

REPORT OF INVESTIGATION

TO: The Special Committee of the NPR Board of Directors

FROM: Grace E. Speights
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DATE: February 19, 2018

SUBJECT: Report of Independent Investigation into Allegations of Sexual Harassment at NPR

EXECUTIVE SUMMARY

The Special Committee of the NPR Board of Directors retained Morgan Lewis to conduct an independent investigation to determine what management knew about allegations of sexual harassment by Michael Oreskes, the former Senior Vice President of News; when management became aware of such allegations; and what, if anything, management did when it learned about the allegations. In the context of this investigation, the Special Committee also requested that we review past complaints of sexual harassment and how they were handled, and NPR's processes and procedures for reporting, investigating, and responding to complaints of sexual harassment in order to make recommendations for process improvements going forward.

Morgan Lewis conducted a two-month investigation as requested by the Special Committee. The results of the investigation are set forth in this report. In summary, there was a flag raised about questionable conduct by Mr. Oreskes during the hiring process. Once hired, flags were raised as early as October 2015. Additional flags were raised in the spring of 2016 through October 2017. Various members of management and legal knew about these flags at various points in time between October 2015 and October 2017. Attempts by several members of management and legal to counsel Mr. Oreskes about his inappropriate behavior were unsuccessful.

With respect to NPR's processes and procedures for reporting, investigating, and responding to complaints of sexual harassment, our investigation revealed that there are areas that can be improved. We have set forth our recommendations later in this report.

REPORT OF INVESTIGATION

I. Background

This investigation was commissioned following reports of sexual harassment and the subsequent termination of former Senior Vice President (SVP) of News, Michael Oreskes. The primary questions presented in this investigation with respect to the allegations against Mr. Oreskes are (1) when did NPR leadership first learn of the allegations and (2) what action, if any, was taken in response to the allegations. While the circumstances leading to the retention of our firm center on Mr. Oreskes, our investigation was not limited to Mr. Oreskes or any other individuals.

During the course of our investigation, we received a significant amount of feedback about the perception of a culture at NPR that favors men. In almost all cases, this feedback did not relay allegations of sexual

Example Fraud Investigation Report

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Fraud Investigation Reports in Practice Petter Gottschalk, 2022-10-19 Investigation reports are written by fraud examiners after completion of internal reviews in client organizations when there was suspicion of financial wrongdoing. Fraud examiners are expected to answer questions regarding what happened when it happened, how it happened, and why. This book presents a number of case studies of investigation reports by fraud examiners, offering a framework for studying the report as well as insights into convenience of fraud. The case studies, including KPMG and PwC, focus on two important subjects. First, convenience themes are identified for each case. Themes derive from the theory of convenience, where fraud is a result of financial motives, organizational opportunities, and personal willingness for deviant behaviors. Second, review maturity is identified for each case. Review maturity derives from a stages of growth model where the investigation is assigned a level of maturity based on explicit criteria. The book provides useful insights towards approaching fraud examinations to enable better understanding of the rational explanations for corporate fraud. The book is framed from the perspective of private policing, which contextualizes how investigation reports are examined. This book is a valuable resource for scholars and upper level students researching and studying auditing and investigation work in the corporate and public sectors. Business and management, as well as criminal justice scholars and students, will learn from the case studies how to frame a white collar crime incident by application of convenience theory and how to evaluate a completed internal investigation by fraud examiners.

The Privatization of Fraud Investigation Petter Gottschalk, 2019-09-19 This book discusses privatization of law enforcement in relation to suspected corporate crime and recommends guidelines for successful fraud examinations. There is a growing business for global auditing and local law firms to conduct internal investigations at client organizations when there is suspicion of white collar misconduct and crime. This book reflects on the work by these private fraud examiners in terms of an evaluation of their investigation reports. The book brings an original theoretical and methodological approach to investigations of white collar crime. It develops the theory of convenience as an explanation for motive, opportunity, and willingness to commit and conceal white collar crime. This theory is then related to the case studies. Structured in such a way as to allow the reader to use the text as a nonsequential reference source or guide to a set of connected issues, the book illustrates the practice of privatization by cases and presents guidelines for successful fraud examination. As an investigation can lead to conviction and incarceration, this privatization of crime investigation feeds into the larger issue of privatization of policing. The work will be a valuable resource for students, academics, and practitioners working in the areas of Criminal Justice, Corporate Law, and Business.

[Personal Information: Key Federal Privacy Laws Do Not Require the Information Resellers to Safeguard All Sensitive Data](#) , **Fraud Investigations in Litigation and Dispute Resolution Services** Ronald L. Durkin, 1997 **Fraud Investigation Methods** Joseph T. Wells, 2002 [Clearinghouse Review](#) , 2002 *Fraud Examination for Managers and Auditors* Jack C. Robertson, 2003-12 Forensic

auditing criminology law and fraud schemes with audit methodologies for preventing and detecting fraud **Final Report** Santa Cruz County (Calif.). Grand Jury,1979 **Fraud Examination** Joseph T. Wells,1992-03-23 Fraud examination is a specialized methodology for resolving allegations of wrongdoing The author states that traditional auditing techniques are insufficient for uncovering fraud in business and government and offers an alternative approach Fraud examination consists of specialized knowledge from four fields accounting and auditing investigation law and criminology Each of these fields are covered in detail as they relate to fraud and white collar crime thereby increasing the knowledge necessary to fight the ever increasing fraud problem The professional interested in uncovering or documenting fraud must not only know how to discover it in the books and records He or she must know how to recognize fraud symptoms how to obtain evidence take statements and write reports to testify to findings and to assist in the prevention and detection of fraud According to most authorities fraud in business and government is at an all time high The responsibilities of the auditor and accountant to detect and deter fraud and white collar crime are increasing and yet they catch few frauds before devastating losses occur In the view of Joseph T Wells this is because accountants and auditors wrongfully assume fraud can be detected and prevented through traditional audit techniques Instead the author suggests that auditors accountants and loss prevention professionals must find a new approach Fraud examination is defined as the skills necessary to resolve allegations of fraud from inception to disposition to obtain evidence take statements and write reports to testify to findings and to assist in the detection and prevention of fraud Fraud examination consists of specialized knowledge from four fields accounting and auditing investigation law and criminology The book begins with a section on criminology which explains the various theories of why some persons commit crimes and others do not A special emphasis is given to the theories of the white collar offender The next section law gives the reader a broad knowledge of the courts how they operate and the various procedures for proving fraud matters It also details the various criminal and civil statutes by which fraud offenders are punished The third section auditing provides the reader with specific techniques to examine books and records for fraudulent activity Net worth analysis a methodology for proving ill gotten gains is explored in detail The final section investigation provides techniques on how best to obtain information through interview methods It also covers confidential sources of information as well as writing reports in fraud related cases This book is specifically designed for the person who not only wants to know about fraud but what to do with it in the event it is suspected **Criminal and Civil Tax Fraud** Darrell McGowen,1986 **Report** Commonwealth Shipping Committee,1912 *Investigative Reports* ,1982 Collection of articles representing a cross section of the Center s work for the year *The Encyclopedic Digest of Tennessee Reports* Thomas Johnson Michie,1906 **Legislative Documents, Comprising the Department and Other Reports, Made to the Senate and House of Representatives During the Session of ...** Pennsylvania,1883 Daily Labor Report ,2006-06 United States of America V. White ,2000 Message of the Governor Transmitting Report of Commissioner Lindsay Rogers New York

(State). Commissioner Appointed to Examine and Investigate the Administration of the Department of Labor,1929

Administration Reports Ceylon,1928 Includes reports of the government agents of the various districts as well as reports of departments Annual Report of the Office of Insurance Fraud Prosecutor for Calendar Year ... New Jersey. Office of Insurance Fraud Prosecutor,2008 *Report of Lindsay Rogers, as Commissioner Under Section 8 of the Executive Law, Known as the Moreland Act, "to Examine and Investigate the Administration of the Department of Labor of the State of New York"*. New York (State). Commissioner to examine and investigate the administration of the Department of labor,1928

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