



Compliance

TODAY

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Chief Executive Officer
MAPA Compliance Forum
Washington, DC

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by Roy Snell, CHC, CCEP-F

End of 2016

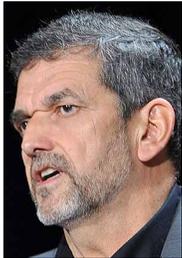
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I want to thank everyone who has ever helped the Compliance profession and is now gone. One of the things that bother me is the fact that we can't always recognize all of the people leaving or retiring from our profession. For instance...people like Chris Young, who helped so many people for so many years and just walked up to me at our annual meeting and said, "I'm out." We talked. I thanked him to the best of my ability, but it was just not enough for me. I watched him walk away. No fanfare, no crowd applauding, nothing. It may not have hurt Chris, but man, that hurt me.



Snell

How is it you can help your profession for so many years and in the end, walk away as if you walking out of a convenience store? Some may get a really nice sendoff at work. Some do not. Some of our colleagues end their career in a solo consulting phase like Chris did. He didn't go to work in a building full of people every day. He went to work in a profession full of people every day. And the end for these people can be pretty quiet. Some people leave quietly by choice, and they are okay with that.

Much of what Chris did was done for little to no remuneration. He spoke, he wrote, and he answered questions that only he knew the answer to, sometimes for strangers and often for no remuneration. He helped people in government and associations through his

volunteer work on committees. Then, in an instant, he was gone. Many people retire each year with even less. At least Chris came to say goodbye and give me a chance to say something for everyone.

How is it you can help your profession for so many years and in the end, walk away as if you walking out of a convenience store?

We would print any recognition that anyone wants to write for anyone. We have printed every tribute we received for those who passed away suddenly. If you ever want to recognize someone in the profession in any way, at any time, for any reason write it up and we will publish it in our magazine. All we need is 200 to 400 words and a photo. Maybe if people see these things, they will think to do it for others and it will happen more often.

To those who leave our profession quietly I would say this...people you helped along the way will always remember and appreciate what you did for them. And your profession is better because you were in it. Thank you. 📧