



RISK, REGULATION AND COMPLIANCE

ABOUT FDM

FDM Group is a global professional services provider with over 25 years of experience and centres in Europe, North America, and Asia Pacific. We work with 180+ clients worldwide in various industries, including top tier financial services organizations, to improve their efficiency in today's marketplace. FDM specialises in recruiting, assessing, training and deploying highly skilled and flexible IT and business Consultants in a number of specialities, including Risk, Regulation and Compliance.

RISK, REGULATION & COMPLIANCE SERVICES

With Consultants working on regulatory projects around the world, FDM provides clients with a valuable talent pipeline for the future. We recognise the high cost and shortage of skills clients face when applying mandatory regulations (such as FRTB and MiFID2), ensuring compliance across the prevention of money laundering and financial crime, and combating the financing of terrorism.

The FDM Risk, Regulation & Compliance (RRC) Services solve these issues by providing cost effective and highly skilled Consultants with comprehensive knowledge and capabilities across Regulation & Compliance, AML, CFT and Risk. The training focuses in particular on developing the critical understanding of handling sensitive information and high profile projects in line with best practice.

Roles include:

- · MiFID2 Regulatory Report Analysis
- · FRTB Market Risk Analysis
- KYC Data Remediation and Regulation Application & Governance
- Financial Crime Compliance Name Screening Data Factory/Watch-list Screening
- · Counterparty and Settlement Risk Mitigation
- Defect Management with Unified Case Management System for FC Investigations
- FATCA Validation and Operations

Our RRC Analyst Services are focused on alleviating regulatory pressures and day-to-day data analysis. By offering a flexible solution, our service can be used to drive down the cost of corporate operations and enable our clients to react to the regulatory landscape.

COURSE BREAKDOWN

Professional skills

SOL

Excel VBA

Module 4 - Financial Industry Awareness

- Taxation, Investment Wrappers and Trusts
- Insurance Personal, Mortgages, Finance
- The Financial Services Industry
- Financial Assets and Markets
- Other Retail Financial Products

- · Equities
- Bonds
- Derivatives
- · Investment Funds
- Trade Lifecycle

Module 5 - Regulation and Compliance

- Regulation SOX 2002 Dodd-Frank The Volcker Rule FATCA MLD 1, 2, 3 and 4 (Money Laundering Directives) - MiFID 1 and 2 - The Basel Accords FRTB
- · Compliance AML KYC Due Diligence Risk Management On-boarding Reputational Risks

Module 6 - Risk Management Course

- Financial Institutions and the Financial Sector
- The history of financial crises
- Risk Management Principles
- · International Risk Regulation

- · Stress Testing
- Operational risk
- Market risk
- Credit risk

Module 7 - Introduction to Business Analysis

- · What is Business Analysis?
- The Competencies of a Business Analyst
- · Strategy Analysis
- The Business Analysis Process Model
- Investigation Techniques
- Stakeholder Analysis and Management
- Modelling Business Processes

- · Defining the Solution
- · Making a Business and Financial Case
- · Establishing the Requirements
- · Documenting and Managing Requirements
- · Modelling Requirements
- · Delivering the Requirements
- · Delivering the Business Solution

Module 8: Project Week

Completion of training, ready for placement

GLOBAL REGULATORY PLACEMENTS



Clients we are working with include:

Allied Irish Banks Aviva BAML Barclays BNP Paribas Deutsche Bank DVAG Erste Bank
Fannie Mae
HSBC
Morgan Stanley
National Grid
Nordea Bank
Northern Trust

Portigon RBC RBS Virgin Media ...and more

FDM Consultants working on regulatory projects globally



THE FDM RRC ADVANTAGE

Specific to Client Needs

Ability to tailor training to meet specific client needs, in alignment with internal processes / governance and external regulatory requirements

Cost Savings

High cost savings compared to the freelance contract market and other traditional consultancy services, as well as fixed day rates

Flexibility

Ability to supplement existing teams and augment recruitment programs by providing IT and business Consultants of various skill levels to suit your needs

Time Savings

FDM can manage the entire recruitment process with or without the help of the client, and our global Academies allow us the capacity to deliver quality candidates within tight time constraints

High-calibre Resources

Assessment and selection process is of the highest standard, and the high quality training develops people with industry-relevant skills specific to RRC

Minimised Risk

FDM retains accountability for all our Consultants and supports with Consultant on boarding and time onsite through our HR, Account Management and Consultant Support teams



Project Continuity

Consultants are committed to remain with FDM for two years, providing retention and service continuity for our clients

Scalability

With training Academies around the globe and Consultants who are geographically flexible, FDM is equipped to work with clients on an international scale

Niche Market Success

Track record of success providing clients with niche skillsets that are typically high in cost or rare in the talent market

Diversity

Ability to help our clients meet their diversity hiring goals through our workforce that is made up of 60+ nationalities working together as a team

Return on Investment

FDM allows Consultants to transition permanently to the client at no cost following the two-year bond, giving clients the opportunity to see a significant long-term return on the investment in their on boarded Consultants





Learning FICC Risk is very challenging without prior working experience. Avneet, a recent graduate, was able to learn about the different FICC businesses, technologies and risks within a few months.

Vice President, Bank of America Merrill Lynch

CASE STUDY

FDM and HSBC - KYC Data Remediation and Governance

The Challenge

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, HSBC faced the challenge of assembling a team in a short amount of time with the appropriate banking knowledge and technical skillsets; the team needed to scale very promptly to a size of 20.

The Solution

FDM collaborated with the newly appointed hiring managers at HSBC in order to align the FDM course as closely as possible to the desired skillsets for the client's team. The course modules also included Excel, ITIL, professional skills, finance, and Business Analysis.

FDM sourced and trained suitable candidates and the team was on boarded in 3 phases over the course of 7 months. This approach allowed for knowledge transfer and delegation of time from the HSBC line managers to train new consultants.

The Outcome

FDM Consultants are responsible for working closely with HSBC'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 HSBC's client base has been refactored and cleansed of mistakes or missing entries, making the data much more accurate – a necessary action in today's compliant banking environment. HSBC is very pleased with the progress of all FDM Consultants.

FDM and BNP Paribas – Fixed Income Operations

The Challenge

Within BNP Paribas (BNPP), IT and Operations are currently working together under the same business unit (ITO), which is organised by asset classes. In 2014, Fixed Income Operations recognised that they had become too reliant on temporary staff and BNPP faced issues retaining skills; they were in need of a reliable partner to diversify their workforce whilst improving their sourcing. BNPP recognised the value and skill-sets of FDM Consultants and, in an unprecedented move, BNPP on-boarded non-IT graduate Consultants to fill non-technical roles focusing on KYC and Due Diligence activities.

The Solution

FDM worked with BNPP to identify, assess, train and place candidates who were confident making informed decisions, often under pressure, analysing situations with reference to global events or politics and who had a strong desire to forge a career in finance. FDM led a recruitment drive to fulfil 30 roles within the BNPP operation across London and Paris. FDM was also able to promote the BNPP brand within the graduate population and invoke an interest in working within the French investment banking sector.

FDM also integrated technological aspects into the training process, teaching candidates how to leverage new technology to improve operational processes. This provided them with the appropriate knowledge from within the finance domain as well as the soft skills to fit into BNPP's culture.

The Outcome

FDM and BNPP duplicated FDM's sourcing business model across BNPP Operations. In 18 months, BNPP on-boarded 30 FDM Consultants within their Operations department across London and Paris, supporting Trade Support, Risk and PnL, KYC and back office FOREX projects. Today, Operation Fixed Income comprises over 50% of FDM's footprint at BNPP, with visibility to duplicate the sourcing model through different asset classes. BNPP has continued to identify roles which need to be filled through FDM.

FDM and RBC - FATCA Validation & Operations

The Challenge

RBC faced a time sensitive requirement to check all previously opened accounts for identification and classification of Account Holders into one of 37 categories under the final Foreign Accounts Tax Compliance Act (FATCA) regulations. They needed to upscale teams with the right calibre and skill set needed for the cumbersome classification system and complex citing of numerous references to parts of the US Internal Revenue Code. Due to the time limits involved, RBC did not have the staff to on board and to train new staff to properly perform these roles within their teams.

The Solution

In order to support their FATCA compliance project, FDM consulted with RBC to define their knowledge requirements and identify the consultant profiles desired. With RBC's compressed time constraints, it was agreed to share the approach to knowledge transfer between the FDM RRC course and on-the-job training. FDM modified the standard RRC program to build out very detailed training on FATCA regulations and the related tax documentation in line with RBC's project requirements.

The Outcome

The above solution enabled RBC to on board 7 FDM Consultants into their FATCA Validation & Operations team. RBC was impressed with their immediate effectiveness and performance and they came back to FDM requesting an additional class of 10 Consultants similarly trained, which have now been deployed. RBC has returned to FDM for an additional 5 Consultants who completed self-study and distance learning of similar material. The success of these Consultants has ensured RBC that FDM can deliver these projects to the highest regulation and compliance standards.



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