
Compliance Due Diligence



Are you meeting your fiduciary obligations?

Manager of managers and institutional investors have a fiduciary obligation to properly vet their asset managers. Fiduciary obligations have heightened in the aftermath of the financial crisis of 2008 making effective due diligence a must. A formalized due diligence process can protect against reputational harm or headline risk, and better defend against investor litigation and regulatory action in the event of an asset manager's malfeasance. Adhering to a documented due diligence process can provide a clear factual defense in legal disputes or regulatory proceedings.

ICSGroup is a regulatory compliance firm serving the financial services industry. ICSGroup's proprietary due diligence program helps institutional investors meet their fiduciary obligations by providing risk-appropriate due diligence assessments.

Components of an Effective Due Diligence Program

- Best Practices Review of Asset Managers' Existing Internal Due Diligence Programs
- Qualitative, Operational and Compliance Due Diligence Evaluations
- Comprehensive and Proprietary Due Diligence Questionnaires
- Onsite Investment Manager Interviews
- Substantive Reports and Ratings Provided on Each Asset Manager Reviewed
- Documentation of the Investment Manager Selection and Monitoring Process
- Third-Party Vendor Due Diligence

ICSGroup's Competitive Advantage

Compliance Experience

- Our team has a depth of compliance experience supporting the institutional financial services industry

Knowledge of the Regulators

- We know what the regulators expect. Our due diligence assessments ensure that your asset managers' compliance programs and internal controls are effective.

Quality Customer Service

- Every client receives exemplary service, the highest quality work product and proactive guidance.



Compliance made easy.

The Management Team

Our management team has over 100 years combined compliance experience supporting financial services companies. Our team of highly experienced compliance professionals are attorneys and former compliance executives with institutional financial services companies. We know your compliance challenges and we can help you solve them.

Medina Jett, *President and Managing Director*

Medina Jett is an executive with over 25 years of legal and compliance experience in the financial services industry. Prior to starting ICSGroup in 2008, Medina served as the chief compliance officer roles at Cigna Retirement & Investment Services, Prudential Retirement and, most recently, The Hartford Group Insurance. Medina began her career as a securities attorney in private practice.

Curtis Flippen, *VP, Client Services*

Curtis Flippen is a seasoned attorney and compliance professional with over 20 years of experience in the asset management industry. Prior to joining ICS Group, Curtis was the VP, Compliance for QMA, a wholly-owned investment advisory subsidiary of Prudential. Previously, Curtis held senior level regulatory compliance positions with MetLife, Bear Sterns Asset Management, Ernst & Young and Deloitte. Curtis is responsible for reviewing marketing materials across the enterprise and oversees other consultants in addition to his client assignments.

Gayle Watterworth, *VP Compliance and Operations Due Diligence*

Gayle brings more than 25 years of experience in investment, regulatory and legal aspects of registered and unregistered financial services products. Prior to joining ICSGroup, Gayle was the Head of Alternative Investments Due Diligence at MassMutual Financial Group. She held senior investment compliance and risk management roles with MML Investment Advisers, Salomon Smith Barney, Travelers Life & Annuity and The Hartford Insurance Group. Gayle leads the firm's due diligence practice group which includes third-party service provider due diligence and due diligence on behalf of pension plans and manager of managers.

Lisa Lazarus, *VP Operations & Business Development*

Prior to joining Integrated Compliance Solutions Group, Lisa held senior roles at several highly reputable and innovative organizations and agencies including Prep for Prep, Booz Allen Hamilton, Commander, Navy Region Hawaii at Joint-Base Pearl Harbor-Hickham, and KRA Corporation. Lisa has expertise in the areas of operations, recruiting, human resources, workforce analytics and development and talent management.

ICSGroup is a boutique compliance consulting firm that provides critical compliance support and guidance to investment advisors, broker dealers, manager of managers and pension plans. The firm was founded on one basic premise – to provide high quality compliance services so effectively and efficiently that we make compliance easy for our clients allowing them to focus on what they do best. ICSGroup is a certified minority and woman-owned compliance firm – the only one in the country, in fact - with offices in downtown Hartford and Manhattan.