
AFTER FRAUDS**INTERNAL INVESTIGATIONS**

We are accustomed to gathering information when allegations arise internally, working quickly with in-house and outside counsel toward making an informed decision such as firing an employee, filing a lawsuit or referring the matter to a regulatory or law enforcement body. Sometimes, of course, our investigations clear up allegations and prove that no wrongdoing has occurred.

In addition to working with our own in-house computer-forensic experts, we employ or work closely with some of the leading investigative accountants and questioned-documents professionals in the world. We know how to retrace fraudsters' steps, how to uncover hidden relationships among businesses and people, and how to "follow the money."

We are particularly experienced at pursuing allegations of employee misconduct involving:

- ▶ Embezzlement
- ▶ Kickbacks
- ▶ Fraud
- ▶ Conflicts of interest
- ▶ Discrimination and harassment
- ▶ Leaks and other misappropriation of intellectual property

Assisting Outside Counsel

We often report to outside counsel who are themselves experienced at conducting internal corporate inquiries. We use written to-do lists, interview templates and other mechanisms to make sure we operate under counsel's direction and control.

These investigative attorneys—many of them former prosecutors and regulators—use the Mintz Group to extend their reach in a variety of ways:

- ▶ We bring an investigative approach to the search for relevant deleted material in hard drives and computer systems. (The Mintz Group's computer forensics Team is headed by Kevin Treuberg. Kevin has more than a decade of experience in both the public and private sectors and he holds the EnCase Certified Examiner (EnCE) certification.)
- ▶ We use computer-forensic and other methods to reconstruct a detailed chronology of what particular employees did during particular time periods.
- ▶ We have substantial expertise in evaluating and following up on anonymous tips about internal wrongdoing and other issues.
- ▶ We have developed a cost-effective way to analyze telephone records and to identify the "owners" of tele-

phone numbers, even if several years old. This often provides key links to collaborators outside the company.

- ▶ We “second chair” interviews that lawyers conduct internally and then reach out ourselves to former employees, vendors or other outsiders who have no reason to cooperate.
- ▶ We look all over the world for people and money that have gone missing.

In Parallel with Government Investigations

The Mintz Group is experienced and adept at conducting investigations at the same time that criminal and regulatory authorities are looking into the same matters.

Our work often helps fulfill a client's obligation to get the facts (regardless of where other investigations end up).

Monitorships

The Mintz Group has been brought in by companies as a monitor after an internal or government investigation has raised questions about some employee, department or aspect of its business.

In some of these cases, we are assigned to report not only to the company but to a law enforcement agency or court, in a role sometimes referred to as “private inspector general.” For example, the Mintz Group has recently been monitoring an elevator company after the company came under investigation for bribery; we report the results of our work to the New York City Department of Investigation as well as to the company itself.

Jim Mintz was a founding director of the International Association of Private Inspectors General and continues to serve on its board.