

**Angela Crawford**

Founder & Managing Member

Crawford & Associates pllc

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Overview

Angela Crawford is an experienced legal and compliance professional who has spent over 25 years advising global companies in several sectors, including life sciences, healthcare, food and beverage, retail and apparel, software and technology, manufacturing and extractives, nonprofit, and consulting.

She regularly conducts investigations for public and private entities based on allegations of compliance and regulatory violations, corruption, bribery, fraud, and employee and third-party misconduct, and advises clients on the development, implementation, and enhancement of ethics and compliance programs, policies, and training. Angela has led hundreds of investigations, compliance reviews, risk assessments, and trainings in over 20 countries around the world.

Angela founded her boutique law firm in February 2020, after serving as a partner for a decade at DLA Piper, one of the world's largest law firms.

A former federal prosecutor, Angela is admitted to practice in Florida and Illinois. She is committed to professional and community service and serves as a member of the American Bar Association, DHL Group's Sustainability Advisory Council, the National Association of Minority & Women Owned Law Firms ("NAMWOLF"), the Leadership Council on Legal Diversity's Fellows Program, the National Association of Black Compliance & Risk Management Professionals' ("NABCRMP") Board of Directors, Delta Sigma Theta Sorority, Inc., and the U.S. SBA's 2023 THRIVE Program—an executive-level training series designed to accelerate the growth of high-potential small businesses across the U.S. Angela also serves as a frequent panelist on emerging trends related to ethics, compliance, and investigations. Her interests include international travel, entrepreneurship, dogs, and wellbeing.

Experience

- ❖ Trusted advisor to General Counsel, Chief Compliance Officers, and their teams
- ❖ Led FCPA and compliance investigations and reviews in the Americas, Europe, the Middle East, North Africa, and Asia, including in Argentina, Colombia, Mexico, Hungary, Italy, Russia, Serbia, Spain, Dubai, Morocco, Turkey, Japan, India, Indonesia, and the Philippines
- ❖ Led internal investigations for clients in wide-ranging matters, including investigations involving allegations of harassment; sexual assault; discrimination; fraud; executive-level misconduct; procurement fraud; sales force misconduct; and inventory manipulation
- ❖ Conducted comprehensive compliance risk assessments of global companies' corporate ethics and compliance programs

- ❖ Created and conducted Diversity, Equity, & Inclusion and ethics and compliance training for corporate clients
- ❖ Led investigations and advised on programmatic enhancements regarding applicability, consistency, and messaging of employment policies and procedures
- ❖ Led investigations for manufacturing and extractive industries companies regarding allegations of executive leadership misconduct, employment law violations, and code of conduct violations
- ❖ Led investigations for life sciences company regarding allegations of manufacturing, quality, maintenance, security, and supply issues at multiple production facilities
- ❖ Led investigation for development bank regarding allegations of self-dealing, corruption, and financial mismanagement
- ❖ Led investigation for nonprofit regarding allegations of fraud and financial misconduct
- ❖ Seconded with global beauty company to advise on implementation and enhancement of anti-corruption policy and procedures. Subsequently led investigations and conducted staff training for company
- ❖ Represented clients in commercial litigation matters
- ❖ Trained police prosecutors in Barbados on criminal trial practice and procedure
- ❖ Conducted pro bono workshops for magistrates in Guyana on criminal trial skills and trial management, evidence, bail setting, and domestic violence
- ❖ Practiced as a partner at DLA Piper LLP in Miami and Tampa, and as an associate and partner at Kirkland & Ellis LLP in Chicago
- ❖ Served as an Assistant United States Attorney for the Northern District of Illinois (Chicago)

Credentials

Clerkship

Judicial Law Clerk to the Honorable Nathaniel R. Jones, United States Court of Appeals for the Sixth Circuit

Education

- ❖ Juris Doctor Northwestern University School of Law (1998); Journal of Criminal Law and Criminology, Coordinating Articles Editor
- ❖ Bachelor of Science, Finance Indiana University (1993)

Admissions

- ❖ Illinois (1998)
- ❖ Florida (2007)

Selected Publications, Presentations, and Seminars

- ❖ Panelist, *From Fax Machines to TikTok: Mentoring Across Generations in Compliance*, NABCRMP Women Leaders in Governance, Risk, and Compliance Conference (WLGRC) (March 2025)
- ❖ Panelist, *Navigating the Digital Frontier: Current Trends in Electronic Business Communications*, NAMWOLF DDLC (March 2025)
- ❖ Panelist, Government Investigations and Civil Litigation Institute (GICLI) Annual Meeting, *Data Management & Information Governance: Conscientious Controls to Future-Proof Your Company's Confidential & Personal Data* (November 2024)
- ❖ Panelist, ABA Labor & Employment Law Conference, *Practical and Legal Considerations When Key Witnesses are Former Employees, Executives or Union Officers* (November 2024)
- ❖ Panelist, *The Compliance Professional's Role in ESG*, Compliance Week's Women in Compliance Summit (June 2023)
- ❖ Panelist, *The Ins and Outs of Third-Party Compliance Audits*, Compliance Week's Third Party Risk Management Summit (June 2023)
- ❖ Moderator, *Regulatory Enforcement of Digital Assets*, GICLI Annual Meeting (November 2022)
- ❖ Panelist, *Emerging Developments and Trends in ESG Enforcement*, NABCRMP Annual Summit (October 2022)
- ❖ Panelist, *Closing the Deal—Managing Compliant Acquisitions*, ComplianceLine Masterclass (September 2022)
- ❖ Panelist, *Six Years After Och-Ziff, FCPA Best Practices for Financial Services*, Association of Corporate Counsel (September 2022)
- ❖ Panelist, *Entrepreneurial Winning Women*, NABCRMP WLGRC (March 2022, March 2023)
- ❖ Panelist, *The Law of Corporate Diversity Programs: Where Is It and Where Is It Going?* GICLI Annual Meeting (November 2021)
- ❖ Panelist, *ESG Risk: What is it? Why it Matters. How it relates to Future DEI Efforts*, NABCRMP Annual Summit (October 2021)
- ❖ Co-Author, *Analysis of the DOJ's June 2020 updated guidance on the Evaluation of Corporate Compliance Programs* (June 2, 2020)
- ❖ Author, *Leading Compliance Through a Crisis* (May 26, 2020)
- ❖ Co-Author, *Mitigating Compliance Risk in the Midst of COVID-19* (April 15, 2020)
- ❖ Co-Author, *Practical Tips for Ethics and Compliance Professionals During the COVID-19 Outbreak* (March 9, 2020)
- ❖ Corporate Compliance Presentation (Santiago, Chile, June 2019)
- ❖ Co-Author, *DOJ Revises its Guidance on Corporate Compliance Programs* (May 2019)
- ❖ Co-Author, *FBI's New Miami International Corruption Squad Sends Clear Message to S. Fla. Businesses* (March 2019)
- ❖ AmCham Hungary Compliance Conference Presentation: *The Eye of the Beholder – An Employee's Perspective on Bribery* (Budapest, Hungary, October 2018)
- ❖ IBA Latin American Anti-Corruption Enforcement and Compliance Conference Presentation: *Identifying Corruption in Third Parties* (São Paulo, Brazil, November 2017)
- ❖ Co-Author, *Attorney General Sessions Reemphasizes DOJ Commitment to FCPA Enforcement, Individual Accountability: 4 Takeaways for Business* (2017)
- ❖ *FCPA: Challenges and Risks of Doing Business in Latin America* Presentation (Miami 2017)

- ❖ NAWL General Counsel Institute Presentation: *Compliance in the New Normal: Tips and Best Practices for a Forward-Thinking Ethics & Compliance Program* (New York, 2016)
- ❖ SCCE 2016 Compliance & Ethics Institute Presentation (Chicago, September 2016)
- ❖ Co-Author, *Florida Litigation & Dispute Resolution 2016: International Comparative Legal Guide*
- ❖ CCWC Annual Career Strategies Conferences, *Conflict Resolution Skills Needed for Today's Workplace: Resolving Internal Conflict with Your Board & Business Partners* (Atlanta, 2015)
- ❖ Anti-Corruption Export Control and Sanctions Compliance Summit Presentation: *The Era of the Whistleblower-Tips & Strategies* (Virginia 2015)