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November 2016, Volume 13, No. 10




NEWS

The Real McCoy

By Christopher Duray

In 1996 the then-brand new McCoy Center in Columbus, Ohio, was surrounded by farms. Which meant that if the employees — most of whom were working in technology — looked up from their technical documents and computers, they could watch someone harvesting corn.




NEWS

Friedman: Simplification is key to growing the firm's global operations

By Pixie Javier-Gutierrez

For a business to be considered successful it needs to grow and evolve, and a key aspect of that growth involves nurturing global operations.




NEWS

A new way big data can strengthen relationships

By Meaghan Gibson

Did you ever think that big data could help connect you to a business prospect or nurture an existing client relationship?




ON LOCATION

Bournemouth plays major role in firm's international expansion over 30 years

By Cameron Martin


When the Bournemouth Corporate Centre was built in 1986, it was one of the first major corporate campuses created outside a major financial hub. A brochure produced by the firm said, "It lets us create the most advanced facility possible — a purpose-built environment for today's technology and tomorrow's world."



FEATURES

On the Job with Katherine Relle


As an associate portfolio manager in Asset Management's Private Equity Group, Katherine Relle says she is in a unique position. Private equity came of age in the 1980s, and Relle works alongside several professionals who've been working in the field since then.



YOU SHOULD KNOW

Exclusive ticket offer to see the Rockettes


Employees save up to 50 percent on tickets for select seats and performances at the 2016 Christmas Spectacular starring the Radio City Rockettes.



FEATURES

15 Minutes With Jim Sinocchi


The ultimate goal is to hire more people with disabilities. What I'm trying to do first is "lay pipe" — fix the environment so when a person with a disability takes a job, they can start working on Day 1 with the right equipment.



ASK?INK

ASK INK


Q: Some of our employees tend to sing or hum to themselves while in the flow of work. Obviously, this isn't done at disruptively high volumes but sometimes it can be faintly overheard by other employees. Are sounds like humming, singing, whistling, etc. at low volumes allowed or are they specifically prohibited for any reason?



FEATURES

In the face of disaster, a culture of heroism and care

When a crisis strikes, JPMorgan Chase wants to be there for its customers, its colleagues and the communities it serves.



IN PICTURES

Chase for Business captivates clients at conferences

Asking clients to spend an entire day away from their businesses requires confidence their investment of time will pay off.

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Features




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## 15 Minutes With Jim Sinocchi, Head of the Office of Disability Inclusion

November 2016

**Your role is brand new at the firm. What are your plans?**

The ultimate goal is to hire more people with disabilities. What I'm trying to do first is "lay pipe" — fix the environment so when a person with a disability takes a job, they can start working on Day 1 with the right equipment. We're working on a global portal so employees can order accommodations they need to do their jobs — and receive them faster. I'm also sharing ideas with Carlo Frappolli and his team on developing leadership training for people with disabilities and for managers. We may not be able to solve every problem, but we can do better than most companies and we can make lives better for our employees.

**What advice do you have for people with disabilities at the firm?**

When I talk to the disability community, I tell my colleagues: "Own your disability." Don't wait for a manager to ask if you want a promotion. If you want that job, ask for it. Let them know you're interested. I also have advice for able-bodied employees: Be aware. When I worked at IBM, I was communications lead for Diversity and handled the marketing interns. An employee came to me to get more coverage for their group, and the meeting wasn't going well. So I said, "You seem uncomfortable — you can't catch what I've got." And then I told them how I broke my neck body surfing in Puerto Rico basically because I was a lousy surfer. I said, "That's that — so if you want to get the job done, let's make person to person." I owned it, and to their credit, they became aware and got the point.

What are some of the barriers people with disabilities face?

People don't realize the exponential costs people with disabilities incur. For example, my wheelchair costs more than \$20,000, and I have to accommodate my power chair costs anywhere from \$70,000 to \$100,000. Even if you're costed in at a salary that's reasonable, you still have costs that are unreasonable. How can I have a fair wage to balance that? So when a person with a disability says — say someone like me who's in a wheelchair — shows up at your door for a job interview totally prepared at 8 a.m., who do you think you should hire? You've already pre-qualified them by their resume; think of what they've gone through to get there. They had aides or family members get them ready; they figured out their transportation and they got there. These types of barriers aren't so obvious to a lot of people.

How will you know when your office is making a difference?

When I was at IBM, I used the "three A's" as a signpost: attitude, accessibility and accommodations. But for JPMorgan Chase I added a fourth one: assimilation. That means having the ability to assimilate into a culture where you're expected, based on your skills, to have the opportunity to move ahead — up to the C-suite. My vision is to have a person with a disability coming up to me and saying, "I have 50 people working for me who are able-bodied." That's when we'll know we've arrived. You have a respected person who happens to be different fitting into a company and delivering value.

Lastly, are there any words you live by?

You know this huge fad of superheroes? Most people don't realize they're idolizing people with disabilities. Daredevil was blind. Spiderman was bitten by an insect and got his superpowers. And radiation turned Bruce Banner into the Hulk. I just find that fascinating. We're surrounded in our culture by superheroes who happen to have a disability. I certainly don't consider myself a superhero, but I know I shouldn't have the ability to do half the things I'm doing because of my spinal cord injury!



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#disability #inclusion #15Minutes

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As an associate portfolio manager in Asset Management's Private Equity Group, Katherine Relle says she is in a unique position. Private equity came of age in the 1980s, and Relle works alongside several professionals who've been working in the field since then.

"You can't really study private equity in school," Relle said. "Learning alongside people who know it front to back is an experience you can't get anywhere else."

As opposed to capital that is traded on a public exchange, private equity is composed of funds and investors that directly invest in private companies or engage in buyouts of public companies, resulting in the delisting of public equity.

"Our investment products focus on corporate finance and venture capital, for example, as well as China private equity, healthcare and technology," Relle said. This includes the Digital Growth Fund, which holds investments in companies such as Twitter and Facebook.

"It's great to look out the window and see advertisements for companies I support," she said. "It's very tangible, seeing companies grow. That's the most interesting part of private equity." Within her group, Relle serves as the regulatory point person, advising on what's permissible in the rapidly evolving landscape in the aftermath of the adoption of the Dodd-Frank regulations, which serve to reform Wall Street and protect consumers.

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The firm also needs to be in compliance with the Foreign Account Tax Compliance Act (FATCA), which requires U.S. companies and individuals to file yearly reports on their non-U.S. financial accounts with the Financial Crimes Enforcement Network (FINCEN).

Working with colleagues who have been in private equity for a long time provides Relle with invaluable knowledge and connections, but helping them to understand the new terrain in the wake of Dodd-Frank has its challenges.

"Because people have been doing the same thing, the same way for so long, trying to institute new rules and new ways of doing things is something you have to work through," she said. The challenge has its rewards, too, she said.

"Seeing people work all these new things into their business as usual, being receptive to the change, that's great because you feel confident the company can comply with the new rules and regulations." Relle, a graduate of Georgetown University and the London School of Economics, is currently working on a master's degree in business administration at Columbia University. She also serves as co-chair of NextGen, the business resource group that helps early career professionals to develop skills and to network with people across the firm.

"I didn't enter the bank through an analyst training program, so NextGen was a forum to gain and practice new skills in a group amongst your peers," she said. "Things like public speaking, presentations, meeting with high-level executives. We also run training programs to teach people how to use things like a Bloomberg Terminal."

The firm, in turn, taps NextGen and other BRGs for their unique insights.

"They run focus groups with us for new Chase products that are coming out," Relle said. "It's helpful because then they get a viewpoint of the next generation at the firm."



#OnTheJob #privateEquity #DoddFrank

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