



Parker Poe's Governance, Risk & Compliance Team offers a holistic solution to the compliance needs of publicly traded and privately held companies operating across most industries. Together, the GRC Team delivers a coordinated, company-specific, cost-effective solution for businesses seeking to assess, enhance, and maintain their enterprise-wide compliance function. Our team includes attorneys with decades of experience

Our team of highly qualified professionals is led by Doug Harmon, who has counseled companies on governance and compliance for decades and is a Certified Compliance & Ethics Professional (CCEP and CCEP-International)® recognized by the Compliance Certification Board. He has deep experience advising boards of directors, senior management, risk and compliance officers, and legal departments.

The GRC Team also includes attorneys whose practices focus on the key areas of corporate compliance, including:

- Anti-corruption and anti-bribery
- Antitrust
- Crisis management
- Cybersecurity and data privacy
- Employment
- Environmental
- Exports, sanctions, and embargoes
- Immigration
- Public company reporting, governance, and external communications
- Sustainability and corporate responsibility
- Tax

REPRESENTATIVE EXPERIENCE

Parker Poe's GRC services are carefully tailored to each company's individual circumstances and needs. Generally, the framework for these services includes:

- **GRC Assessment.** The GRC Team begins with a holistic assessment of the company's current level of compliance, risk appetite, and GRC priorities.
- **Program Design.** Based on the results of our GRC Assessment, clients choose the scope of their individually tailored compliance program, the priority of specific compliance review and remediation, as well as the timeline/pace of implementation based on the client's risk appetite, needs, budgets, and personnel resources.



- **Program Implementation.** The GRC Team provides clients with a detailed road map and timeline chosen by the client to remediate any GRC deficiencies and ensure ongoing compliance through monitoring, training, and updating as necessary.
- **Real-Time Status Reports and Updates.** The GRC Team assists the company's internal team with initial reporting to executive management and the board of directors regarding the company's current GRC profile and recommended action steps, as well as with ongoing progress toward implementation.
- **Education and Training Sessions.** The GRC Team prepares and presents training and education programs to management, board of directors, employees, and third parties to ensure ongoing compliance.
- **Long-Term GRC Partnership.** The GRC Team serves as company's ongoing compliance partner to provide issue-specific advice and assistance whenever questions or challenges arise.

We offer and encourage fixed fee and other alternative fee arrangements at each step of the process to provide efficient delivery of services and client budget control.