

*Trust, Ethics,
Experience*

MEZA LAW

Ethics & Compliance

Our attorneys are former federal prosecutors who have regulatory knowledge and understanding of the federal, state, and local rules in place to assess the effectiveness of ethics and compliance programs.

The firm has experience in providing compliance program evaluation and development, as well as program monitoring and training. Our attorneys have drafted best in class policies, procedures, and company code of ethics guides for clients.

We are skilled investigators who are practiced in conducting sensitive internal investigations of allegations of violations of business codes of conduct, conflicts of interest, and public disclosure violations, among others.

In addition, we have served as a federally appointed court monitor responsible for overseeing compliance with a court mandated consent-decree.

Our attorneys are client-focused, aggressive, and adept at identifying early solutions. We focus on assisting our clients in remaining in compliance with all laws and regulations and in the event of any inquiries, obtaining the most favorable outcome with minimal impact on our clients business and reputation.



CELIA MEZA
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Celia is a Certified Compliance & Ethics Professional (CCEP)[®] with expertise in ethics, compliance and investigations. She has served as the Chief Compliance Officer for both a privately owned and public corporation where she conducted compliance program reviews and drafted compliance policies and procedures as well as business code of conduct manuals. Celia is a former federal prosecutor who served in the Northern District of Illinois, where she regularly conducted and oversaw investigations into potential violations of federal criminal statutes. In addition, Celia served as the Deputy Inspector General of Investigations for the City of Chicago Office of Inspector General where she managed all investigators responsible for investigating allegations of waste, fraud, and misconduct for the City of Chicago.



RICARDO MEZA
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Ricardo is an experienced investigator who has conducted numerous confidential investigations for private entity clients, corporations, and public universities. He served over 10 years as an Assistant United States Attorney where he led and supervised hundreds of government investigations. In addition, as Executive Inspector General, the state's top watchdog, Ricardo oversaw a staff of Assistant Inspectors General and Investigators and oversaw the State of Illinois' ethics program as well as the activities of over 175,000 state employees from over forty agencies, nine public state universities, and over four hundred state boards and commissions.



**LAYLA
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Layla is an expert in non-profit and healthcare compliance. She is skilled in HIPAA and behavioral health regulations. In addition, she has served as a federally appointed court monitor responsible for overseeing compliance with a court mandated consent decree in the Northern District of Illinois in the case of Burgos v. DCFS. Layla is also a national leader in Title VI of the Civil Rights Act Meaningful Access Compliance.