



FDM★

**Risk,
Regulation &
Compliance**



Contents

Risk, Regulation and Compliance (RRC) Services	03
Core Service Offering	03
FDM Pods	04
Optimisation Service	04
Consultant Experience	05
Appendix: Case Studies - Tailored Programmes	06

Risk, Regulation and Compliance (RRC) Services

FDM has the capability to provide a pipeline of diverse Risk, Regulation and Compliance talent, enabling our clients to access the skills needed to support both short- and long- term objectives.

Our consultants undergo rigorous training designed to mirror real-world business challenges and best practices across various RRC functions. Our highly professional, energetic and forward-thinking consultants are skilled in functions including KYC, due diligence, client onboarding, recertification and offboarding, as well as anti-money laundering and financial crime.

A diverse group of subject matter experts within FDM's internal service delivery team provides our service offering. Our unique model provides scalable resources to client sites globally working across Operations, Risk, Regulation and Compliance. Our clients have the ability to transition the consultants to full-time employees following their two years with us. Collaborating with FDM enables our clients to retain knowledge and skills whilst adding a diverse mix of experienced professionals to their permanent talent pool.

FDM Pre-Deployment

To understand the scope of work, FDM meets with the client to understand their needs and to make any necessary adjustments to specific training requirements, allowing a successful execution.

Mobilisation/Delivery

Our clients can have access to RRC consultants as well as the senior service delivery team throughout the process allowing for an effective and efficient transition onto the client site. We maintain ongoing communication with our clients to monitor performance and to understand shifts in business needs.

RRC Core Service Offering

FDM's subject matter experts are able to deliver our RRC core service offering, detailed below. This service includes, but is not limited to management oversight, streamlining processes, tooling recommendations and MI reporting, tailored to meet client requirements.



FDM Pods

Our Agile Pods consist of small groups of multidisciplinary consultants, all collaborating on a model client requirement. Our RRC stream runs a number of Agile Pods focused on implementing Regulatory Change projects, where our consultants are tasked with considering the impact of several regulations on the operations of a fictitious bank. The challenges of implementing Dodd Frank, LIBOR, and SFTR whilst ensuring compliance across trading systems, managing challenging stakeholders and remaining within strict budgets and tight timelines are key elements to the projects. An FDM Product Owner acts as the client interface for outcomes and delivery, providing our consultants with a chance to be challenged in practical on-site scenarios, adding value for their next client engagement.



Optimisation services

FDM can build reporting modules to compliment the RRC process. We have the ability to integrate into proprietary platforms and can work with external utility providers such as Fenergo, Appian, Collibra, and PEGA to develop talent with niche, in-demand technical skills which will enable us to be responsive to industry developments.

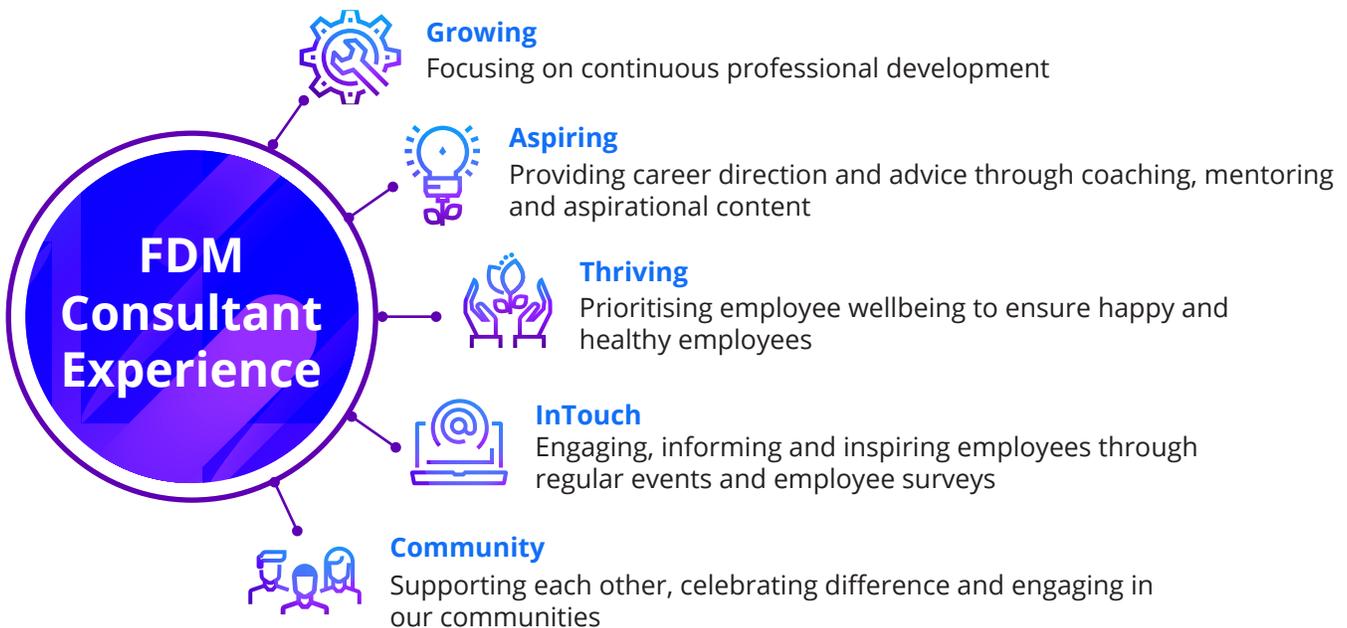
Examples of our optimisation service include:

- Driving innovation and optimisation
- Data quality solutions and data governance framework
- Operational effectiveness and control
- Cost savings
- Risk mitigation
- Collaboration and stakeholder management



Consultant Experience

Our support and engagement initiatives ensure our consultants can excel in their on-site placements and we are committed to supporting our people and developing them throughout their career journey. The FDM Consultant Experience initiatives focus on five key themes, with diversity and inclusion integrated throughout everything we do:



Appendix: Case Studies – Tailored Programmes

Case Study 1

FATCA Validation & Operations

RBC Capital Markets was required to start phased implementations of the IRS FATCA and the OECD Common Reporting Standards Tax regimes. RBC needed to quickly upscale regulatory knowledge and capacity in order to outreach to clients and undertake validation of tax documentation. RBC partnered with FDM because of our ability to deliver junior resources with niche skill sets under tight timelines.

FDM identified candidates with the right aptitude and educational background to conduct due diligence of the tax forms. FDM created a customised training programme to train Tax Operations Analysts to the client's specific needs to allow for quick onboarding with RBC.

RBC was able to achieve the following:



Time and cost savings

FDM managed the hiring process and provided ongoing support to on-site consultants to alleviate administrative strain.



Project continuity

FDM provided a source of junior talent to backfill the team and scale up or down as needed.



Return on investment

RBC has transitioned 10+ consultants to full-time employees following their two years with FDM.

Case Study 2

KYC Data Remediation and Governance

Following the financial crisis of 2008, the entire financial services industry was subject to a number of enforced financial banking regulations.

These acts included the Dodd-Frank Act, Fair and Accurate Credit Transactions Act (FACTA), and Know Your Client (KYC). As a result, one of FDM's leading financial services clients faced the challenge of assembling a team in a short amount of time with the appropriate banking knowledge and technical skill sets to quickly scale the team to a size of 20.

FDM collaborated with the client's hiring managers in order to align the training as closely as possible to the desired skill sets including Excel, ITIL, professional skills, finance and Business Analysis. After sourcing and training the suitable candidates, the FDM team were onboarded in three phases over the course of seven months.

FDM consultants are responsible for working closely with the client's internal audit team as well as an external regulator to ensure the bank is fully compliant and up to date on regulations. As a result, the entirety of their client base has been refactored and cleansed of mistakes or missing entries, making the data more accurate, a necessary action in today's compliant banking environment.

