

STERLING CAPITAL'S
**ASSOCIATE SPOTLIGHT
FEATURING:**

George Carbaugh

ASSOCIATE | QUANTITATIVE RESEARCH ANALYST



STERLING
CAPITAL



November 2019

Q: What three qualities do you think are most important to have when working in the investment industry?

A: While my experience is brief, I believe three important qualities professionals within the investment industry should have are passion, confidence, and humility.

It's no small undertaking to comprehend the intricacies of financial markets. If the material doesn't interest you, then it will definitely impact your tenure in this industry. Having passion goes a long way and shows through the work you produce and the way you work with others. Working around professionals at Sterling has shown me the level of care and passion needed for one's career.

Additionally, it is important to be confident. In the investment industry, it's important to perform all the research necessary to make an informed and sound decision, as it is the crux of your performance. You must be able to be confident enough to commit to an opinion or action. Additionally, I am a big proponent of communication as it is an area I always strive to improve at. Being confident in the way you talk to others and express an opinion speaks volumes to your abilities.

Above all, I feel it's important to be humble. There will always be others who are more knowledgeable in areas where you are not. By vetting ideas and thoughts through other professionals, you are able to test and find where your hypotheses are lacking. Exposing yourself to your weaknesses is the rawest way to learn and become better at what you're passionate about. Being able to recognize that is important for personal and professional growth. Always take things in stride.

Q: What do you love most about working at Sterling?

A: First and foremost, I respect the culture at Sterling. I have really come to appreciate the down to earth nature of a smaller firm. Having a flat organizational structure, I have been able to speak and work with professionals in other areas of the firm. This open environment has immensely fostered my understanding of the investment industry and I continue to learn more on a daily basis.

Working on the Quantitative Research team, I am fascinated by the ability to leverage analytics to different products that potentially influence investment decisions. As all jobs do, it has exposed how much I know and where I can improve. My manager has been very supportive and I am very fortunate for the opportunity Sterling has afforded to me.

Q: If you could have dinner with one person, living or dead, who would you choose?

A: Sir Winston Churchill. I can still remember the stories my grandfather would tell about his experience on D-Day and the remainder of the European Theater of World War II. It really hit home as I would read about these events in grade school. I always enjoyed reading and learning from Churchill's tenure during WWII. It was impactful for me when learning about the influence one can have on the many.

I am inspired by the way he conducted himself as a political and military leader. He had the courage to be outspoken for what he saw and believed. When facing one of the largest threats in human history, he motivated the Allies to be the "masters of our fate." He always promoted the incontrovertible truth; he committed to transparency and was always front and center with his words and actions. This is a trait that I admire and that is hard to find in modern times. Despite the mistakes he made at various points, his ability to persist and remain optimistic was impressive to me.

Over time he became a very articulate and passionate orator. Almost 80 years later, his speeches are still available and worth the listen if you have the time.

Please note: The opinions contained in the preceding commentary reflect those of Sterling Capital Management LLC. The stated opinions are for general information only and not meant to be predictions or an offer of individual or personalized investment advice. They are not intended as an offer or solicitation with respect to the purchase or sale of any security. This information and these opinions are subject to change without notice. Any type of investing involves risk and there are no guarantees. Sterling Capital Management does not assume liability for any loss which may result from the reliance by any person upon such information or opinions.

Investment advisory services are available through Sterling Capital Management LLC, a separate subsidiary of BB&T Corporation. Sterling Capital Management LLC manages customized investment portfolios, provides asset allocation analysis and offers other investment-related services to affluent individuals and businesses. Securities and other investments held in investment management or investment advisory accounts at Sterling Capital Management LLC are not deposits or other obligations of BB&T Corporation, Branch Banking and Trust Company or any affiliate, are not guaranteed by Branch Banking and Trust Company or any other bank, are not insured by the FDIC or any other government agency, and are subject to investment risk, including possible loss of principal invested.