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"Not all Russians are Putin"

By Matthew Silverman

This month marks the one-year anniversary of Russia's invasion of Ukraine. As the first round of sanctions came down against Russia last year, my company had to evaluate how our footprint in the region would be impacted.

As more restrictive sanctions and export controls continued to be announced, our Russian employees could no longer perform many of their job roles. Around this time, I was asked to assess the compliance implications of an option that was being considered: *Could we move our Russian employees to another country?*

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