



**Andrew Foose, J.D.**, Vice President with Advisory Services, is a former senior trial attorney in the U.S. Department of Justice's Civil Rights Division, Employment Litigation Section, where he was hired under the Attorney General's Honor Program. He and a colleague brought the Justice Department's first workplace "pattern or practice" sexual harassment case. Andrew is recognized among the country's leading experts on conducting lawful and effective internal investigations and has trained thousands of attorneys, compliance officers, auditors and human resource professionals on best-practice investigative techniques and on how to write effective, comprehensive investigative reports. He currently works with organizations ranging from large multi-national companies to smaller non-profits to assess their ethics and compliance programs and to provide guidance on ways to enhance program effectiveness and efficiency. He is a graduate of Harvard University, Princeton University, and Columbia Law School.