

Eric Young Biography

- Eric specializes in **re-engineering Compliance & Ethics programs** to enable regulatory health / business growth.
- Eric Young teaches **Corporate Compliance at the Fordham University School of Law** in New York City.
- He is also **Founder and CEO of Young Enterprises LLC**, an enterprise compliance leadership forum.
- He has 40 years' regulatory, financial crimes and Chief Compliance and Ethics Officer (CCO) experience with the **Fed, JP Morgan, GE** (handling FCPA, KYC, capital markets issues over GE's healthcare, energy, other industrial and GE Capital businesses), **S&P Global Ratings**, and **four foreign banks** including **UBS**, and most recently as CCO of **BNP Paribas Americas** (the large French bank) until he retired in February 2020.
 - He therefore brings deep regulatory, financial services, and industrial compliance experience at the enterprise, regional and divisional levels (end-to-end regulatory inventory, risk assessments, policy / training governance, surveillance, analytics and reporting)
- He builds and sustains enterprise compliance programs aligned with the US DoJ Sentencing Guidelines, Fed, NY State, UK Financial Conduct Authority, FCPA and Basel standards.
- Eric graduated from Columbia University at the age of 20, with a degree in Economics and has securities licenses with FINRA and is ACAMS-certified.
- He is a frequent speaker/author, and been featured in the American Banker, Wall Street Journal and Reuters.
- **He is presently writing a book how COVID-19 compels a candid dialogue between the CCO and the independent board of directors** in order to:
1) navigate the firm strategically, and 2) enable directors to carry out their fiduciary duty of care and duty of monitoring -- by holding management more accountable.

Overview of upcoming book – “Declaration of Independence” (*the Viral Liability / Interdependence of Directors and Chief Compliance Officers*)

1. Explores the growing liability / exposure and future skill sets of *Tomorrow’s* board of directors and CCOs.
 2. Asks why *Today’s* directors and CCOs are independent from management, yet quite liable for management’s misconduct.
 3. Highlights COVID-19’s magnified compliance risks across multiple financial, healthcare, energy, Big Tech, and other industries.
 4. Recommends how and why more Enterprise Compliance “air-time” with the Board enables Directors to *strategically challenge* Management accountability, and prevent major remediation, litigation and reputation costs – compelled by Dept of Justice US Sentencing Guidelines.
 5. Compares multiple industries and multiple regulatory regimes, e.g., US FCPA and US Corporate Sentencing Guidelines vs UK FCA SMCR and other international bodies.
 6. Explores the “art vs. science” of behavioral and conduct risk management, and how to incorporate it into an effective compliance program to help directors meet their fiduciary duties expected by major stakeholders.
- Reflects fantastic insights from international experts across multiple disciplines.