

**WELCOME ALL!**

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**2022**  
**Compliance Retreat – Day 1**

*Malta Marriott Hotel & Spa*

**MC**

*Anna Toften*



What's  
the  
plan?



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# Introduction

– *Why are we here?*

*Cj Rinaldi*





# Welcome Julie!

Based in **Barcelona**

🚀 **12 years** of Compliance experience across fintech startups (Tulipshare), publicly-listed investment banking and Fintech (Société Générale, Wise), and asset management (AXA).



**Corporate Compliance  
Director**



A close-up photograph of a birthday cake. The cake is dark, possibly chocolate, with a textured surface. It is topped with several lit sparklers that are creating bright, starburst-like light effects. To the left of the cake, a portion of a colorful party hat is visible. In the background, there are several small, cylindrical containers, likely for confetti or candy, arranged on a surface. The overall lighting is warm and festive.

# HAPPY BIRTHDAY

Natasha  
&  
Alex

**Founded** 2011

**Total Team Members:** 2,200+

**Where they live:** in 60+ countries

**Mascot:** What we call our logo

"The Beast" or "Creature"









# Kraken Compliance Team

**222** Compliance Krakenites  
across **26 countries**  
speaking **33+ languages**





**Our mission** is to accelerate the  
adoption of cryptocurrency

so that you and the rest of the world  
can achieve financial freedom and  
inclusion.



# BREAK

*15 mins*





# Providing Benefits For ALL!



# Cross departmental Exchange...

## FIU to EDD: Cross-Skilling Initiative

Opportunity for Compliance Associates to develop their existing skill set into the EDD function

★ **12-week cross-skilling** opportunity to elevate your expertise!

★ **Elevate Your Game!** Compliance Associates can dive deeper and supercharge their expertise with an exciting foray into the EDD function! 🚀

★ **Embrace career development** like never before with cross-functional expertise, opening doors to new opportunities and challenges!

★ **Expressions of interest** open: Chat with your people leader!



**Initiative Launch:  
Oct 30th**



**Be in the Spotlight!** Candidate  
Selections by  
**Oct 13th.** Don't miss out!







# 5 OBJECTIVES

Compliance started the year with 5 main objectives that were specific to the team and that supported our Objectives for the year.

## Fix the Funnel

- Reduce 75% the High Risk VIP self-cancellation rate
- Improve VIP High Risk Onboarding rate from 2.9 days to 1 day
- Maintain onboarding SLAs for Pro-High Value (24 hours) and Pro (7 days) high-risk clients; currently 5 day average.
- Launch automated risk scoring for new and existing clients in Starter - Pro on the Exchange globally by end of 2023
- Execute compliance-related tasks from Product / Engineering to complete dynamic limits

## Increase txn users by 10%

- 🚀 Zero overall delays in Reg Ops licensing strategies/ launch due to Compliance
- 🚀 Zero Compliance-related delays as a result of Kraken operational changes to Banking Partners (NEW as of June 2023)

## Be a Data Driven Machine

- 🚀 Increase in FIU operational efficiency by 20%
- Save Kraken over \$200K in fees and \$1MM in contract renegotiations, and tune parameters for 100% of onboarding verification related systems.
- Zero regulatory fines by resolving 100% of critical integration issues in blockchain monitoring vendors and sanctions.
- Enable 15% operational reduction by migrating 50% of Compliance operational workflows from spreadsheets to a case management system.

## Reg Preparedness

- 🚀 Obtain self certification for OFAC commitments before May 17, 2023 including IT sub certifications.
- 🚀 Align corporate governance to risk management and control activities to assure and support business decision making and performance
- Resolve 100% of critical open audit findings by EoY.
- 🚀 Complete 5 highest priority remediations in order to avoid regulatory fines.
- Zero privacy-related regulatory fines across priority geos (i.e. UK, EEA, US, Canada) in 2023.
- Zero Travel Rule-related fines where TR is a regulatory requirement.

## Team growth & Retention

- Keep 2023 attrition rates at the same level as 2022 through development of a Career Progression Framework





# LUNCH

*With the Fraud Team – 1 hr*

***Location:*** Marketplace

