

# FY 2025-26 Enterprise Compliance, Risk & Governance Mid-Year Update

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February 17, 2026

## Goal

Mature an industry standard enterprise compliance and risk program utilizing integrated technology systems, people, and process capabilities to manage and mitigate compliance and ethics risks.

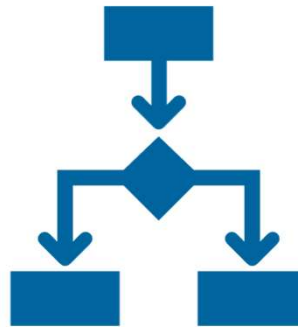
## Priorities

### PEOPLE



- Recruit and educate compliance team
- Deepen first/second line roles & responsibilities

### PROCESS



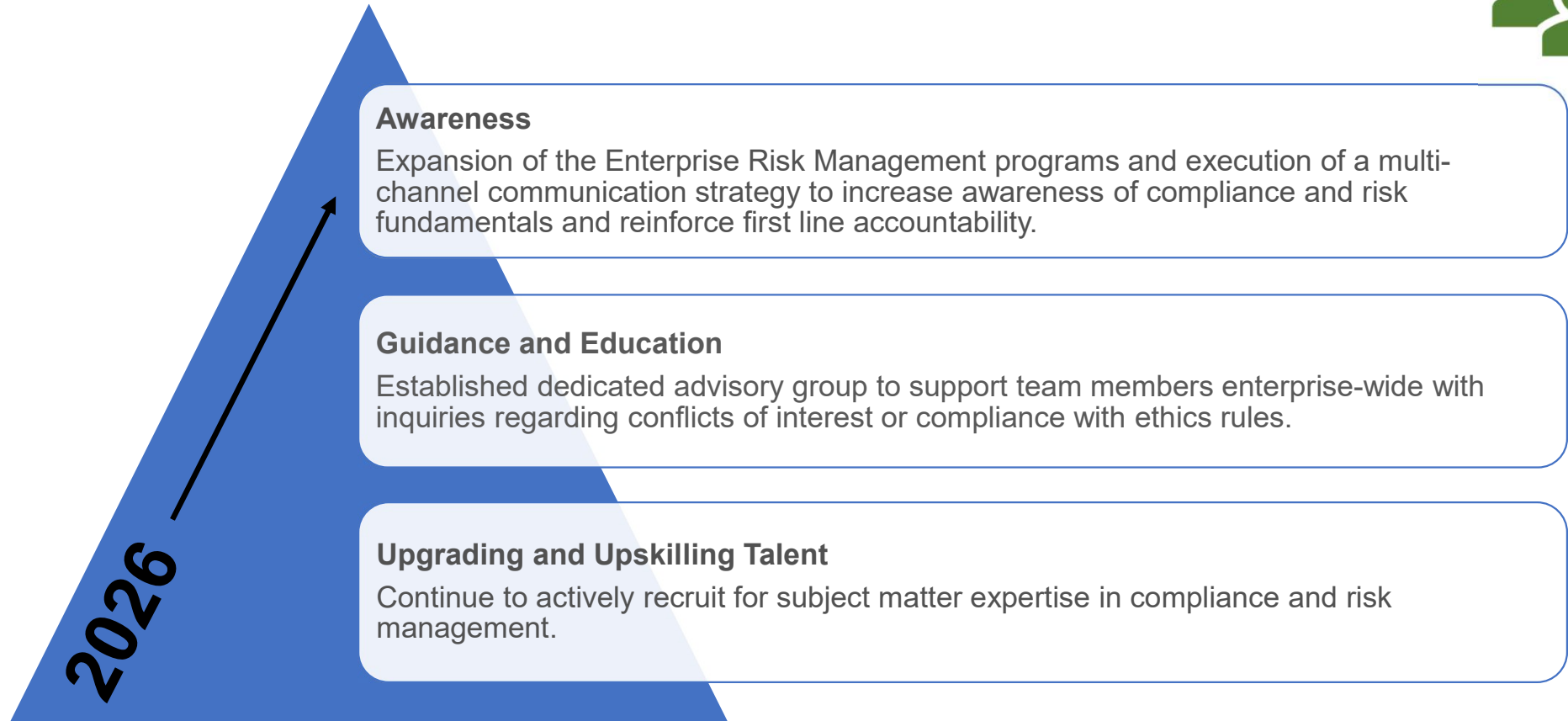
- Enhance conflict of interest oversight
- Mature Risk Assessment Program
- Conduct Monitoring & Assurance Reviews

### TECHNOLOGY



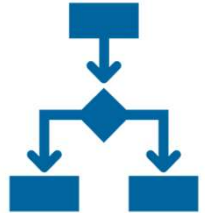
- Expand eGRC Technology Platform key to compliance and risk foundational structure

## People



## Process Enhancements

Through ongoing process enhancements, ECRG strengthens organizational risk intelligence and promotes awareness of risk and compliance standards.



Improved	<b>Risk and Control Self-Assessment (RCSA) process</b> and further refined risk and control measures and methodologies; developed comprehensive educational materials and guidelines.
Enhanced	<b>Regulatory Change Management process</b> with clearly defined roles and responsibilities, expanded ongoing monitoring to include legislative and regulatory resources, and developed plans to reinforce compliance and risk oversight.
Delivered	<b>Multiple enhancements to monitoring conflicts of interest</b> , including augmented personal trading reporting metrics and third-party agreement conflict check processes.
Developed	<b>Strategy for enhanced policy governance</b> across the organization to streamline and strengthen policy management and oversight.
Launched	<b>Improved data and dashboard metrics</b> to ensure continuous Form 700 monitoring and issue management.

## Technology Upgrades

As the foundation for an industry standard compliance and risk program, ECRG has continued to enhance our technological resources and tools that support compliance and risk mitigation.



- ☒ **Dashboards and Data Enhancements** – Continued collaboration within the division to formalize and operationalize monitoring of investment policies and standards.
- ☒ **Risk Management Platform and Tools** – Established a single system as book of record to monitor individual compliance, identify trends, and address risks.

Improved technology supports key data analysis to further monitor, assess, and reduce risks across the organization.