Steven Grubb

Global Compliance & Ethics Director  
Diageo plc

Steven Grubb joined Diageo plc in April 2008, to head up the Global Compliance & Ethics Function. Before returning to the UK in 2007, Steven had spent much of the previous 12 years in Asia based in Hong Kong and

Singapore. During this time he held senior legal and compliance & ethics roles in the region. Prior to joining Diageo, Steven spent 4 years with BP plc as Regional Compliance & Ethics Director, Asia Pacific and was responsible for developing and rolling out a world-class program across the region.

Steven originally moved from the UK to Hong Kong in early 1996, as part of the Cable & Wireless legal team, concentrating on business development and general M&A matters for its wholly-owned subsidiary HongKong Telecom. In 1999, he left Asia for a period of 18 months to take the role of Regional Head of HR, Caribbean and Central America based in Grand Cayman. Following the sale of HongKong Telecom to PCCW in 2000, Steven was invited to join PCCW as Head of Risk Management & Compliance with a mandate to develop a holistic risk management and compliance program.

Steven is a UK qualified solicitor having gained his law degree at Sheffield University, England before qualifying as a solicitor with a large City of London legal firm. He is a regular presenter at ethics and compliance conferences and forums where his experience of having developed and embedded global compliance programs in Asia Pacific, and the difficulties and challenges this presents, is of particular interest.

Steven has also recently joined the Board of the European Network of Integrity & Compliance Officers.



### Dean W. Krehmeyer

Executive Director  
Business Roundtable Institute for Corporate Ethics

Dean Krehmeyer is the Executive Director of the Business Roundtable Institute for Corporate Ethics. He is responsible for the design, development and implementation of major research and instructional projects in the field of business ethics, including program conceptualization, strategic design of educational and research programs, coordination of the Institute's Advisory Council – a body comprised of CEOs from major corporations and leading academicians in ethics, and communication with the media and corporate clients.

Krehmeyer is the co-author of the Institute report, "Breaking the Short-Term Cycle: Discussion and Recommendations on How Corporate Leaders, Asset Managers, Investors, and Analysts Can Refocus on Long-Term Value." He also has facilitated Institute seminars for Boards of Directors and senior corporate executives, specifically in the areas of corporate governance and business ethics. Mr. Krehmeyer is a regular commentator in the media, including CNBC, *Fortune*, NPR Marketplace, *Financial Times*, *New York Times*, and BBC World News.

Mr. Krehmeyer is a Certified Public Accountant and has over fifteen years of financial and managerial experience. Prior to joining the Institute, Krehmeyer was a manager with A.T. Kearney, one of the world's largest management consulting firms. While at A.T. Kearney, he focused largely on finance transformation and operations strategy projects for Fortune 500 companies, working with senior executives in designing and implementing initiatives that added value to all of the client's stakeholders. Krehmeyer was also previously with Deloitte & Touche LLP, a global public accounting firm, in Business Advisory & Assurance Services.

Mr. Krehmeyer holds an MBA from The Darden School, where he was awarded the William Michael Shermet Award for Academic Excellence. He also holds an M.S. in Accounting and B.S. in Commerce, both from the University of Virginia.



**William Prachar**  
Partner  
Compliance Systems Legal Group

Bill Prachar, a partner in Compliance Systems Legal Group, has touched, in depth, virtually every aspect of corporate compliance – as an attorney, as a CEO, as a chief compliance officer, and as a developer of compliance training

materials. Bill specializes in helping clients through the practical problems associated with making compliance-ethics programs work in the corporate setting, and works with companies in a broad range of industries. Bill is a frequent speaker on ethics and compliance issues and has lectured at UCLA, The Wharton School, and Cornell University.

Previously, Bill served as the Vice President of Business Ethics and Compliance for Waste Management, the world's largest private provider of waste services. At Waste Management, Bill integrated a strong ethics and compliance program into the turn-around strategy the new Chairman brought to a company that had experienced Enron-like problems in the late 1990's. He was actively involved in the Sarbanes-Oxley compliance process while there.

Bill has served as Coordinator for the Defense Industry Initiative (DII), and prior to that was Vice President of Business Ethics and Compliance for Teledyne, Inc. Before becoming actively involved in the ethics side of business, Bill spent his early career as a lawyer for Teledyne and later served eight years as the Chairman and CEO of American Ecology, a publicly traded, national nuclear, hazardous, and solid waste services company. Bill also practiced compliance law at the law firm of Howry & Simon in the late '90s.

Bill's undergraduate degree is from Stanford University and his law degree is from the University of California at Berkeley's Boalt Hall. Bill is active in community theatre, serving as the principal sound designer for Theatre Palisades, and, when not serving CSLG clients performs at non-profit events as a clown.



**Denny Swenson**  
Executive Producer  
Light On Productions

Denny Swenson was a staff member of WGBH in Boston, MA for fourteen years where she was credited as a Producer, Coordinating Producer, Field Producer, and Associate Producer. Ms. Swenson's

professional credits include: Producer of the Telly and New York Film Festival Award-winning educational video series "Developing Minds" about learning differences; Producer of a Parents' Choice Award-winning documentary dealing with adoption in the Latino community; and Field Producer for a nightly half-hour public affairs news program. Ms. Swenson also played production roles in five studio-based broadcast programs, four ongoing broadcast series, and ten documentary broadcast specials. She also produced commentary and field segments for two seasons worth of programs on a series called "Inside This Old House" for Time Warner. It's a spin off to "This Old House" and aired on the A+E Network.

For her work in these endeavors, Ms. Swenson has won a Robert F. Kennedy Journalism Award, Two CINE Golden Eagle Awards, Two Silver Hugos, Six New England Emmys, a Silver Angel Award, an EMMA (Exceptional Merit Media Award) from the National Woman's Political Caucus, Gold and Silver medals from the New York Film Festival, and a Gabriel Award.

Presently, Denny is an executive producer of "In Search of the Good Corporate Citizen," a program about corporate ethics, slated to be released this fall to PBS stations nationwide.



### Winthrop M. Swenson

Partner  
Compliance Systems Legal Group

Win Swenson is a partner in Compliance Systems Legal Group (CSLG), a law firm specializing in corporate ethics and compliance. He chaired the Sentencing Commission staff unit that developed the federal sentencing guidelines for organiza-

tions, widely viewed as establishing the principal model for corporate ethics and compliance programs in the United States, and to some extent abroad, and in 2004 served on the Advisory Group that proposed amendments to the guidelines.

Mr. Swenson has assisted both small and large organizations on a range of matters relating to ethics and compliance program management and evaluation. This work has included assisting companies that have had highly publicized ethics and compliance issues, and in some of these cases, being retained to submit mandated reports to governmental authorities. Much of his work involves on-the-ground evaluation of ethics and compliance programs, and much of this work is international. Mr. Swenson also provides ethics and compliance education to boards of directors at some of the world's most recognized companies.

In 2004 to 2005, Mr. Swenson was retained by the U.S. Department of Justice to evaluate the compliance program of a publicly traded company to help the government decide whether to bring criminal charges against that company. Mr. Swenson also has served on the faculty at the Department of Justice's National Advocacy Center. From 1996 to 2000, Mr. Swenson led the E/C consulting practice of KPMG LLP in the U.S.

Mr. Swenson obtained his J.D. from New York University School of Law where he was on the law review, a member of the Root-Tilden Scholarship Program, awarded the John Norton Pomeroy Award for Scholarship, and elected to the Order of the Coif. He obtained his B.A. from Middlebury College where he was a College and Independent Scholar. He also spent a year at Harvard University as a visiting undergraduate.



### The Second City

Cast: Cayne Collier, Lori McClain, Dan Jessup, Paul Grondy, Rachel Miller;  
Stage Manager: Pat McKenna; Music Director: TJ Shanoff.

The Second City has been performing sketch comedy in front of audiences for nearly 50 years making it the standard by which comedy and improv in America is judged. So much talent has come from the ranks of the company's many theaters over the years, it reads like a who's who of contemporary American comedy. Some of their most well-known alumni are John Belushi, Gilda Radner, Dan Aykroyd, John Candy, Mike Myers, Chris Farley, Tina Fey, Rachel Dratch, Steve Carrell, and Stephen Colbert to name a few. Second City Communications works with corporate groups to create a fun, interactive and unconventional approach to training and entertainment. Working with groups as small as 4 and as large as 18,000, they have worked with the employees of over 400 Fortune 1000 companies.



### Coeni van Beek

Global Leader, Ethics and Business Conduct  
PricewaterhouseCoopers

Coeni van Beek is a problem solver, change agent and relationship builder with extensive international experience and management skills in project management, organizational learning, ethics and business conduct, change management, and cross cultural communication. Other qualities include a thorough understanding of not only organizational but interpersonal and cultural complexity and their impact on organizations. He has travelled extensively in his professional career and has worked in more than 65 countries on six continents.

Coeni obtained a business communications degree after which he completed his Hons B (Cum Laude) and Masters in Public Administration at Stellenbosch University (South Africa). He completed his Doctorate at Tilburg University (The Netherlands) in 2003. Coeni also received a postgraduate certificate in French Government and Administration from the University of Rennes 1 in France.

Coeni is the global leader responsible for the Ethics & Business Conduct program of PricewaterhouseCoopers, one of the biggest service organizations in the world with 155,000 employees working in 148 countries.

He is a family man, supports the Red Sox and in cricket (his favorite sport) he support two teams - South Africa and whatever team is playing against Australia. Coeni is an amateur gemologist and goldsmith and spends his free time sourcing gemstones and designing jewelry.



### Charles N. Whitaker

Vice President, Compliance, Altria and  
Chief Compliance Officer, Philip Morris USA

Charlie Whitaker serves as Vice President, Compliance, Altria Client Services, a position he has held since March 2008. He leads Altria Client Services' compliance and integrity as well as records management initiatives. Charlie also serves as the Chief Compliance Officer for the following Altria subsidiaries: Philip Morris USA, Altria Sales & Distribution, and Altria Consumer Engagement Services. Before assuming his current role, Charlie served as Vice President, Compliance and Brand Integrity, for PM USA.

Charlie joined what is now the Altria family of companies in April 2002 after leaving the law firm of Hunton & Williams in Richmond, Va. Until June 2004, he served as Senior Counsel, Labor and Employment for Philip Morris Management Corp. and then was appointed Assistant General Counsel. Charlie graduated from the University of Virginia in 1988 with a bachelor's degree in history. He attended law school at the University of Virginia, where he was a member of the *Virginia Law Review*, receiving his juris doctor degree in 1993.

Charlie's affiliations and memberships include Ethics and Compliance Officers Association; Ethics Resource Center, Fellows Program; Compliance and Ethics Leadership Council; Virginia State Bar and Bar Association; Tennessee Bar Association; and American Corporate Counsel Association. Originally from Chattanooga, Tenn., Charlie resides in Richmond, Va., with his wife and four children. He serves on the board of trustees of the Valentine Richmond History Center, the board of directors of Theatre IV, and on the troop committee for Boy Scout Troop 444. He has also served as the Senior Warden on the vestry of St. James's Episcopal Church.

## Pre-conference and Concurrent Session Speakers



**Ruth Aguilera**  
Associate Professor and Center Fellow  
College of Business, University of Illinois at  
Urbana-Champaign



**Billie Alban**  
President  
Alban & Williams, Ltd.



**Leslie Altizer**  
Senior Director of Benchmarking Services  
Ethics Resource Center



**Jeff Benjamin**  
Vice President and General Counsel, Litigation and  
Ethics and Compliance Officer  
Novartis Corporation



**Mary Bennett**  
Vice President  
Ethical Leadership Group, a Global Compliance  
Company



**Robert T. Biskup**  
Director, Forensic and Dispute Services  
Deloitte Financial Advisory Services LLP



**Jacob S. Blass**  
President  
Ethical Advocate



**Meric Craig Bloch**  
Vice President, Compliance and Corporate  
Investigations  
Adecco Group North America



**Andrea Bonime-Blanc**  
General Counsel, Chief Compliance Officer and  
Corporate Secretary  
Daylight Forensic & Advisory, LLC



**Roberta M. Boykin**  
Director, Americas Office of Ethics and Compliance  
Ernst & Young LLP



**Jacqueline E. Brevard**  
Vice President, Chief Ethics and Compliance  
Officer  
Merck & Co., Inc.



**Earnie Broughton**  
Executive Director, Ethics Program Coordinator  
USAA



**Barbara Bunker**  
Professor of Psychology Emeritus  
University at Buffalo (SUNY)



**Craig Cash**  
Director of Ethics and Business Conduct  
Lockheed Martin Corporation



**David Chandler**  
University of Texas



**Mindy Chapman**  
President  
Mindy Chapman & Associates LLC



**Steve Cohen**  
President and Founder  
EthicsOne

**Edward S. Cooper**  
Program Manager, International Corruption Unit  
U.S. Federal Bureau of Investigation (FBI)

## Pre-conference and Concurrent Session Speakers



**Vanessa D'Ambrosia**

Director, Compliance and Integrity, Altria and Chief Compliance Officer, Altria Client Services



**Karen F. Green**

Partner  
WilmerHale



**Nicole Dando**

Head of Projects  
Institute of Business Ethics



**Barbara B. Hannigan**

Ethics Officer and Senior Compliance Counsel  
Public Company Accounting Oversight Board (PCAOB)



**Gil Dennis**

Senior Director, Organizational Effectiveness  
Best Buy



**Patricia Harned**

President  
Ethics Resource Center

**Carlos Desmet**

Business Compliance Officer, Shell Exploration and Production  
Shell International



**Debra Sabatini Hennelly**

Senior Knowledge Leader  
LRN



**Kathleen Edmond**

Chief Ethics Officer  
Best Buy



**Thomas Henzler**

Vice President and Corporate Compliance Officer  
McDermott International, Inc.



**Cheryl Fackler Hug**

Vice President Legal, and Chief Integrity and Compliance Officer  
Sun Microsystems, Inc.



**Travers Y. Ichinose**

Principal  
Ichinose and Associates



**Kelly L. Frey**

Shareholder  
Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C.



**Jeff Kaplan**

Partner  
Kaplan & Walker LLP



**Charles J. Giesting**

Corporate Ethics Manager  
Rolls-Royce North America



**Kenn Kurtz**

Chief Executive Officer  
The Steele Foundation



**Patrick Gnazzo**

Senior Vice President and General Manager  
U.S. Public Sector Business  
CA, Inc.



**Ronald H. Levine**

Partner  
Post & Schell, P.C.

## Pre-conference and Concurrent Session Speakers



**James E. Lukaszewski**  
Chief Executive Officer and President  
The Lukaszewski Group



**Jay Mumford**  
Ethics and Compliance Program Director  
Accenture



**Tara Mancinelli**  
Ethics Technology, Outreach and Training  
Lockheed Martin Corporation



**Bob Olson**  
Director, Member Services and Education  
Ethics and Compliance Officer Association



**Peter Mann**  
Global Compliance Officer  
Thomson Reuters



**Michael Pedersen**  
Head  
World Economic Forum's Partnering Against  
Corruption Initiative (PACI)



**Monica Marcel**  
Partner  
Language & Culture Worldwide, LLC



**Carrie Penman**  
Vice President  
Ethical Leadership Group, a Global Compliance  
Company



**Michael Marrero**  
Senior Staff Administrator  
Corporate Compliance and Ethics Office  
Honda of America Manufacturing, Inc.



**Alice M. Peterson**  
Chief Ethics Officer  
SAI Global (Compliance Americas)



**Courtney McBurney**  
Partner  
Alston & Bird LLP



**Ed Petry**  
Vice President  
Ethical Leadership Group, a Global Compliance  
Company



**Scott McCleskey**  
Managing Editor, North America  
Complinet



**Steve Priest**  
President  
Ethical Leadership Group, a Global Compliance  
Company



**Rielle Miller Gabriel**  
Senior Ethics Analyst  
Lockheed Martin Corporation



**Jack Radke**  
Chief Ethics Officer  
UnitedHealth Group



**Paul Monnin**  
Partner  
DLA Piper



**Patricia Records**  
Ethics/Ombuds Senior Program Advisor  
United Space Alliance

## Pre-conference and Concurrent Session Speakers



**Jane Reeves**  
Vice President and Associate General Counsel  
Thomson Reuters



**Anthony M. Tocco**  
Chief Compliance Officer  
DTE Energy



**Michael A. Rogoff**  
Partner  
Kaye Scholer LLP



**James Weber**  
Professor of Business Ethics and Management  
Duquesne University



**Robert S. Rubin**  
Associate Professor of Management  
Kellstadt Graduate School of Business, DePaul  
University



**Simon Webley**  
Research Director  
Institute of Business Ethics



**S. Prakash Sethi**  
Founder and President  
Sethi International Center for Corporate  
Accountability (SICCA), Inc.



**Charlie Whitaker**  
Vice President, Compliance, Altria and  
Chief Compliance Officer, Phillip Morris USA



**Steve Sokolow**  
Vice President and Associate General Counsel  
Novartis Corporation



**Sharon White**  
Director, International Compliance Office  
Wyeth Pharmaceuticals



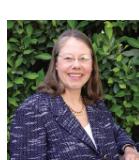
**Ken Stewart**  
Vice President and Chief Ethics and Compliance Officer  
Edison International



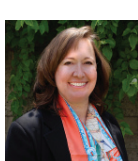
**Thomas I. White**  
Director, Center for Ethics and Business  
Loyola Marymount University



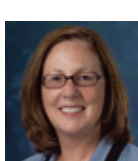
**Randall Stieghorst**  
Partner  
Language & Culture Worldwide, LLC



**Gretchen Winter**  
Executive Director, Center for Professional  
Responsibility in Business and Society  
College of Business, University of Illinois at  
Urbana-Champaign



**Lori Tansey Martens**  
President  
International Business Ethics Institute



**Nancy Thomas-Moore**  
Former Director, Ethics and Business Conduct  
Weyerhaeuser Company (ret.)

## Exhibition Schedule

**Wednesday, September 23**

**7:00 a.m. – 12:00 noon**

**3:00 p.m. – 7:00 p.m.**

**Thursday, September 24**

**7:00 a.m. – 12:00 noon**

**3:00 p.m. – 7:00 p.m.**

### **Network. Innovation. Fun.**

Attendees are welcomed to stroll through the exhibit hall, chat with exhibitors, and discover new products and services. Have your tote bag and business cards with you!

DIAMOND SPONSOR



#### **Booth #200**

##### **Daylight Forensic & Advisory LLC**

One Rockefeller Plaza  
New York, NY 10020  
[www.daylightforensic.com](http://www.daylightforensic.com)

#### **Contact:**

*Ellen Zimiles, Chief Executive Officer*  
E-mail: [ezimiles@daylightforensic.com](mailto:ezimiles@daylightforensic.com)  
Phone: 212.554.2602  
Fax: 212.554.2601

Daylight Forensic & Advisory is an international regulatory consulting and investigative firm specializing in financial investigations and forensic accounting, anti-money laundering consulting, regulatory compliance, forensic technology services, healthcare compliance, and fraud risk management. Daylight Forensic's professionals have unparalleled legal, law enforcement and Big Four accounting experience, letting the firm address almost any corporate or government investigation. Daylight has three U.S. offices and an EU-compliant electronic discovery lab and office in London from which it serves private and public clients around the world. Daylight is EU Safe Harbor Certified.

SILVER SPONSORS



#### **Booth #105 and #204**

##### **SAI Global**

101 Morgan Lane, Suite 301  
Plainsboro, NJ 08536  
[www.saiglobal.com/compliance](http://www.saiglobal.com/compliance)

#### **Contact:**

*Christine Mills, Senior Vice President*  
E-mail: [christine.mills@saiglobal.com](mailto:christine.mills@saiglobal.com)  
Phone: 609.955.5153  
Fax : 609.924.9207

SAI Global assists compliance, ethics, legal and risk management professionals build, manage and monitor compliance and ethics behavior and awareness through standalone or integrated solutions including risk assessments, Code of Conduct review and training, online awareness, and enabling technology to automate workflow and enhance reporting. With operations on three continents, SAI Global engages with more than 400 clients on global and local projects, in one or many languages, and in one or many risk areas.

SILVER SPONSORS



#### **Booth #209 and #211**

##### **Global Compliance, Inc.**

13950 Ballantyne Corporate Place, Suite 300  
Charlotte, NC 28277-2712  
[www.globalcompliance.com](http://www.globalcompliance.com)

#### **Contact:**

*Carl Wideberg, President, Global Sales*  
E-mail: [carl.wideberg@globalcompliance.com](mailto:carl.wideberg@globalcompliance.com)  
Phone: 800.876.5998  
Fax: 877.861.6715

Global Compliance™ is the leading provider of outsourced ethics and compliance programs. We currently serve greater than 2,300 clients including over one-half of the Fortune 100, one-third of the Fortune 500, one-third of the Fortune 1000 and nearly one-fourth of the Global 500. Our services include:

- Code of Conduct
- Ethics/Compliance Hotlines
- Case Management
- Analytics/Benchmarking
- Awareness Campaigns
- Online Training
- Instructor-led Training
- Ethics/Compliance Risk Assessments
- Ethics/Compliance Program Evaluations



**Booth #101**

**360training.com**

13801 North Mopac Suite 100  
Austin, TX 78727  
www.360training.com

**Contact:**

*April Thomas, Business Development Manager*  
E-mail: april.thomas@360training.com  
Phone: 512.583.2697/888.360.TRNG

Ethicalworkforce.com, a division of 360training.com, delivers strategic guidance and technology solutions to help companies meet enterprise ethics, compliance, learning, and training objectives. 360training.com services over 1,500 e-learning partners and has trained more than 3 million users worldwide.

Visit us at [www.ethicalworkforce.com](http://www.ethicalworkforce.com) or contact Andrew Hahn, Director of Ethics and Compliance, at 888-360-8771 to discuss your current training objectives. We can create a cost efficient and highly effective program to meet and exceed your organization's goals.



**Booth #205**

**Arboretum Technology, LLC**

651 Robinwood Court  
Wheaton, IL 60189  
www.arboretumtech.com

**Contact:**

*Helen T. McCullough, Founding Principal*  
E-mail: htmccullough@arboretumtech.com  
Phone: 630.665.1075  
Fax: 630.665.1073

Arboretum Ethics assists companies with the development and integration of their codes of conduct to increase awareness of ethical practices, modify behavior and encourage ethical outcomes to business actions. We use our proprietary methodology based upon Stakeholder Theory and Values Based Leadership to meet the client's plan for ethical action and leadership. We act with respect, dignity and integrity according to our values, and promote ethical decision making every step of the way.



**Booth #106**

**Compliance Concepts**

301 McCullough Drive, Suite 520  
Charlotte, NC 28262  
www.complianceconcepts.com

**Contact:**

*Scott Shillinglaw, Sales Manager*  
E-mail: sshillinglaw@ccius.com  
Phone: 800.617.0415  
Fax: 877.376.5437

Compliance Concepts, Inc. (CCI) was established to help organizations create a controlled environment that reinforces the commitment of the organization to compliance. This is accomplished by the utilization of CCI's ComplianceLine 24-Hour Reporting Hotline service. Complemented by C-Live case management and MyComplianceReport.com web-based reporting, CCI offers a customizable solution for your compliance program needs. Please visit us at [www.ComplianceConcepts.com](http://www.ComplianceConcepts.com).



**Booth #103**

**CooperGroup**

301 Monterey Drive  
Clinton, MS 39056  
www.coopergroupplc.com

**Contact:**

*Elaine Saxton, Principal*  
E-mail: esaxton@coopergroupplc.com  
Phone: 601.488.4262  
Fax: 601.510.9558

The CooperGroup provides strategic consulting and advisory services in the areas of ethics and compliance, fraud prevention and detection, and risk management. We partner with organizations to implement best practice solutions that promote transparency, ethical decisions, and compliance with legal and regulatory requirements. Our ethics and compliance services include program review; design and implementation; code of conduct development and update; ethics and compliance training and keynote presentations; communication and awareness programs; and best practice benchmarking. The CooperGroup: Ethical Foundations. Sustainable Success.



**Booth #112**

**Copyright Clearance Center**

222 Rosewood Drive  
Danvers, MA 01923  
www.copyright.com

**Contact:**

*Dave Kipp, Manager, National Sales*  
E-mail: dkipp@copyright.com  
Phone: 978.646.2412  
Fax: 978.646.8600

Copyright Clearance Center is the world's largest provider of innovative licensing solutions for the seamless sharing of knowledge. CCC's licensing services, combined with its Web-based applications and tools, allow tens of millions of people worldwide in corporations, universities, law firms and government agencies to use and share published information with ease. Visit [www.copyright.com](http://www.copyright.com) for more information.



**Booth #213**

**Corpedia**

2020 N. Central Avenue, Suite 1050  
Phoenix, AZ 85004-4576  
www.corpedia.com

**Contact:**

*Sally Riedel, Marketing Director*  
E-mail: sriedel@corpedia.com  
Phone: 602.712.9919  
Fax: 602.712.0019

Corpedia is the leader in program consulting, risk assessment and e-learning for ethics and compliance. We not only help drive a culture of ethics throughout your organization, but also provide a defensible plan in the event of malfeasance. We are experts in implementing measurable and effective online instructional programs and supporting compliance systems that help eliminate exposure and protect your organization. Corpedia has the industry insight, experience and expertise to implement a program that is exactly right for your business.



## DEVESYS

tracking and reporting systems

### Booth #207

**Devesys**  
PO Box 7783  
Madison, WI 53713  
www.devesys.com

**Contact:**  
*Jim Preysz, Vice President*  
E-mail: [jimp@devesys.com](mailto:jimp@devesys.com)  
Phone: 608.223.1311 x205  
Fax: 608.663.1332

Devesys offers TrakWeb, TrakEnterprise, and TrakBasic case management software to help you:

- manage case activity through the dashboard
- import information from your HR databases
- keep your data entirely behind your corporate firewall
- create presentation-quality standard and ad-hoc reporting
- customize and adapt to suit your particular and changing needs
- automate notifications to case managers, investigators, and actionees

TrakWeb is browser based and also available as hosted. TrakBasic and TrakEnterprise are client/server desktop applications.



### Booth #114

**Dow Jones & Company**  
P.O. Box 300  
Princeton, New Jersey 08543

**Contact:**  
*Robert Hughes, Risk & Compliance Specialist*

Dow Jones Anti-Corruption is a cost-effective, fixed price solution for preliminary anti-corruption due diligence. Information provided in this unique database includes:

- Detailed and accurate profiles of entities of heightened risk
- Up-to-date list of senior public officials, their relatives and close associates globally
- Government sanction lists and other official lists
- Details of high-profile criminals
- Access to the award-winning Dow Jones Factiva news archive

Find out more at: <http://www.fis.dowjones.com/products/antiCorruption.html>

# ethicsone<sup>1</sup>

**Booth #202**  
**Ethicsone**  
1725 S. Wooster Street  
Los Angeles, CA 90035  
www.ethicsone.com

**Contact:**  
*Steve Cohen, President*  
E-mail: [steve@ethicsone.com](mailto:steve@ethicsone.com)  
Phone: 310.435.1188

Ethicsone develops innovative and engaging training programs for large and small organizations. The company was founded by Steve Cohen and Greg Duffy, formerly of Ethics, Inc. With over a decade of experience our team creates manager led workshops, online training, and meetings featuring "Live Ethics" with The Second City. This Fall Ethicsone launches the breakthrough interactive Ethicsone Network featuring four new shows; The Ethics Diner, The Ethics Challenge, Across the Line, and Do the Right Thing.

## ethics•point

integrity at work

**Booth #217 and #219**  
**EthicsPoint**  
6000 Meadows Road  
Suite 200  
Lake Oswego, OR 97035  
www.ethicspoint.com

**Contact:**  
*Tom McNamara, Vice President of Sales*  
E-mail: [tmcnamara@ethicspoint.com](mailto:tmcnamara@ethicspoint.com)  
Phone: 866.297.0224  
Fax: 971.250.4125

EthicsPoint enables organizations to foster a business culture of integrity and compliance. We help our clients protect their culture and reputation by automating the business processes, from the reporting and identification of issues and events, to the subsequent investigation and resolution of behavior that may be inconsistent with their code of conduct. Over 2,000 organizations use our telephone hotline, web-based reporting and case management services as a critical component of their overall governance, risk and compliance efforts.



# Integrity.

**Booth #100**  
**Integrity**  
51 Sawyer Road  
Suite 510  
Waltham, MA 02453  
<http://i2c.com>

**Contact:**  
*Erin Boyle, Marketing Specialist*  
E-mail: [eboyle@i2c.com](mailto:eboyle@i2c.com)  
Phone: 781.891.9700  
Fax: 781.891.9701

Integrity's combination of products, services, and expertise, delivered in the countries and languages your employees require, provides an unmatched solution. Our tools and program metrics give you the ability to measure, manage, and report on program effectiveness. Building a world-class ethics and compliance risk management program requires significant resources. Partnership with Integrity is a cost-effective way to extend the reach of your program and to ensure that it is truly comprehensive and global. For more information about Integrity, please visit [www.i2c.com](http://www.i2c.com).



**Booth #223**  
**i-Sight**  
940 Belfast Road, Suite 201  
Ottawa, ON K1G  
[www.customerexpressions.com](http://www.customerexpressions.com)

**Contact:**  
*Ray Gerard, President*  
E-mail: [rgerard@customerexpressions.com](mailto:rgerard@customerexpressions.com)  
Phone: 450.455.8987  
Fax: 613.244.3303

i-Sight is customizable, web based software to manage investigations related to ethics, privacy, employee relations, data security, fraud, etc. Dashboards and an ad-hoc reporting tool enable you to create customized tabular or graphical reports and automatically distribute them via email. i-Sight also contains a flexible workflow engine to enable escalation notices for overdue or inactive cases, and ensure approval processes are being followed. Investigators use i-Sight to record all of their notes, activities, expenses and evidence in one central electronic case file.



**Booth #102 and #104**

**Kaplan Eduneering**

Corporate Compliance  
202 Carnegie Center, Suite 301  
Princeton, NJ 08540  
[www.kaplaneduneering.com/redhawk](http://www.kaplaneduneering.com/redhawk)

**Contact:**

*Jason B. Meyer, Esq., Chief Legal Officer and Senior Vice President, Ethics and Corporate Compliance*

E-mail: [jason.meyer@kaplan.com](mailto:jason.meyer@kaplan.com)  
Phone: 609.627.5306  
Fax: 609.627.5315

Kaplan EduNeering is a recognized global leader in ethics learning solutions and communication programs for companies around the world. Our unique combination of web-based technology, tools and online courses enables organizations to target specific compliance and ethics risk areas, such as U.S. Federal Sentencing Guidelines, FCPA, FAR and other compliance requirements. We help our clients improve performance, bolster customer loyalty and reduce the risks that threaten operations, financial condition and reputation.



**Booth #221**

**LexisNexis**

103 Frank Street  
Dayton, OH 45409  
[www.lexisnexis.com](http://www.lexisnexis.com)

**Contact:**

*Michael Samonas, Practice Area Specialist*  
Email: [Michael.Samonas@lexisnexis.com](mailto:Michael.Samonas@lexisnexis.com)  
Phone: 937.224.0228  
Fax: 937.865.1319

About LexisNexis: LexisNexis® ([www.lexisnexis.com](http://www.lexisnexis.com)) is a leading global provider of content-enabled workflow solutions designed specifically for professionals in the legal, risk management, corporate, government, law enforcement, accounting and academic markets. LexisNexis originally pioneered online information with its Lexis® and Nexis® services. A member of Reed Elsevier [NYSE: ENL; NYSE: RUK] ([www.reedelsevier.com](http://www.reedelsevier.com)), LexisNexis serves customers in more than 100 countries with 18,000 employees worldwide.



Littler Learning Group  
Compliance Training Solutions Worldwide

**Booth #214**

**Littler**

600 University Street  
Suite 3200  
Seattle, WA 98101  
[www.littler.com](http://www.littler.com)

**Contact:**

*Katherine Cooper Franklin, Shareholder*  
E-mail: [kfranklin@littler.com](mailto:kfranklin@littler.com)  
Phone: 206.381.4900  
Fax: 206.447.6965

The Learning Group, a division of Littler, helps employers effectively and engagingly comply with complex employment law requirements worldwide. Guided by organizational values, our ethics training suite teaches best practices that help reduce the risks of non-compliance while improving management responsiveness and employee performance. Emphasizing effective management and awareness, our ethics training has been implemented by clients globally to deliver the tools to create an ethical workplace with high productivity that is sustainable and rewarding for all its stakeholders.



**Booth #201 and #203**

**LRN**

1100 Glendon Avenue  
Los Angeles, CA 90024  
[www.lrn.com](http://www.lrn.com)

**Contact:**

*Kindra Bradley, Senior Marketing Manager*  
E-mail: [kbradley@lrn.com](mailto:kbradley@lrn.com)  
Phone: 310.209.5400  
Fax: 310.209.5401

LRN is dedicated to inspiring principled performance in business. LRN provides education and communication offerings; assessments, analytics and resources; and advisory services that help companies create cultures of sustainability, where corporate values guide how their people behave, relate and innovate in the workplace, communities and environment. Founded in 1994, LRN operates in more than 120 countries, with headquarters in Los Angeles and offices in New York, London, and Mumbai. For more information, visit [www.lrn.com](http://www.lrn.com).



Motion Picture Licensing Corporation

**Booth #110**

**MPLC**

5455 Centinela Avenue  
Los Angeles, CA 90066  
[www.mplc.com](http://www.mplc.com)

**Contact:**

*Sal Laudicina, President Licensing Division*  
E-mail: [slaudicina@mplc.com](mailto:slaudicina@mplc.com)  
Phone: 800.462.8855 x 3007  
Fax: 310.822.4440

The MPLC is an independent copyright licensing agency representing more than 400 Hollywood studios, independent, special interest, and foreign producers. The MPLC is the leader in motion picture copyright compliance across five continents and twenty-two countries, with more than 450,000 licensed locations worldwide. The MPLC licenses corporations to legally perform copyrighted motion pictures, and assists in the risk management of copyright infringement liability. We provide a simple, affordable, and comprehensive legal piece of mind solution.



**Booth #108**

**The Network, Inc.**

333 Research Court  
Norcross, GA 30092  
<http://tnwinc.com>

**Contact:**

*Angella Davis, Marketing Manager*  
E-mail: [AngellaDavis@tnwinc.com](mailto:AngellaDavis@tnwinc.com)  
Phone: 678.248.7216  
Fax: 770.441.3634

The Network, Inc. has provided clients with information lifecycle management services and addressed critical issues such as ethical culture, risk management and critical incident reporting for more than 25 years. Through a holistic integration of services such as information, incident and case management, reporting and analytics and employee communications, The Network helps thousands of organizations spanning every industry, including nearly 50 percent of the Fortune 500. For more information, visit [www.tnwinc.com](http://www.tnwinc.com), or call 800-357-5137.



**Booth #115**

**The Red Flag Group**

401 Bonham Trade Centre  
50 Bonham Strand  
Sheung Wan, Hong Kong

**Contact:**

*Jenna Kim, Director of Marketing & Strategic Relationships*

E-mail: [jenna.kim@redflaggroup.com](mailto:jenna.kim@redflaggroup.com)  
Phone: +852.8175.5629  
Fax: +852.3755.9742

The Red Flag Group provides advisory services, due diligence, e-learning and technology tools to develop, improve and manage Corporate Compliance Programs. Our services range from risk assessment, audit and investigation work to developing and implementing compliance programs, as well as conducting due diligence and integrity analysis on third parties in emerging markets. With offices in Hong Kong, China, Singapore, Dubai, London, and the USA, our team can assist on global issues.



**Booth #215**

**The Steele Foundation**

101 California Street, Suite 2450  
San Francisco, CA 94111  
[www.steelefoundation.com](http://www.steelefoundation.com)

**Contact:**

*Leslie McCarthy, Director*  
E-mail: [lmccarthy@wwsteele.com](mailto:lmccarthy@wwsteele.com)  
Phone: 415.354.3851  
Fax: 415.354.3853

STEELE is a global business advisory and risk management company and for two decades a provider of investigative, security and consulting services for multinational Fortune 500 companies, as well as small and mid-sized businesses, and family offices. With an international roster of top experts from a range of relevant disciplines, Steele sets the industry standard for innovative, professional and highly personalized crisis and risk management throughout the enterprise. Specialized local expertise includes intellectual property and due diligence investigations, compliance auditing, workplace stability, emergency response and executive protection. With regional offices in 16 strategic locations around the world and engagements in more than 90 countries, STEELE's solutions respond to the complexity of doing business in today's fluid, outsourced marketplace.



**Booth #116**

**World-Check**

Global Objectives Ltd.  
39 Dover Street, London  
[www.world-check.com](http://www.world-check.com)

**Contact:**

*Brendan Cohen, Head of Business Development, N. America & Caribbean*  
E-mail: [bcohen@world-check.com](mailto:bcohen@world-check.com)  
Phone: 214. 395.4523  
Fax: 214. 853.5872

Trusted by more than 3,800 institutions in over 160 countries, including 49 of the world's top 50 banks, World-Check offers an end-to-end solution for assessing, managing and monitoring financial, regulatory and reputational risks. World-Check's global database of Politically Exposed Persons and heightened risk individuals and organisations, Enhanced Due Diligence (EDD) reports, passport verification and country risk assessment tools provide the means to address the full spectrum of risk across all markets and industries. Represented across five continents, World-Check's international research team monitors emerging risks in more than 50 languages, covering over 240 countries and territories worldwide.

**Paula G. Hopping Adoradio**

Director, Ethics and Integrity  
UnitedHealth Group

**Billie Alban**

President  
Alban & Williams, Ltd.

**Therese Anne Alfara**

Director-Ethics & Employee Issues  
DTE Energy

**Jennifer Allison**

Assistant General Counsel and Director of  
Corporate Compliance  
EthicsPoint, Inc.

**Steve Alter**

Compliance Manager  
Allstate Insurance Company

**Leslie Altizer**

Senior Director of Benchmarking Services  
Ethics Resource Center

**Sirena Alvarez**

Web Software Application Developer  
Jet Propulsion Laboratory

**Paula Anderson**

Assistant Director, Communications  
Ethics and Compliance Officer Association

**Eduardo N.T. Andrade**

Global Compliance and Ethics Officer,  
Associate General Counsel  
Priceline.com Incorporated

**Sandra Angeles**

Manager, Ethics and Corporate Compliance  
Eastman Chemical Company

**Michele D. Ansbacher**

Vice President and Chief Business Ethics  
Officer  
Prudential

**Lothar Manfred Aucher**

Professor of Economics  
University of Applied Sciences Kaiserslautern,  
Zweibrücken

**Marilyn C. Backus**

Senior Consultant, Ethics and Compliance  
Alcoa, Inc.

**Nona Baird**

BNI Compliance Manager  
Bechtel National, Inc.

**Alicia Ballard**

Analyst  
Federal Bureau of Investigation

**Maxene M. Bardwell**

Internal Audit Manager  
Washington Suburban Sanitary Commission

**Jeff Benjamin**

Vice President and General Counsel,  
Litigation and Ethics and Compliance Officer  
Novartis Corporation

**James Berg**

Vice President, Ethics and Compliance  
Apollo Group, Inc.

**Karen E. Bermeo-Beas**

Senior Ethics Advisor  
Jet Propulsion Laboratory

**Crayton Berner**

National Account Manager  
EthicsPoint, Inc.

**Benisa Berry**

Ethics, Integrity and Compliance Management  
Systems Leader  
Kaiser Permanente

**Jim Bixler**

Vice President, Ethics & Compliance  
WellPoint, Inc.

**Gwyn Blanton**

Ethics Program Director  
Deloitte LLP

**Roz Bliss**

Corporate Administrator, Ethics and Business  
Conduct  
Northrop Grumman Corporation

**Karen Blum**

Director, Corporate Compliance and Ethics  
Apollo Group, Inc.

**Donna Boehme**

Principal  
Compliance Strategists LLC

**Andrea Bonime-Blanc**

General Counsel, Chief Compliance Officer  
and Corporate Secretary  
Daylight Forensic & Advisory, LLC

**Mark Boone**

Vice President, Compliance  
Stryker Spine

**Maria Borrero**

Ethics Officer  
Inter-American Development Bank

**Anthony Boswell**

Executive Director, Office of Compliance  
City of Chicago

**Stan Botts**

Commissioner  
Washington Suburban Sanitary Commission

**Christina Boyd-Smith**

Global Compliance Associate  
Boston Scientific Corporation

**Roberta M. Boykin**

Director, Americas Office of Ethics and  
Compliance  
Ernst & Young LLP

**Jacqueline E. Brevard**

Vice President and Chief Ethics and  
Compliance Officer  
Merck & Co., Inc.

**Harry Britt**

Manager, Ethics and Compliance  
El Paso Corporation

**Jeff Brockmann**

Manager, Ethics and Compliance  
Dynege Inc.

**Earnie Broughton**

Executive Director and Ethics Program  
Coordinator  
USAA

**Gary M. Brown**

Chair, Business Department  
Baker, Donelson, Bearman, Caldwell &  
Berkowitz, P.C.

**Barbara Bunker**

Professor of Psychology Emeritus  
University At Buffalo (SUNY)

**Keri Jean Burrows**

Corporate Ethics and Compliance Attorney  
Cameron

**Joanna Franklin Busvine**

Director, Internal Audit and Compliance -  
Europe  
Stryker Corporation

**Patty Butler**

Assistant General Counsel  
Time Broadcasting System, Inc.

**Craig Cash**

Director of Ethics and Business Conduct  
Lockheed Martin Corporation

**David Chandler**

University of Texas

**Garth K. Chandler**

Director, Business Ethics & Compliance  
Raytheon Technical Services Company

**Rick Chapman**

Senior Counsel  
Halliburton Company

**Nick Ciancio**

Chief Ethics Officer  
Global Compliance

**Stephen J. Cohen**

President and Founder  
EthicsOne

**Doris Ernestine Coleman**

Chief Compliance and Ethics Officer  
Morehouse College

**Maria Collado**

Office Assistant, Ethics Office  
Inter-American Development Bank

**Chris Collin**

Manager, Ethics and Compliance  
General Mills, Inc.

**M. Beth Colling**

Director, Ethics and Compliance  
The Babcock & Wilcox Company

**Cynthia Cooper**

Founder and CEO  
CooperGroup LLC

**Scott R. Cordes**

Senior Counsel  
Friedkin Companies, Inc.

**Louisa Keya Cresson**

Senior Attorney, Compliance  
Sunoco, Inc.

**Scott Currie**

Ethics Attorney  
U.S. Department of the Interior

**Barbara Ann Daggett**

Senior Director, Membership  
Catholic Charities USA

**Mark D. Dailey**

Chief Compliance Officer  
Flowserve Corporation

**Richard M. Daley**

Mayor  
City of Chicago

**Frank Daly**

Emeritus Chairman of the Board  
Ethics and Compliance Officer Association

**Vanessa D'Ambrosia**

Director, Compliance & Integrity  
Altria Client Services

**Nicole Dando**

Head of Projects  
Institute of Business Ethics

**Brian Daniels**

Compliance and Ethics Officer  
Travelport Inc.

**Keith T. Darcy**

Executive Director  
Ethics and Compliance Officer Association

**Angella Davis**

Marketing Manager  
The Network, Inc.

**Kristen Day**

Consultant  
World Bank Group

**Carolyn Deatherage**

Contracts Manager  
Devesys Technologies, Inc.

**Lani DeBenedictis**

Ethics Officer  
Jet Propulsion Laboratory

**Lonnie M. DeHart**

Ethics Analysis Senior Manager  
Lockheed Martin - MS2 Surface-SBMD  
Systems

**Peter Dignan**

Regional Director, Midwest  
LRN

**Jill M. Diorio**

Manager, Partner Network Ethics and  
Compliance  
Carnegie Mellon, Software Engineering Institute

**Nancy Doan**

Manager, Corporate Compliance and Ethics  
H-E-B

**Kelly M. Dolson**

Senior Manager  
Ernst & Young LLP

**Patrick Joseph Donovan**

Chief Compliance Officer  
Airbus SAS

**Daryl S. Douglas**

Case Manager  
Verizon Communications

**Joan Dubinsky**

Director of Ethics  
BAE Systems North America Inc.

**Keynan Dutton**

Regional Compliance Director, IST  
Compliance  
BP Products North America, Inc.

**Cindy L. Eaton**

Ethics Compliance Analyst  
Waste Management, Inc.

**Kathleen Edmond**

Chief Ethics Officer  
Best Buy

**Chris Elliston**

Director of Business Development  
Corpedia

**Daniel Elustondo**

Regional Ethics and Compliance Coordinator  
Shell Oil Company

**Cheryl R. Fackler Hug**

Vice President Legal, Chief Integrity and  
Compliance Officer  
Sun Microsystems, Inc.

**Wendy Fairman**

Corporate Compliance and Ethics Manager  
Boehringer Ingelheim Pharmaceuticals Inc.

**Ronald John Fanelli**

Senior Manager, Corporate Investigations  
Lockheed Martin Corporation

**Christopher M. Favo**

Supervisory Special Agent  
Federal Bureau of Investigation

**Lauren Ferrari**

Director, Office of Business Conduct  
Alcatel-Lucent

**Abby C. Fiorella**

Group Head, Global Compliance and  
Forensics  
MasterCard Worldwide

**Robert Foehl**

Director, Corporate Compliance & Risk  
Target Corporation

**Dean Allen Folk**

Internal Audit-Investigator  
Bechtel Corporation

**Katherine Cooper Franklin**

Shareholder  
Littler Mendelson, P.C.

**Bob Frisbee**

Ethics and Compliance Director  
Southern Company

**Rebecca Froelker**

Manager, Internal Audit  
Woodward Governor Company

**Joseph E. Gangloff**

Deputy Director, Office of Agency Programs  
U.S. Office of Government Ethics

**Harold Gardner**

Senior Vice President and Assistant to the  
Chairman  
DTE Energy

**Elisabeth Gehringer**

SVP & Corporate Compliance Officer  
Realogy Corporation

**Laurel B. Geise**

Executive Vice President and Chief  
Information Security and Compliance Officer  
First American Real Estate Information Services, Inc.

**Charlie J. Giesting**

Corporate Ethics Manager  
Rolls-Royce North America

**Patrick Gnazzo**

Senior Vice President and General Manager,  
U.S. Public Sector Business  
CA Inc.

**Jeannette Gold**

Business Conduct Officer  
Visa Inc.

**Eloy Gomez Villa**

Ethics Officer  
County of San Diego, Office of Internal Affairs

**Helen Goodwin**

Ethics Program Manager  
Bonneville Power Administration

**Wolfe Grand**

Western Region Director  
SAI Global

**Flo E. Gray**

Ethics and Compliance Specialist  
Dominion Resources Services, Inc.

**Alan G. Greenwood**

Compliance Officer  
Dow Corning Corporation

**Sherry Greer**

Director, Ethics and Integrity Programs  
Olin Corporation

**Alan Gross**

Vice President, Contracts & Compliance  
DRS Technologies, Inc.

**Steven Grubb**

Global Compliance & Ethics Director  
Diageo Plc

**Calvin Hagins**

Director for Compliance Policy  
U.S. Department of Treasury

**Kara M. Hahn**

Attorney and Sr. Legal Assistant  
Mortgage Guaranty Insurance Corporation

**Aaron Hall**

Corporate Compliance & Ethics Division  
Honda of America Manufacturing, Inc.

**Daniel Hall**

Assistant General Counsel and Compliance  
Growmark, Inc.

**Debra Halverson**

Manager, Ethics & Compliance  
Portland General Electric

**Barbara Hannigan**

Ethics Officer and Senior Compliance  
Counsel  
Public Company Accounting Oversight Board

**Patricia Harned**

President  
Ethics Resource Center

**Kevin Harrington**

Research Manager, Technology Development  
Hollister Inc.

**Anne Harris**

Staff Vice President, Ethics and  
Administration  
General Dynamics Corporation

**Janel Heilbrunn**

Assistant Director, Events  
Ethics and Compliance Officer Association

**Jennifer Heller**

Co-Chief Compliance Officer and Deputy  
General Counsel  
Comcast Corporation

**Keith Henderson**

Senior Counsel, Compliance  
Turner Broadcasting System, Inc.

**Martha Henderson**

Senior Director Business Ethics  
Quintiles Transnational Corp.

**Debra S. Hennelly**

Senior Knowledge Leader  
LRN

**Thomas A. Henzler**

Vice President and Corporate Compliance  
Officer  
McDermott International Inc.

**Maria Hermida**

Director, Global Compliance  
Citigroup, Inc.

**Nancy Higgins**

Chief Ethics and Compliance Officer  
Bechtel Group, Inc.

**Brenda Hildreth**

Director, Ethics and Compliance  
Baxter International Inc.

**Alison Hill**

Principal and Head of Global Consulting  
The Red Flag Group

**Shannan Hillier**

Manager, Compliance Systems  
Altria Client Services

**Kimberly Hintz**

Deputy Director, Ethics Office  
U.S. Department of the Interior

**Jon Hoak**

Vice President & Chief Ethics and  
Compliance Officer  
Hewlett-Packard

**Callie Denise Holland-Edwards**

Ethics and Diversity  
Waste Management, Inc.

**Pantea F. Holt**

Contracts Administrator  
BAE Systems

**Jeffrey Hoops**

Partner-Chief Compliance Officer  
Ernst & Young LLP

**Ann-Louise Howard**

Ethics Officer  
Lockheed Martin Corporation

**James Hoyt**

Vice President, Corporate Services  
Growmark, Inc.

**Pamela S. Hrubey**

Director, Global Compliance and Ethics  
Eli Lilly and Company

**Lisa J. Hubbard**

Director Business Conduct  
Sempra Energy

**Robert Hughes**

Risk and Compliance Specialist  
Dow Jones & Company

**Ellen M. Hunt**

Vice President Ethics & Compliance  
U.S. Foodservice

**George Hybarger**

Director - Business Ethics Resource Center  
Williams

**Jeff Ingalls**

Ethics and Compliance Program Associate  
AES Corporation

**Virginia Jackson**

Compliance & Ethics Specialist

**David Jadeski**

Compliance Officer  
Stryker Canada

**Susan John**

Ethics Officer  
United Nations

**Dawn Johnsen**

Project Associate  
Eli Lilly and Company

**Monica Lewis Johnson**

Director, Senior Attorney  
Burger King Corporation

**Pamela Johnson**

Director, Commercial Compliance  
Georgia-Pacific LLC

**Jeff Kaplan**

Partner  
Kaplan & Walker LLP

**Joel Katz**

Vice President, Associate General Counsel  
CA Inc.

**Frederick Thomas Kearney**

Regional Compliance Officer - Americas  
Schindler Management, Ltd.

**Patrick W. Kelley**

Assistant Director, Office of Integrity and  
Compliance  
Federal Bureau of Investigation

**Jae Woong Kim**

LG Electronics

**Michael Kim**

Director of Compliance and Assistant General  
Counsel - Compliance  
Ingersoll Rand

**Kimberly King**

Compliance Coordinator  
Georgia-Pacific LLC

**David Kipp**

National Licensing Manager  
Copyright Clearance Center

**Mohammad A. M. Kisubi**

Head, Ethics Office  
African Development Bank

**Margie J. Krabacher**

Local Ethics Officer  
Goodrich Corporation

**Joseph Kroupa**

Ethics Office Associate  
International Monetary Fund

**Yvette Kruggel**

Director, Ethics  
Freddie Mac

**Mary Kullman**

Chief Governance Officer  
The Laclede Group, Inc.

**Kenn Kurtz**

Chief Executive Officer  
The Steele Foundation

**Barbara Kuryk**

Vice President, HSSE Compliance  
BP plc

**Kevin Lam**

Ethics and Compliance Associate  
McDermott International Inc.

**Alfred Lamarre III**

HR Business Partner  
McCain Foods USA, Inc.

**Doug Larson**

Director of Sales  
EthicsPoint, Inc.

**Sal Laudicina**

Vice President, Media Relations  
Motion Picture Licensing Corporation

**Cheongseok Lee**

Senior Manager  
LG Electronics

**Alice Legander**

Business Conduct Compliance Education  
Training  
Lockheed Martin Corporation

**Carmel Liberman**

Manager - Board Services  
Wisconsin Energy Corporation

- Amy Lilly**  
Director, Associate Relations  
Friedkin Companies, Inc.
- Jean C. Liu**  
Assistant General Counsel  
U.S. Foodservice
- Cynthia Lobikis**  
Ethics Officer  
Bath Iron Works Corporation, a division of  
General Dynamics Corporation
- Joe Lockwood**  
Director, Business Ethics & Compliance,  
Power Generation Group  
The Babcock & Wilcox Company
- Matthew Adam Longano**  
Corporate Ethics Officer  
Citizens Financial Group
- Skip Lowney**  
Senior Project Manager and Ethics Officer  
Ethics Resource Center
- Curtis Lu**  
Senior Vice President and Deputy General  
Counsel, Chief Ethics and Compliance Officer  
Time Warner Inc.
- Thomas C. Lubben**  
Senior Vice President, Audit, Compliance,  
Security  
BCBS IL, TX, NM, OK
- Roxane MacGillivray**  
Ethics Investigator  
Lockheed Martin Corporation
- Ellen Louise MacGran**  
Associate Director, Compliance Programs  
Kraft Foods, Inc.
- Norma Machich**  
Compliance Manager  
Altria Client Services
- Vera Malone**  
Vice President, Compliance Operations  
Blue Cross Blue Shield of Illinois
- Tara A. Mancinelli**  
Ethics Technology, Outreach and Training  
Lockheed Martin Corporation
- Peter E. Mann**  
Global Compliance Officer  
Thomson Reuters
- Elizabeth L. Maraist**  
Group Compliance Director  
McDermott International Inc.
- Michael Marrero**  
Senior Staff Administrator, Corporate  
Compliance and Ethics Office  
Honda of America Manufacturing, Inc.
- Nina Martin**  
Ethics & Compliance & Employee Concerns  
Program Manager  
Bechtel Systems Infrastructure, Inc.
- Stephen Russell Martin II**  
General Counsel & Chief Ethics Officer  
Corpedia
- Tim C. Mazur**  
Chief Operating Officer  
Ethics and Compliance Officer Association
- Courtney McBurney**  
Partner  
Alston & Bird LLP
- Mark A . McClendon**  
Group Counsel  
Avery Dennison
- Helen T. McCullough**  
Founding Principal  
Arboretum Technology, LLC
- Ellen McIntire**  
Manager, Ethics Education and  
Communication  
Raytheon Company
- Robin C. McLaurin**  
EED/Ethics Officer  
McDermott International Inc.
- Kelli McTaggart**  
Senior Counsel  
Time Warner Inc.
- Mark Medina**  
Procurement Compliance and LEO  
Goodrich Aerostructures Group
- Jason Mefford**  
Vice President Business Process Assurance  
Ventura Foods, LLC
- Marcia Melancon**  
Shell Ethics and Compliance Office  
Shell Oil Company
- Phebe Methuselah**  
Compliance Manager  
Stryker Corporation
- Rielle I. Miller Gabriel**  
Senior Ethics Analyst  
Lockheed Martin Corporation
- Christine Mills**  
Senior Vice President  
SAI Global
- Rebecca Mills**  
Ethics Assistant  
International Monetary Fund
- Virginia Mims-Michalec**  
Compliance Specialist  
Dominion Resources Services, Inc.
- Perry Minnis**  
Emeritus Board Member  
Ethics and Compliance Officer Association
- Maureen Mohlenkamp**  
Deputy Ethics Officer, Principal  
Deloitte LLP
- Sozeen Mondlin**  
Associate General Counsel and Director of  
Compliance  
The MITRE Corporation
- Paul Monnin**  
Partner  
DLA Piper
- Susan Montgomery**  
Project Manager IV  
The Coca-Cola Company
- Karen Handelsman Moore**  
Director, Compliance  
Philip Morris International
- Linda Morales**  
Project Analyst  
Southern California Edison
- Antoine Moujaes**  
Compliance Officer  
Stryker Trauma
- Ann C. Mulé**  
CGO, AGC and CS  
Sunoco, Inc.

**Nina M. Mulrooney**

Senior Vice President General Auditor  
The Penn Mutual Life Insurance Company

**Jay C. Mumford**

Ethics and Compliance Program Director  
Accenture

**Patrick G. Murphy**

Business Practices/Compliance Officer  
Pratt & Whitney Rocketdyne

**Martin Murray**

Chief Executive Officer  
The Association of Compliance Officers in  
Ireland

**Stephen Naughton**

Vice President of Compliance  
PepsiCo, Inc.

**Azuwuike Ndukwu**

Director, Business Practices Americas  
United Technologies Corporation

**Tracy Ann Nelson**

Specialist - Ethics  
The Babcock & Wilcox Company

**Crystal Newman**

Senior Business Analyst  
UnitedHealth Group

**Elmer D. Nitura**

Corporate Governance Officer  
Smart Communications Inc.

**Anne Nobles**

Vice President and Chief Compliance Officer  
Eli Lilly and Company

**Kirsten Nordblom**

Associate Director, External Relations, Center  
for Ethics and Business  
Loyola Marymount University

**Ted Nunez**

Senior Consultant, Ethics & Corporate Com-  
pliance  
Kaplan EduNeering

**Jeffrey Oak**

Vice President, Corporate Responsibility  
Officer  
Bon Secours Health System, Inc.

**Bob Olson**

Director, Member Services and Education  
Ethics and Compliance Officer Association

**Gail Ostrowski**

Manager - Compliance and Business Ethics  
Kellogg Company

**James O'Toole**

Daniels Distinguished Prof. of Business Ethics  
Daniels College of Business, University of  
Denver

**Matthew B. Pachman**

Vice President, Compliance, Ethics and  
Business Practices  
Freddie Mac

**Rick Packard**

Compliance Director  
American Family Mutual Insurance Company

**Richard Paice**

Chief Legal Officer and Chief Compliance  
Officer  
Sojitz Corporation of America

**Dave Palmer**

Director of Ethics & Business Conduct  
Lockheed Martin Corporation

**George Parkhurst**

Internal Audit Manager  
Bechtel Jacobs Company LLC

**Tim Pawlak**

Ethics Officer  
General Dynamics C4 Systems

**Michael Pedersen**

Head  
World Economic Forum Partnering Against  
Corruption Initiative (PACI)

**Carrie Penman**

Vice President  
Ethical Leadership Group, a Global  
Compliance Company

**Alice Peterson**

Chief Ethics Officer, Compliance Americas  
SAI Global

**Barbara J. Petitti**

Ethics Program Manager  
General Dynamics Corporation

**Edward Petry**

Vice President  
Ethical Leadership Group, a Global  
Compliance Company

**Jackie Phillips**

Director, Ethics and Compliance  
Spectra Energy Corporation

**Fred Piccirillo**

Vice President of Internal Audit and Corporate  
Ethics Officer  
L-3 Communications Corporation

**Lynn A. Pierce**

Attorney  
Federal Bureau of Investigation

**Damonica Michelle Pierson**

Ethics and Compliance Manager  
Shell Oil Company

**John S. Pistle**

Deputy Director  
Federal Bureau of Investigation

**Susan M. Ponce**

Senior Vice President and Chief Compliance  
Officer  
Halliburton Company

**William Prachar**

Partner  
Compliance Systems Legal Group

**John S. Precious**

Sr. Ethics & Compliance Officer  
The Babcock & Wilcox Company

**Kathy Anne Press**

Corporate Ethics Program Director  
L-3 Communications Corporation

**Steve Priest**

President  
Ethical Leadership Group, a Global  
Compliance Company

**Jenny Proctor**

Compliance Officer  
Russell Investments

**Willem J. Punt**

Associate Director - Organizational Ethics  
Development  
The Ethics Institute of South Africa

**Amy Rademacher**

Ethics Officer  
Chemonics International

**Jack W. Radke**

Chief Ethics Officer  
UnitedHealth Group

**Gerardo Hilomen Ramiro**

Corporate Governance Officer  
PLDT Global Corporation

**David A. Raney**

Ethics Officer  
Verizon Communications

**Maria Lourdes Castro Rausa-Chan**

Chief Governance Officer  
Philippine Long Distance Telephone Company

**Spencer J. Ray**

Ethics Manager  
Arizona Public Service Company

**Y. Stella Raymaker**

Director, Ethics and EEO Compliance  
Waste Management, Inc.

**Patricia L. Records**

Ethics/Ombuds Senior Program Advisor  
United Space Alliance

**Jane Reeves**

Vice President and Associate General  
Counsel  
Thomson Reuters

**Garrett W. Reich**

Director, Ethics and Business Conduct  
MillerCoors

**Canetta Ivy Reid**

Director, Global Ethics Office  
ConocoPhillips

**Andrew E. Reisman**

Senior Manager  
Ernst & Young LLP

**Helen Respass**

Counsel  
Sojitz Corporation of America

**Carolyn Richard**

Compliance Auditor  
Shell Oil Company

**Ann Marie Rink**

Ethics Analst  
Raytheon Company

**Clara Rios**

Project Manager  
Southern California Edison

**Brent Robbins**

Senior Counsel  
General Mills, Inc.

**Eliza Roberts**

M.B.A. Candidate  
The George Washington University

**Mary-Lisa Roche**

Senior Legal Counsel, Ethics and Compliance  
Office  
Shell Oil Company

**Marlys Hartley Roehm**

Corporate Counsel  
CH2M Hill

**Dian Rogers**

Ethics Advisor  
Spirit AeroSystems, Inc.

**Angie Rohrer**

Compliance Manager  
Stryker Instruments

**Alysa Christmas Rollock**

Vice President for Ethics and Compliance  
Purdue University

**Mary Roodkowsky**

Special Adviser, Ethics  
UNICEF

**Michael Rooney**

Vice President of Sales  
Integrity Interactive Corporation

**Randy Rortved**

Risk and Control Manager  
Goodrich Aerostructures Group

**Andrea Ruchelman**

Director, Ethics and Business Conduct  
DRS Technologies, Inc.

**Sharon Ryan**

Associate General Counsel, Corporate Law  
International Paper

**George Sammet, Jr.**

Emeritus Member  
Ethics and Compliance Officer Association

**Art Sanders**

Vice President Compliance Monitoring  
Zurich Financial Services

**Marla Sanders**

Director of Corporate Compliance  
Humana Inc.

**Paula Sanford**

Manager, Internal Audit  
Bechtel Corporation

**Steve Scarpino**

Global OpenTalk Director  
BP International Ltd

**Paul Schafer**

Laboratory Auditor & Director of the Audit and  
Oversight Department  
Lawrence Livermore National Laboratory

**Charles Scher**

Senior Counsel  
Dominion Resources Services, Inc.

**Cynthia Schneeberger**

Ethics Officer  
Lockheed Martin Corporation

**Brian Sears**

Director - Ethics Services Office of Ethics and  
Business Conduct  
Lockheed Martin Corporation

**Daisy Seebach**

Consultant  
World Bank Group

**Joe Sepesy**

Deputy Director, Global Ethics and  
Compliance  
The Dow Chemical Company

**Scott Shillinglaw**

Sales Manager  
Compliance Concepts, Inc.

**Patrick Shipwash**

Manager, Investigations and Helpline  
Southern California Edison

**Christopher Simone**

Strategic Sales Executive  
LRN

**Karen L. Sims**

Ethics & Business Conduct Sr. Manager  
Lockheed Martin Missiles & Fire Control

**Tia Smallwood**

Vice President, Marketing and Product  
Management, Compliance Americas  
SAI Global

**Glyn Smith**

Principal  
CooperGroup LLC

**Linda Jean Smith**

Corporate Secretary  
Waste Management, Inc.

**Susan L. Smith**

Ethics and Compliance Administrator  
McDermott International Inc.

**Steve Sokolow**

Vice President and Associate General  
Counsel  
Novartis Corporation

**Janice Solarz**

Director, Ethics and Compliance  
Motorola, Inc.

**Michael E. Solt**

Dean, College of Business Administration  
California State University, Long Beach

**Maria Sonin**

Assistant Director, Member Services  
Ethics and Compliance Officer Association

**Linda Soranno**

Vice President and Deputy General Counsel  
General Mills, Inc.

**Liza M. Spruill**

Executive Assistant to the Director of Ethics  
and Compliance  
The Babcock & Wilcox Company

**Tamara Starnes**

Global Ethics and Compliance Program  
Specialist  
Procter & Gamble

**Gail F. Stevens**

Administration Manager  
The Babcock & Wilcox Company

**Kenneth Stewart**

Vice President and Chief Ethics and  
Compliance Officer  
Edison International

**Georgianna Streeter**

Ethics Officer  
Los Angeles World Airports

**Kimberly Strong**

Vice President, Chief Ethics and Compliance  
Officer  
AOL LLC

**Scott E. Sullivan**

Vice President, Group Counsel - Global Trade  
and Strategic Transactions  
Flowserve Corporation

**Win Swenson**

Partner  
Compliance Systems Legal Group

**Martin L. Taylor**

Vice President  
Center for Corporate Ethics

**April Thomas**

Business Development Manager  
360 Training.com

**Bryan Lee Thomas**

Lead Ethics Advisor  
USAA

**Diane E. Thomas**

Compliance & Ethics Investigations Manager  
Boston Scientific Corporation

**Laura Jean Thomas**

Compliance Training Officer, NA  
Shell Trading Co.

**Torrence Thomas**

President  
TRT Consulting

**Nancy Thomas-Moore**

Former Director, Ethics and Business  
Conduct (ret.)  
Weyerhaeuser Company

**Jeremy Tilney-Bassett**

Head of Risk Management and Internal  
Control  
Airbus SAS

**Charlotte Tkatch**

Compliance Officer  
Stryker Medical Quebec

**Anthony Michael Tocco**

Chief Compliance Officer  
DTE Energy

**John C. Tompson**

WW VP HCC/FCPA/GCC/Privacy  
Johnson & Johnson

**Jacki Trevino**

Assistant Director, Global Ethics and  
Compliance  
Dresser, Inc.

**Sherry A. Turpin**

Ethics Analyst Senior Staff  
Lockheed Martin Corporation

**Craig L. Ulmer**

Operations Manager, Compliance Leadership  
Team  
The Babcock & Wilcox Company

**Marco Ermitano Umali**

Corporate Governance Executive  
Philippine Long Distance Telephone Company

**Coeni Van Beek**

Global Leader, Ethics and Business Conduct  
PricewaterhouseCoopers

**Norbert A. Van Den Berg**

Vice President Compliance and Risk  
Gate Gourmet Americas

**Camiel Van Der Heijden**

Director, EMEA Legal Affairs  
Eastman Chemical Company

**Scott W. Ventrella**

Managing Director  
Center for Corporate Ethics

**Sarah A. Waldman**

Vice President, Ethical Practices  
BlueCross BlueShield of Nebraska

**Judith M. Walker**

Vice President of Regulatory Affairs/Chief  
Compliance and Ethics Officer  
BlueCross BlueShield of Minnesota

**Courtney Wallize**

Corporate Director, Ethics and Business  
Conduct  
Northrop Grumman Corporation

**Simon Webley**

Research Director  
Institute of Business Ethics

**Michael Wein**

Sales Director  
World-Check

**Donna Wells**

Corporate Compliance and Records  
Management  
UIL Holdings Corporation

**Charles N. Whitaker**

Vice President, Compliance  
Altria Client Services

**Kimberly White**

Director - Employee Business Ethics and  
Senior Corporate Counsel  
Underwriters Laboratories Inc.

**Thomas White**

Director, Center for Ethics and Business  
Loyola Marymount University

**Barbara Whitten**

Ethics Associate  
Arizona Public Service Company

**Brigitte M. Wilds**

Compliance Director for Policy, Education and  
Training  
GlaxoSmithKline

**Irene Wills**

Director, Ethics and Compliance  
Flowserve Corporation

**Don Wilson**

Manager, Legal, Ethics and Compliance  
Investigations  
Raytheon Company

**Nancy Wine**

Director of Communications, Research, and  
Government Affairs  
Ethics and Compliance Officer Association

**Gretchen A. Winter**

Executive Director, Center for Professional  
Responsibility in Business and Society  
University of Illinois At Urbana-Champaign

**Laura A. Wittenauer**

Ethics and Compliance Officer  
Eli Lilly and Company

**Janice Wong**

Senior Compliance Consultant  
PG&E Corporation

**Jesse K. Wright**

Compliance Training Specialist  
Altria Client Services

**Divina Gracia Cabildo Yap**

Compliance Attorney  
PLDT Global Corporation

**Kristie Yeager**

Compliance Auditor  
Koch Supply & Trading

**Andrea Young**

Ethics and Compliance Consultant  
Allstate Insurance Company

**Janis Young**

Process Manager, Ethics Office  
Humana Inc.

**Michael Young**

Counsel, Compliance and Ethics  
Anadarko Petroleum Corporation

**Ellen Zimiles**

Co-Founder and Chief Executive Officer  
Daylight Forensic & Advisory, LLC

**Jeff Zimmerman**

Senior Vice President Deputy General  
Counsel, Chief Compliance Officer  
Time Warner Cable

**Michael E. Zychinski**

Chief Ethics and Compliance Officer  
Deloitte LLP

# Business Reality 2010

If one thing is clear, it's that organizations today recognize that they need to do more in order to gain and keep the trust and confidence of the public.

SAI Global understands how each of the compliance, risk management and ethics decisions you make interrelate to enable organizational success and sustainability. Our more than one thousand clients around the world enhance corporate value with our award-winning training and communication programs, information services, compliance and risk management technology, and helpline, ethics reporting, and case management solutions.

Visit us at Booths #105 and 204 to learn more about our new approaches that provide you more flexibility and choice.



[www.saiglobal.com/compliance](http://www.saiglobal.com/compliance)



# UnitedHealth Group®



Proud to be a Silver Sponsor of the 2009 ECOA Annual Business Ethics & Compliance Conference



# WE KNOW WHERE TO LOOK. AND WE KNOW HOW TO FIND IT.

With thousands of third parties, documents, and transactions, it's easy to miss something that poses bribery and corruption risk. But not with the experience and expertise of Daylight. Through skilled analysis, effective investigations, and the strategic application of industry leading technology, we can create the customized plan that will identify your risk. Before the government does.

daylightforensic.com  
info@daylightforensic.com  
NEW YORK | WASHINGTON | MIAMI | LONDON

©2009 Daylight Forensic & Advisory LLC

DAYLIGHT  
FORENSIC & ADVISORY

MANAGE WITH INSIGHT.®

