

# Workplace Trends: Investigations and Whistleblowing

## SPEAKER BIOGRAPHIES



**Judith A. Biggs, Esq.**  
**Partner, Holland & Hart LLP**

Ms. Biggs chaired Holland & Hart's employment practice group for 5 years, from 1998 through 2003. She defends employers in employment related litigation and advises employers on a variety of employment law topics, such as complying with the Americans with Disabilities Act and Family and Medical Leave Act, drafting and enforcing covenants not to compete and confidentiality agreements, drafting employee handbooks and policies, conducting internal investigations, compliance with wage and hour laws, implementing drug testing programs, developing internal dispute resolution systems, and reducing the risks of litigation. She has represented a wide variety of employers in the litigation and mediation of employment disputes, particularly disputes involving claims of discrimination and sexual harassment. She also has extensive experience in training both managers and non-managers, on how to comply with employment laws that may differ from one jurisdiction to another.

Ms. Biggs is a board member for the Employment Law Alliance and chair of the Employment Law Subcommittee of the Construction Law Section for the Colorado Bar Association. She is an appointed member of the Federal Labor Standards Legislation Committee and Family and Medical Leave Act Committee of the ABA Section of Labor and Employment Law; and the Center for Public Resources, Employment Disputes Committee. Ms. Biggs is also co-editor of Colorado Employment Law Letter, a monthly newsletter on Colorado employment law.



**Eugene F. Ferraro, CPP, CFE, PCI**  
**Chief Executive Officer and Founder, Business Controls, Inc.**

Eugene Ferraro has been a corporate investigator for more than 24 years. A specialist in investigating employee dishonesty, substance abuse and criminal activity in the workplace, he has conducted thousands of investigations for employers in the United States. He also is a published author and speaks frequently on the topics of workplace investigations and crime in the workplace.

Mr. Ferraro is a frequent book critic for Security Management and authored Undercover Investigations in the Workplace, which is currently used as a textbook by universities and law enforcement agencies across the country. He has just completed his eighth book, Investigations in the Workplace.

Mr. Ferraro is board certified in Security Management (CPP designation) by ASIS International (formerly the American Society of Industrial Security) and has served as the chairman of its Workplace Substance Abuse Council. He is currently the program advisor for its Asset Protection Course II. He is a member of the Association of Certified Fraud Examiners and is a Certified Fraud Examiner (CFE) and faculty member. He holds a Professional Certified Investigator (PCI) designation and is a member of the National Council of Investigation and Security Services (NCISS).



**Steve Foster, CPP, PCI**  
**President, Business Controls, Inc.**

Steve Foster is a former law enforcement officer with more than 23 years of experience. His diversified background combines law enforcement, consulting, technology and training skills. He specializes in risk management, corporate compliance and violence prevention. Mr. Foster lectures frequently on ethics and corporate compliance programs, convergence of technology and security, employee dishonesty, crimes against the business and workplace investigations.

Mr. Foster is board certified in security management (CPP designation) and in case management for internal investigations (PCI designation) by ASIS International. He serves as the Chairman on the ASIS Business Practices Council and is one of only four ASIS CPP review course instructors nationally.

Mr. Foster currently serves on the Board of Directors and Co-Chairs the membership committee for the Colorado Software and Internet Association; he is also an active member of the Public Policy and Economic Development Committee. He is also the senior editor for the security newsletter, SecurityNewsletters.com.

### **Michael Horwith, Electronic Legal**

Michael Horwith has over 25 years experience in management and technology. He was a nationally known database developer and architect who gave hundreds of technical presentations and speeches from 1982-1995. Among other companies, he founded Financial Dynamics (FDI), one the largest and most advanced software development companies on the east coast. In the past three years, he has personally managed over 40 computer forensic investigations in a wide variety of litigation and delivered dozens of Continuing Legal Education Seminars on electronic discovery.

Mr. Horwith is a Certified Computer Examiner, and a member of the International Society of Forensic Computer Examiners.