



## MRG Investigation and Remediation Services

### *How can your organization benefit by using MRG for investigations?*

Investigations have become a key component to an organization’s credibility and reputation. Employers must demonstrate that they take complaints seriously and respond immediately. Poorly handled investigations can cause poor morale and a lack of trust in management. However, properly handled investigations can repair relationships and provide key insights into culture improvements that can help your organization be more dynamic and more focused on its goals.

### MRG’s Investigation Team of Experienced Professionals

#### Mary Egan, PI



- MRG Founding Partner
- Licensed Private Investigator, Qualified Manager
- AWI Founding Member, Board of Directors
- Expert Witness & Labor Relations Negotiator
- AWI – former Legislative Chairperson

#### Fred Deltorchio, JD



- Member of the California Bar Association
- Former Police Chief
- Former City Manager
- College Teaching Credential - Police Liability and Harassment Prevention

#### Martha Wilson, JD



- Member of the California Bar Association
- Former Deputy County Counsel
- Former Human Resources Director (SPHR)
- Law school Professor and Director of Institutional Research
- Trained in Advanced Mediation Practices

#### Lisa Sullivan, PI



- Licensed Private Investigator, Qualified Manager
- CA POST Certified Background Investigator
- Title V and Title IX certified
- AWI Member
- Former Human Resources and Administrative Services Director

#### Ren Nosky, JD



- Member of the California Bar Association
- Practicing Attorney
- Former City Attorney
- General Counsel for special districts and public agencies

#### Theresa Phillips, PI



- Licensed Private Investigator, Qualified Manager
- Human Resources Investigation Specialist
- Expert in Investigation Workflow Analysis
- Certified Professional Coach
- Years of experience in healthcare and high-tech sectors

#### Rudy Escalante, PI



- Former Police Investigator
- FBI National Academy graduate
- Master’s Degree in Public Administration
- Board chair for Janus, drug & alcohol treatment center
- CA Police Chiefs Association Law Committee

#### Eric Rozenoff, PI



- Former Law Enforcement Investigator
- Developed Advanced Safety Officer Program
- Governor’s Employee Safety Award recipient
- Expert in Investigations specializing in fraud, embezzlement and administrative processes

#### Michelle Fitzer, PI

- Former HR Director and City Manager
- Investigator experienced in EEOC filings, FLSA suits and disciplinary matters

#### Darlene Rhodes, AWI-CH

- Former HR Director and Assistant City Manager
- Specializes in complex classification and compensation matters

MRG is proud to offer investigation services known for:

- Consistency, effectiveness and efficiency
- Implementing a collaborative framework in complex matters with Security, IT, Human Resources, Legal and Compliance
- Mitigation of risk by following a consistent practice in prescribed protocols
- Establishment of greater trust and credibility in management

## About MRG

MRG, LLC is an experienced, full-service consulting firm dedicated to assisting clients in attaining their strategic goals. MRG was founded in 2009 by highly skilled and broadly experienced professionals. Our consultants have hundreds of years of combined experience working to address corporate and government challenges.

MRG consultants are independent contractors, most of whom have held executive and upper management positions. Our team of investigators has a breadth of experience in workplace investigations including POBOR, FBOR, harassment, discrimination and other employment-related complaints.

All MRG investigators have at least five years of experience conducting workplace investigations including allegations of discrimination, sexual harassment, whistle-blower claims, retaliation, employee misconduct, and other similar employment-related complaints including interaction with DFEH and EEOC. Our firm is also capable of addressing and resolving the challenging workplace issues that often initiate allegations – and we are proud of our success rates in post-investigation relationship mending and resolution.

**“THE (INVESTIGATION) REPORT IS THOROUGH AND ADDRESSES NUANCES AND DISCREPANCIES IN A CLEAR MANNER. I WANT TO THANK [MRG] FOR ITS GREAT EFFORT AND WORK THROUGH THIS CHALLENGING INVESTIGATION”**  
~ ATTORNEY CLIENT

## More MRG Training Opportunities

**Building a High Trust Workplace** ~ We all know a respectful, high trust workplace when we see it, but how do we build it into our daily efforts and how can you contribute to making it your reality? A high trust workplace does not just happen. It is cultivated by the desire and commitment of every team member to extend trust and act in a trustworthy manner. During this training, participants look at the communication patterns that lead to disrespect and loss of trust. Participants practice simple tools to proactively engage in respectful dialogue that supports respect, inclusion, well-being, engagement and team performance.

**Coaching for Excellence!** ~ This 3-day intensive training program teaches your managers and leaders to engage their employees by using a coaching style of leadership. Proven to be extremely effective for enhancing employee engagement, coaching is a specialized skill that requires both passion and practice.

**The Leadership Challenge** ~ This is a world-class, 2-day intensive program that includes 360 feedback and is aimed at the upper level leaders and culture shapers within your organization. Our most popular program among public and private sector executives.

**Leadership Transformation Training Program** ~ This series takes the “long view” on leadership development. The training equips leaders with the skills and tools necessary to engage their teams, prioritize and plan the most important work, and drive results. Leaders meet monthly over an 8 – 10 month period for a learning session followed by a virtual workshop that supports leader in putting one new skill per month into action.

**Supervisory Academy** ~ Pick and choose from over 12 individual half day workshops to create a program of your choice aimed at your entry and mid-level supervisors and managers. Leaders will help them make the leap to leadership and get work done through others.

To learn more about our services, visit [www.Solutions-MRG.com](http://www.Solutions-MRG.com) or contact us at (866) 774-3222