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### MORE ABOUT ME

**If you could tell your past self one thing, what would it be?**

Don't take things so seriously. Work hard AND play hard. Enjoy life, find balance, take care of your health and your family first and foremost, and surround yourself with good people that fill your bucket.

**The interview for your dream job ends with a solo karaoke performance – which song would you perform?**

Though it may not be in my voice range, 'Don't Stop Me Now' by Queen.

**What is the most beautiful place you've ever seen in person?**

The view from the Cape of Good Hope in South Africa is breathtaking. So are the beaches of Zanzibar, Tanzania and the cobblestoned streets and colorful architecture of Guanajuato, Mexico. This world is full of wonder and beauty.

**What is your biggest ever extravagance?**

I'm not an extravagant kind of gal, but I suppose some of my travels. Looking back, though, they were all worth it!

## Asked & Answered

### THE SECRET SAUCE OF COMPLIANCE

**What is your secret sauce for compliance?**

My secret sauce for compliance is to always be revisiting what we're doing for our compliance program; whether it be our policies, training methods and content, tools and systems, investigative techniques, or ways to get the word out to our employees all over the world. This includes ensuring that I am keeping up with industry best practices, listening to feedback from my internal stakeholders, and making changes to align with my organization's risk profile.

**The DOJ recently announced its Whistleblower Pilot Program. Should companies provide internal rewards for whistleblowers?**

It can be scary and nerve-wracking for whistleblowers to speak up when they suspect or become aware of misconduct. Speaking up is part of an employee's obligation, so companies should ensure that brave employees are recognized for their courage to speak up. With that being said, the recognition does not necessarily have to be in the form of an internal financial reward. There may be other ways for the company to recognize the individual that is in line with the company's internal rewards and awards program.

**What is the ideal relationship between Compliance and Legal teams?**

To be partners with each other and to share relevant and timely information with each other.

Compliance should be continuing to keep the Legal team informed on the latest and greatest compliance developments - internal trends and significant issues identified through hotline reports and internal investigations, indicators of gaps in internal processes, updates on processes, new systems and any other significant initiatives. Compliance should also consult with the Legal team in designing and executing their compliance programs.

Operational attorneys can provide useful insight to Compliance on the business they support, their risk areas, the best way to engage with specific business leaders, etc.

**Is Artificial Intelligence a pro or a con to the compliance profession and why?**

I see AI as a pro in that it can help compliance officers to be more efficient in their day-to-day work and to keep up to date with issues relevant to the compliance world.

With that being said, compliance professionals need to be mindful of the AI tools that they are using and be aware of any intrinsic biases that may be built into the tool. Fact-checking any AI-generated content is important.

**To what extent should a compliance and ethics program have coverage of off-channel communications?**

The compliance program should certainly be attuned to the breadth and depth of any off-channel communications that their company's personnel may be using.

It's important to understand the extent and manners of usage, the technical capabilities of managing such communications, and the retention period related to such communications.

**How can a compliance and ethics team work to prevent political polarization and conflict in the workplace?**

Compliance team members can partner with the human resources team to provide managers with any talking points, training materials, or guidance documents that would allow managers to address these workplace conflicts as and when they occur.

It is important for managers to be equipped with the tools to address these situations with their own team members, and to be empowered and have the confidence to address the issues directly.

**In the ups and downs of the economy, compliance teams are often under the spotlight for cuts during the downs – why is that and what can be done to prevent it?**

There may be different reasons for this. Some companies may feel that the work of a compliance team can be absorbed by other functions in the organization. Some companies may feel that their organization's compliance risk is low and subsequently do not need a heavily resourced compliance team.

Prevention of these potential cuts starts by educating the leadership and decision-makers on the financial and reputational impacts of a compliance issue that could have been prevented by having an appropriately-sized internal compliance team for the size and risk profile of the organization.

**If you weren't a compliance professional, what would you be and why?**

I can't imagine doing anything else other than compliance. Being in compliance is my dream job!

My job is interesting, engaging, and keeps me on my toes. It also gives me the opportunity to connect with so many different functions in my organization. I am continuously learning and growing every single day.

## THE POLL RESULTS

We asked....

**Compliance and Legal professionals - will you be looking for a new job in 2025?**

<b>Yes actively</b>	<b>53%</b>
<b>Open to discussions</b>	<b>28%</b>
<b>Only if I lose my current job</b>	<b>7%</b>
<b>No</b>	<b>11%</b>

LOOKING TO HIRE IN COMPLIANCE OR LOOKING FOR A JOB YOURSELF?

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