

EARNING FREEDOM



Justin Paperny and Mossimo Giannulli

In this era of mass incarceration, the US government frequently responds with a heavy hand. The saying holds that when all you have is a hammer, every problem looks like a nail. Even when civil charges would be more appropriate, prosecutors sometimes indict. When those problems arise, smart people hire our team. We engineer effective mitigation strategies that help our clients achieve better outcomes. Then we execute on plans that enhance client prospects for the highest levels of liberty, at the soonest possible times. Ask about our work with Mossimo Giannulli.

EC Eric Creizman
✎ 1 review 📍 US



✓ Invited

Aug 19, 2021

Outstanding Mitigation Specialists

The team at Compliance Mitigation has been invaluable in helping me to prepare my client for sentencing. The Compliance Mitigation group provides excellent suggestions for mitigation strategies, advises the client with respect to prison placement and programs, and assists in preparing a proposal to the judge for alternative sentence to incarceration which includes specific community service work. One very helpful aspect of their work was in assisting the client in preparing a letter to the judge in advance of sentencing. As a lawyer, when I tend to draft these letters, they often end up reading too lawyerly. The team at Compliance Mitigation helps the client find his or her voice and convey the client's voice in the letter. The team is responsive and conscientious.

People interacting with the criminal justice system want better outcomes.

- When non-criminogenic people face charges, they desire a lower sentence.
- Prison administrators prefer digital content that teaches and inspires people in prison without threatening the security of the institution.
- Individuals going into the Bureau of Prisons may want to create pathways that enhance prospects for early release.
- Upon release from prison, at the soonest possible time, individuals may want to travel, resolve community-service hours, or work independently.
- Individuals may need a plan to enhance prospects for a commutation petition, or for a parole hearing.
- Business leaders may want to enhance prospects for their companies to qualify for non-prosecution or deferred-prosecution agreements.
- Business leaders may want to create compliance programs that lower the likelihood of government investigations.
- Businesses may want to open employment prospects for qualified people that once served time in prison.
- Universities and continuing education programs may want seminars, workshops, or keynotes that help people understand the ancillary consequences of mass incarceration.



Michael Santos
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We can help!

My name is Michael Santos. A series of bad decisions during the recklessness of youth put me in the crosshairs of the criminal justice system. When I was 20, I broke the law. I went to trial. A jury convicted me. A judge sentenced me to a term that required me to serve 9,500 days in federal prison. During that journey, I served time in federal prisons of every security level, and in every institution, I made exceptional progress, emerging strong, with my dignity intact.

Success through the system does not happen by accident. It requires deliberate planning and exceptional execution. In an effort to help people, institutions, and businesses get the best outcome, we've created a series of entities that specialize in delivering excellence. Visit our various platforms to learn which of our products or services can help you.





Millions of people tune into the Dr. Phil programs to get insight on how they can cope with crisis. When the Varsity Blues scandal broke, Dr. Phil reached out to our team. Justin spent more than two hours with Dr. Phil to help his audience understand the nuances of white-collar crime. He spoke about the importance of preparing. It's never too early, and it's never too late to prepare for better outcomes. Our team helps non-criminogenic people prepare before sentencing, and get the highest levels of liberty, at the soonest possible time.



Mark Harmon

1 review US



Invited

Mar 29, 2021

These people are simply the best

These people are simply the best. They will always respond to your calls and questions and make you feel at ease. They know what they are talking about and will take you through it step by step. Could not have made it without them. Invaluable! Sam is amazing.

"Tale of Two Young Men", a famous Wall Street Journal letter by Martin Conroy, told the story of two young men who graduated from the same college. After 25 years, they returned to the college to celebrate their reunion. Those two men learned that the same company employed them both, with one difference: one of the men managed a small department, while the other served as the company's president.

What made the difference?

According to Conroy, the difference lies in what each person knows and how he or she makes use of that knowledge.

Our team strives to help people who are going through a crisis.

My name is Justin Paperny. In 2005, I was a 30-year-old financial professional, serving as a vice president at UBS. I oversaw approximately \$200 million in assets. Then, I made a decision that led to a government investigation. I didn't understand. I didn't know what to do or where to turn for guidance.

My lack of knowledge resulted in a series of bad decisions that led to charges of conspiracy to commit securities fraud, mail fraud, and wire fraud.

A federal judge sentenced me to serve 18 months. That conviction led to the loss of my livelihood, and to my loss of hope.

When I surrendered to prison, I met Michael Santos. We became friends. While I was new to prison, Michael had been incarcerated for longer than 20 years.



Justin Paperny
JP@WhiteCollarAdvice.com

Together, Michael and I began crafting a business plan that would help other non-criminogenic people get a better understanding of how to prepare for better outcomes.

Upon my release, in 2009, I launched our business. We have a series of websites and YouTube channels that serve more than 1 million people.

Get the full story by downloading a free copy of LESSONS FROM PRISON. Simply visit our site: WhiteCollarAdvice.com/lessons-from-prison-book

We show people how to craft mitigation strategies that help their lawyers argue for better outcomes.

Make decisions that lead to the best possible outcomes.

MITIGATION AT EVERY STAGE OF THE JOURNEY:



1. VISUALIZE BEST OUTCOMES;
2. PUT PLANS IN PLACE;
3. SET PRIORITIES
4. CREATE TOOLS, TACTICS, & RESOURCES;
5. EXECUTE THE PLANS.

WHO IS EARNING FREEDOM?

Earning Freedom is the parent company of Prison Professors, Compliance Mitigation, and White Collar Advice. We're also a sponsor of the Prison Professors Charitable Corporation. We strive to improve outcomes for people at every stage of the criminal justice system. Every member of our team has served time in prison, and we emerged successfully. Our motto: "We did the time so you won't have to." Learn more by contacting us today.

WHAT WE DO:

- We bring teams of formerly incarcerated people together to solve problems.
- We create digital content to help business leaders avoid government investigations.
- We offer guidance and consulting to help people going into the system prepare for lower sentences and advanced release dates.
- We create digital courses to teach and inspire people in prison.
- We offer services that create jobs and resources and resolve systemic problems within the criminal justice system.

WHY WE DO IT:

As Mahatma Gandhi advised, every person on our team strives to be the change that we want to see in the world. We know that success requires planning and execution. We've been through the challenges, and we're passionate about creating meaningful solutions. Our clients include prison systems, law firms, business leaders, and individuals that want to prepare for the earliest possible release, with the best possible outcomes.

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scott laney

✎ 1 review 📍 US



✔ Invited

Apr 8, 2021

Eternally grateful - thank you for everything

The experience with Michael and his team has been nothing short of amazing. They have exceeded our expectations at every point throughout the process.

Being involved in a government investigation can be one of the most challenges experiences in someone's life. Around every corner is an unknown - and then comes the regret of learning more and wishing you handled any given step of the process differently.

Michael has an ability to see around corners, know what is coming, and help his clients take the best course of action at any time in the process.



Wendy Finley

✎ 1 review 📍 US



✔ Verified

Jan 27, 2021

White Collar Advice is the "A" Team

After watching my loved one nearly sink into the abyss of despair and depression in anticipation of his upcoming sentencing hearing, I witnessed White Collar Crime change the course of events of his legal struggle into a victory for our family--in one week.



Steve Hodge

✎ 2 reviews 📍 US



✔ Invited

Jan 27, 2021

I am pleased to write this review of...

I am pleased to write this review of Justin Paperny and his team at White Collar Advice and Compliance Mitigation. Justin and his team helped ensure I had a positive outcome at my sentencing—that sentencing ensured I avoid going to federal prison.

Sam Mangel owned an insurance brokerage with dozens of employees. When federal agents investigated one of his workers, they also scrutinized Sam. Federal agents believed that Sam should have known what that employee was doing. The Department of Justice offers guidance on how executives can qualify for non-prosecution or deferred-prosecution agreements. Sadly, Sam never knew about that process and neither did his lawyer. Sam deluded himself into believing that he'd receive a fine, probation, or home confinement. Not knowing how to prepare for sentencing, Sam showed up in his best suit and crossed his fingers. His family sat in the courtroom as the judge scolded Sam for his utter lack of preparation. When the gavel came down, the judge sentenced Sam to the maximum term: 60 months in federal prison. Federal marshals handcuffed Sam and led him away. Sam's family reached out to White Collar Advice for help. The WCA team coached Sam through the next steps. The result: Sam transitioned to home confinement after serving 22 months at the federal prison camp. Immediately, he joined our team. Now Sam uses his experience to help people avoid his mistakes and achieve a better outcome.



Sam Mangel
Sam@WhiteCollarAdvice.com



Lawrence "Larry" Hartman
Lawrence@ComplianceMitigation.com

While studying at Columbia Law School, Lawrence "Larry" Hartman served as an editor for the Columbia Business Law Review. He devoted his legal career to real estate, securities, and corporate law at prestigious New York firms like Milbank Tweed and Coudert Brothers. In 2004, Larry cofounded Global Resource Advisors to capitalize on his expertise in financing start-up companies. Despite precautions, Larry found himself in the crosshairs of a criminal investigation. A grand jury returned a 36-count indictment resulting in a wave a negative press. Larry later pled guilty and received a 120-month sentence. While incarcerated, Larry used his unique skill set to teach and inspire others. Larry helped people see how wise choices can lead to a life of meaning, relevance, and dignity. During his sixth year in federal prison, Larry's mitigation strategy paid off. He transitioned to home confinement and joined the White Collar Advice team. Today, Larry talks to clients about his personal experience with government investigations, civil inquiries, extradition, plea agreements, sentencing, and the various stages of confinement.





Dr. Gerard W. Bryant

During his nearly four-decade psychology career, Dr. Gerard Bryant has worked in a wide variety of clinical settings including non-profit, government, higher education and private sectors. He has provided individual and group therapy, crisis intervention and psychological assessment services. He has an extensive background in forensic psychology, substance abuse, suicide prevention, and stress management. For White Collar Advice, Dr. Bryant consults with clients to prepare credentialed psychological reports.

Dr. Bryant is currently the Director of the Counseling Services Center at John Jay College. He began this position in August 2014 after working 22 years for the Federal Bureau of Prisons.

He started his career in Corrections at the United States Penitentiary (USP), Lewisburg, Pennsylvania as a Staff Psychologist and was subsequently promoted to Chief Psychologist at Metropolitan Detention Center (MDC), Brooklyn, and USP Lewisburg. Dr. Bryant then served as the Northeast Regional Psychology Services Administrator for 17 years. In this position he supervised over 200 mental health professionals, including doctoral level psychologists and masters-level therapists providing psychological services in 18 federal prisons.

In 2008, Brad Rouse pleaded guilty to a drug conspiracy charge and spent one year at the Metropolitan Detention Center (MDC) in Brooklyn. After his release, Brad started speaking about trauma, addiction recovery, and jail in New York City venues including the John Jay College of Criminal Justice. Brad first met Michael Santos through the Prison Professors podcast then started working for White Collar Advice in 2018. Today, Brad helps defendants, and their families prepare personal narratives and character reference letters prior to sentencing.

As an award-winning theater artist, Brad directed the world premiere of Billy Porter's one-man show at the Public Theater in New York City. Brad's stage work, featured on CBS (60 Minutes II) and NPR (All Things Considered), included premieres by multiple Tony, Drama Desk, Emmy, and Golden Globe winners and nominees. For ten years, Brad assisted Broadway legend Hal Prince on new work by Stephen Sondheim, Andrew Lloyd Webber, Carol Burnett, and others on Broadway, at Lincoln Center, and the Kennedy Center. In 1995, Brad graduated from Harvard College with a B.A. in English, also winning the Sudler Prize for the most outstanding artistic achievement.



Brad Rouse
Brad@WhiteCollarAdvice.com



Greg Kling

✎ 1 review 📍 US



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Feb 5, 2021

Good Compliance Saves Money and Heartache!!!

My name is Greg Kling and I have known Justin Paperny for a little over three years. Justin has been a crucial and invaluable resource for our accounting students at USC. Not only do we assign his book, Ethics in Motion, as part of the core curriculum in the graduate and undergraduate Ethics for Accountant courses, but we ask Justin to come back each year to meet with our students and share his experiences and wisdom directly with them. I have seen that students have a much better understanding of the dangers of white collar crime and how to stay ethical after hearing from Justin. I wholeheartedly endorse Justin and his team at Compliance Mitigation!!!



Mike Brothers

✎ 1 review



✔ Invited

Jan 27, 2021

Worth Every Penny...Lessons for Life

My family hired Justin Paperny and talked/worked with Michael Santos to help understand and move through a federal investigation that impacted our entire family. Our discussions resulted in a dramatic shift in strategy that both saved us numerous headaches, but also resulted in a better outcome. The advice we received, while not always what we wanted to hear, was always spot-on. While I personally was not investigated, their advice has driven future decisions of mine with regards to proactive steps that have kept the reputation of both my wife and I beyond reproach, despite ending up in some atypical situations that could have ended poorly. If you are concerned about any potential federal investigation or unethical activities, you cannot pick up the phone fast enough.



Mike Berlon

Mike@PrisonProfessors.com

After earning a law degree from Georgia State University, Mike Berlon became a criminal defense attorney and the Chairman of the Democratic Party of Georgia. Bad business decisions resulted in federal charges and a 63-month prison term. After 49 months in jail, Mike served the remainder of his sentence on home confinement. Mike helped establish the Prison Professors Charitable Corporation, an IRS-authorized non-profit. With Mike's help, we've published resources to help people going through any phase of the criminal justice system. We've received purchase orders from the Department of Justice, the federal judiciary, federal probation, the Federal Bureau of Prisons, California Department of Corrections and Rehabilitation, juvenile facilities, universities, and school districts. Mike helps clients make amends and build a new life, no matter what bad choices they made in the past. He coaches clients on post-conviction issues like employment, housing, reputation management, plus access to credit and banking services. Our entire team works with Mike to improve outcomes for justice-involved clients and their families.

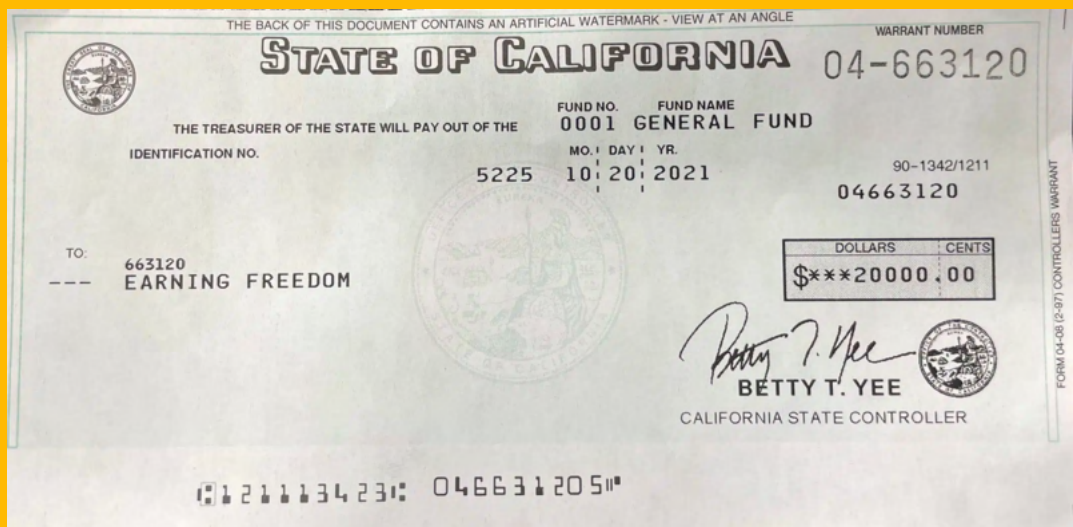
Denise earned a bachelor's degree in mathematics and a master's degree in educational leadership. She completed coursework toward a doctorate degree and co-authored a textbook. Then, unfortunately, authorities began an investigation which led to a criminal charge for Denise. The criminal proceedings sent Denise into a tailspin. She lost her career and had to reinvent herself while she prepared for sentencing. Denise discovered White Collar Advice and became a client. Prior to her sentencing hearing, Denise expected the judge would send her to prison. The judge surprised everyone by sentencing Denise to probation—Denise's preparatory work paid off. Denise made such an impression that we invited her to join our team. She now serves our team as editor and content creator, assisting our clients with writing projects.



Denise Nunley

Denise@ComplianceMitigation.com

Our nonprofit offers courses to teach and inspire more than 100,000 people each year



Michael Santos began his post prison career as an investor, an entrepreneur, and also as a professor at San Francisco State University.



CDCR: \$20,000 DONATION

In 2017, Dr. Brant Choate—a leader with the California Department of Corrections and Rehabilitation—wanted to inspire more people to work toward preparation for success upon release. Having familiarity with the programming resources our team at Prison Professors makes available, Dr. Choate asked our team if we could offer resources that his teachers could use to teach and inspire people in prison.

It takes a great deal of courage for people in the corrections profession to work with people that once served time in prison. We're grateful for the support we received from Dr. Choate and his team at the CDCR.

Since signing that original licensing agreement with CDCR, our team of formerly incarcerated people has produced more than 200 hours of educational content. Every person serving a sentence in the state of California prison system now has access to courses that Prison Professors creates. All of those courses work together to teach and inspire people in prison.

With our history of serving sentences and emerging from prison successfully, every person on our team feels a sense of duty. We strive to show people that decisions made at every stage in the journey influence prospects for success on the other side—when they return to their families and communities.

In the fall of 2021, our for-profit company, Earning Freedom, received a \$20,000 payment toward the licensing agreement from the State of California. Our for-profit company donated 100% of that check to the Prison Professors Charitable Corporation. Each year, our for-profit company will donate at least \$100,000 to support the Prison Professors Charitable Corporation.

We're grateful to sponsors that work with us to improve the outcomes of America's prison system.

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SUCCESS! After Prison



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