



Carol Pang

Associate

Crawford & Associates pllc

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Overview

Carol Pang is an experienced compliance and investigations attorney with an international and diverse perspective. Primarily raised and educated in Taiwan, she is fully bilingual in Mandarin Chinese and English, with law degrees and/or legal qualifications from Taiwan, Hong Kong and the United States.

She has conducted compliance investigations and provided compliance advisory services to companies across a broad range of sectors. She has extensive experience in ethics and compliance (“E&C”) in general, with particular experience in anti-corruption compliance.

As a senior associate at Ropes & Gray LLP in Hong Kong, she focused on internal investigations and due diligence related to anti-corruption in China. Earlier in her career, she was a corporate lawyer with experience in securities and private funds transactions at Davis Polk in New York City.

Experience

- ❖ Conducted comprehensive compliance risk assessments for global companies
- ❖ Conducted compliance investigations relating to anti-corruption, fraud, human resources, diversity and inclusion and other compliance matters
- ❖ Supported the re-design of a compliance risk management program for a global consulting firm
- ❖ Drafted updates for the full suite of compliance policies and procedures for a multi-national company in the automotive industry



- ❖ Reviewed and revised compliance policies and procedures across various E&C topics
- ❖ Reviewed the internal investigations process and protocols for a multinational retailer
- ❖ Conducted investigations relating to the Foreign Corrupt Practices Act and other anti-corruption laws for multinational companies across different sectors, including the life sciences industry in China
- ❖ Conducted anti-corruption, anti-money laundering, and sanctions due diligence for leading private equity firms regarding proposed investments in Asia, including China and India
- ❖ Drafted, negotiated, and reviewed compliance representations and warranties in share purchase agreements and shareholder agreements
- ❖ Reviewed and assisted with risk-management policies and programs related to third-party management, anti-money laundering and anti-corruption for portfolio companies of leading private equity firms
- ❖ Drafted and delivered company-specific presentations on anti-corruption compliance for employees and conducted third-party trainings
- ❖ Conducted an internal investigation on accounting fraud allegations concerning fictitious sales and improper revenue recognition with respect to a U.S.-listed Chinese company
- ❖ Represented major investment banks in connection with equity, interest rate and currency-linked registered structured notes offerings
- ❖ Drafted, negotiated, and reviewed private fund transaction documents, including private placement memorandums, subscription agreements, limited partnership agreements and side letters

Credentials

Education

- ❖ Juris Doctor, Yale Law School (2010); Journal of Regulation, Editor
- ❖ Master of Laws, National Taiwan University (2007)
- ❖ Bachelor of Laws, National Taiwan University (2004)

Admissions

- ❖ New York (2011)
- ❖ Taiwan (2004) (Inactive)



Crawford & Acharya

❖ Hong Kong (2018) (Inactive)