

# Candace Jasso, CCEP, CIPP-E, CFE

*Highly proficient and accomplished ethics and compliance professional with experience developing, implementing and managing global anti-bribery and anti-corruption compliance programs.*

## Previous Professional Experience

### Trillium Flow Technologies

Dec 2019 to Apr 2022

#### Global Compliance Manager

- Managed global compliance program and its related activities in a consistent manner to prevent illegal, unethical or improper conduct
- Implemented and administered global ethics and compliance reporting system, including leading internal investigations with General Counsel/Chief Compliance officer and other internal or external parties as needed
- Conducted M&A due diligence in coordination with internal departments and external counsel
- Developed, implemented, updated and maintained policies and procedures relating to the general operation of the compliance program
- Managed ethics and compliance training program, including implementation and administration of the Learning Management System, design and execution of multi-year training plans, and conducting live training virtually and in person globally
- Designed, implemented and managed third party due diligence program, including evaluation and implementation of third-party management platform
- Managed privacy working group and data privacy program project, including evaluation of privacy counsel and data mapping providers
- Designed, executed and managed compliance communications program planning
- Assisted with trade compliance matters involving sanctions and import/export controls globally, including management of global trade compliance risk assessment
- Designed, implemented and managed global gifts and hospitality program
- Managed drafting and revision of training, reports, and presentations

### Elevation Compliance, LLC

Jun 2017 to Dec 2020

#### Owner/Consultant

- Managed consulting firm focused primarily on advising companies on evaluating, designing, implementing and/or enhancing global anti-bribery/anti-corruption programs
- Specific projects:
  - Project Manager and Advisor for global implementation of third-party due diligence platform for European-headquartered global company
    - Developed, executed, assessed and rolled out new platform across 12 OpCos
    - Enhanced and improved existing due diligence procedures and risk matrix
    - Managed internal and external implementation teams
    - Facilitated and delivered training at locations throughout Europe and the U.K. and via videoconference to External Monitor Team and internal functional groups
    - Prepared training materials on use of new third party due diligence platform
    - Prepared user guides (user level specific) on use of new third party due diligence platform
    - Developed questions, scenarios and responses for chatbot assistant for third party due diligence platform
  - Project Manager and Advisor for global export compliance training program for Asia-headquartered global company)
    - Coordinated with third-party training provider, outside counsel and client to plan and execute rollout of global export controls training program
    - Review and edit proposed export compliance training courses
  - Facilitated the design of training certification course for professional training and development association
    - Assisted with design of anti-bribery/anti-corruption certification course, including self-paced and interactive virtual courses

### The Red Flag Group

Aug 2016 to Jun 2017

#### Advisory Consultant

- Advised clients regarding development, enhancement, implementation and management of anti-bribery/anti-corruption compliance programs
- Advised clients regarding development and implementation of third-party risk management programs and software
  - Reviewed and analyzed third party community, questionnaires, due diligence policies and procedures,

- conflict of interest and annual certification programs
  - Provided recommendations for risk ranking and due diligence requirements to address risks and align with best practices
- Advised clients regarding development and implementation of gifts, travel and entertainment programs and software
  - Reviewed and analyzed gifts, travel and entertainment policies and procedures, questionnaires, and approval workflows
  - Provided recommendations to address risks and align with best practices
- Developed case studies for training events and panel discussions

## **McDermott International, Inc.**

**Mar 2015 to Aug 2016**

### **Global Compliance Program Manager**

- Developed and implemented strategies, policies and programs to support global compliance initiatives
- Along with CCO, developed and presented quarterly compliance program information and updates to Corporate Compliance Committee
- Assisted in the direction of activities relating to standards of conduct, including ethical relationships with customers, contractors, suppliers, employees, shareholders and other stakeholders
- Administered and managed company-wide confidential reporting program
  - Reviewed non-privileged investigations for closure to ensure all were conducted in a fair and impartial manner and that recommendations for resolution and any action taken was consistent and appropriate
- Provided guidance on training, communication and publication of ethics and compliance policies, procedures, practices, and awareness items
- Reviewed and analyzed third party due diligence files for all process agents (or other business partners, as requested) submitted to CCO for final approval
- Administered and managed electronic gifts and entertainment registry, including approval of requests
- Preparation and presentation of comprehensive compliance-related reports for Committees of the Board of Directors
- Mentored, trained and collaborated with Area compliance and legal personnel and other functions relative to application, interpretation, and enforcement of the company's policies and procedures, or other business process which require compliance assistance/input (i.e., audits and investigations)
- Administered and managed annual certification process
- Developed, implemented and managed internal compliance risk assessments and program evaluations
- Assisted CCO with forecasting and management of departmental budget
- Managed RFP process for global third-party management platform

### **AEA Ethics & Compliance Manager (took on Area responsibilities in Feb 2016)**

- Administered and managed ethics and compliance program for Americas/Europe/Africa region
- Conducted and managed ethics and compliance investigations for AEA, including area administration of the case management System and generation of reports and investigation statistics on a periodic basis
- Maintained, prepared, customized and disseminated employee awareness items, including onsite ethics and compliance training at Area locations
- Coordinated with Area management, Internal Audit, Internal Controls, Human Resources and Legal Departments relative to application, interpretation, and enforcement of the Company's policies and procedures
- Coordinated with Procurement, Logistics & Trade Compliance, Human Resources, and Legal Departments in the due diligence and vetting of all third parties (i.e., process agents, sales representatives, consortia or JV partners) for the Area
- Collaborated with IT relating to improvement and enhancement of in-house ethics and compliance tools/platforms
- Managed, trained and mentored Area Ethics & Compliance Specialists to assist with conducting investigations, onsite training, third party due diligence, and advising on ethics and compliance related issues and concerns

## **Parker Drilling Company**

**Jun 2011 to Mar 2015**

### **Compliance Specialist**

- Primary responsibility for the company's FCPA due diligence and re-certification process for third parties, which focused on anti-bribery and international trade compliance
- Proposed, selected, customized, implemented, launched and administered multi-lingual, online third-party due diligence platform
- Designed, managed and delivered company-wide anti-bribery/anti-compliance training program
- Administered, managed and maintained ethics helpline and restricted party screening tool
- Assisted with the development, maintenance and implementation of annual compliance questionnaire and certification process for all employees, including assisting with the review and investigation of responses
- Assisted with development, maintenance and revision of anti-bribery/anti-corruption policies and procedures
- Managed RFP process for global third-party management solution
- Conducted internal ethics helpline investigations

## **Presentations and Publications**

Co-Panelist, American Leaders Conference, Anti-Corruption Compliance in Practice - *“Maximizing Methods for Vetting and Screening Third Party Intermediaries,”* April 2014, with Tom Fox

The Red Flag Group Insights, *“Quick Win: Automating Conflicts of Interest Programmes,”* published July 2017 (link to article no longer available)

## **Education and Professional Development**

*Loyola University Chicago School of Law - Master of Jurisprudence in Compliance & Enterprise Risk Management*

*University of Houston-Victoria - Bachelor of Science, Communication*

*Society of Corporate Compliance and Ethics - Certified Compliance & Ethics Professional (CCEP)*

*International Association of Privacy Professionals - Certified Information Privacy Professional-Europe (CIPP-E)*

*Association of Certified Fraud Examiners - Certified Fraud Examiner (CFE)*