



Q&A WITH CAROL FUCHS

1 What has been the greatest challenge of your career and how did you overcome this challenge?

Working long hours in a 24/7 role. Overcame the challenge by separating work from home life (e.g., staying late at the office in the evenings and then minimizing the work after I got home), exercising (even when at a hotel away from home – and almost always walking to meetings in downtown Washington, DC instead of taking taxis), and taking advantage of the travel opportunities. Instead of feeling burdened by the endless international travel, I tried to add a vacation day at either end to see places in the world that I had never seen before. Made me a more valuable international trade compliance employee and a better person.

2 How have you experienced gender bias in the workplace and how did you respond?

First experienced gender bias in high school in the 1960's when I tried to register for a mechanical drawing class. Told this was only for boys. I went ahead and registered anyway. Enjoyed the class very much. The following year, three other girls followed my lead and signed up. In the workplace, I didn't like wearing high heels. Shopped until I found comfortable low-heeled work shoes that allowed me to walk as much as I wanted.

3 If you could give one piece of advice to people new to legal and compliance, what would it be?

You always have to live with yourself. Don't play games, political or otherwise. Do the right thing, even when you think no one is looking. Might not always seem to work to your advantage short-term, but in the longterm, you'll come out ahead. You'll also make lifelong friends. Another piece of advice – benchmark constantly.

4 What do you see as the biggest compliance challenge facing companies today and why?

Complexity and automation. The global rules in any regulatory scheme are ridiculously complex and it is incredibly difficult to keep up with constant changes. The world of economic sanctions (my speciality for the past several years) is an excellent example, with unanticipated regulatory changes every few weeks, often going into effect immediately. Makes it especially important to stay connected to multiple news sources and to read incoming messages every day.

5 What are your top tips for career progression?

Be kind to everyone around you, not just the "higher ups." Treat everyone decently and try to be helpful to all colleagues in the trade community. We are sharing this earth and should cooperate/collaborate in the compliance sphere to fight corruption and terrorism together.

6 And a slightly more light-hearted question! Where is your favourite place to travel to and why?

Many favorite places, but Dublin will always be near to my heart. One rainy Saturday morning, I asked a lady on a bike for directions to the train station. She hopped off her bike and said, "Dearie, I will take you there." She walked with me for about half an hour, chatting the entire time. I knew about each of her children and I heard details of the divorce. When we got to the train station, she set down her bike and gave me a big hug. This would never happen in New York City.



This Q&A was created ahead of the **Women in Compliance Conference**, taking place on the **4-5 October 2016 in London**. The event is tailored to empower women in the compliance community and give the skills necessary for continued success. Join Carol along with general counsel, chief compliance officers and heads of ethics from a wide range of industries for two days of in-depth compliance benchmarking.

TO REGISTER YOUR PLACE, EMAIL A.Choudhary@C5-Online.com