

# Jackson C. Pai

Senior Counsel | He/Him/His

**Los Angeles**

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## Areas of Focus

International Trade

Labor and Employment

Global Mobility and Cross Border Personnel  
Engagement

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## Overview

Jackson Pai is a senior counsel in the International Trade Group in the firm's Los Angeles office. His practice covers a range of international and trade issues, including international corporate transactions, global mobility and employment, customs, the Foreign Corrupt Practices Act, and the World Trade Organization.

He conducts due diligence of Chinese entities in connection with corporate mergers and acquisitions, and supports litigation and arbitration between U.S. and Chinese companies. Additionally, Jackson works with corporate entities and supply chains to help companies establish new investments into Asia, particularly China and Taiwan. He also advises companies on continuing obligations in employment and corporate contexts.

As part of his practice, Jackson trains local employees of multinational companies in China, Taiwan, and Hong Kong on compliance with the U.S. Foreign Corrupt Practices Act and corporate code of conduct in Mandarin Chinese and in English.

Jackson served as the first legal advisor to the delegation of the Separate Customs Territory of Taiwan, Penghu, Kinmen, and Matsu to the WTO in Geneva from 2002 until 2006. In that capacity, he participated in more than 20 WTO disputes and the Doha Round negotiations.

Prior to entering private practice, he worked in Washington, D.C., assisting dairy farmers, farm associations, and businesses on agricultural trade policy issues in front of Congress. During law school, he clerked for the American Civil Liberties Union in Washington, D.C. and New York City and interned for a summer at the State Department.

## **Career & Education**

### **Education**

College of William & Mary Marshall-Wythe School of Law, J.D., 2000

Georgetown University, B.S.F.S., 1997

### **Admissions**

California

New York

U.S. Court of International Trade

### **Clerkships**

Law Clerk, American Civil Liberties Union

### **Affiliations**

#### **Professional Activities and Memberships**

- Member, *Law360* International Trade Editorial Board, 2025–Present
- Vice Chair for Communications, Northeast Asia, Japan & Korea Committee of the ABA International Law Section, 2025–Present
- Chair, Sexual Orientation and Gender Identity Issues Network (GIN) Committee of the ABA International Law Section, 2023–Present
- *Member*, Pro Bono Advisory Council, Asian Americans Advancing Justice Southern California

### **Languages**

Mandarin

## Representative Matters

- Advised a U.S. cosmetics brand on all aspects of market entry into China, including regulatory requirements, corporate structure, distribution options, joint venture agreement, trademark licensing, and related agreements, employment, and anti-corruption.
- Advised a major multinational consumer products company on global mobility, expatriate secondment, and global employment strategies for Asia-Pacific and Latin America regions.
- Advised clients on multi-jurisdiction employee transitions in the context of global outsourcing, M&A, and corporate restructuring.
- Conducted an investigation of possible acts of bribery and irregularities in accounting records subject to the U.S. Foreign Corrupt Practices on behalf of the audit committee of a publicly traded global real estate company.
- Assisted in the investigation of Chinese employees for potential ethical and criminal violations arising from whistleblower allegations.
- Negotiated various agreements on behalf of multiple U.S. retailers on their initial entry into China, including management services, distribution, logistics, suppliers, and other vendors.
- Advised divisions of a major U.S. industrial process and technology company on U.S. Customs import compliance, including NAFTA/FTA, rules of origin, tariff classification, valuation, and prior disclosure.

## Insights

### Publications

World Trade Organization Dispute Settlement Decisions: Bernan's Annotated Reporter | 01.01.15

### Client Alerts

Takeaways from the 2023 Trade Policy Agenda and 2022 Annual Report | 03.06.23

Global Mobility and Workforce Concerns During the Ukraine/Russia Conflict | 05.06.22

Employee Personal Information Protection in China – Are You Up to Speed? | 08.25.21

Advance Pricing Arrangement in China: An Effective Tax Planning Tool for Multinational Companies | 05.10.21

Will the Implementation of COVID-19 Vaccine Passports Reestablish Global Employee Mobility? | 03.19.21

Permanent Establishment Risks Arising From Sending Employees to China | 12.28.20

Looking Ahead: Enforcement of the USMCA Labor Provisions | 12.18.20

Remote Working Abroad: 10 Tips for Global Employers | 11.30.20

China Tax Policies to Address the COVID-19 Pandemic | 11.09.20

Trump Administration Announces New Interim Final Rules to Tighten Visa Requirements for High Skilled Foreign Workers | 10.14.20

## **Speaking Engagements**

"Global Outsourcing Strategies: Managing Legal and Operational Risks of Offshore Workers & Services," ABA 2025 ILS Annual Conference | 04.30.25

China in the Crosshairs: How to Navigate U.S. Regulatory Risks with America's No. 1 Frenemy | 11.09.23

"(Supply) Chain Reaction: Preparing for and Mitigating the Impacts of Supply Chain Delays: International Trade," Crowell & Moring Webinar, 2022. | 01.26.22

"China Advance Pricing Arrangement: An Effective Tool for Cross Border Tax Planning," Crowell & Moring Webinar | 10.27.21

"Labor, Employment, and COVID-related Investigations," Investigations: Readiness and Response Webinar Series | 04.27.21

"International Trade in 2021: What's Ahead," Crowell & Moring Webinar | 02.17.21

"Tax Aspects of US-China Trade War," Crowell & Moring's Managing Tax Audits and Appeals Seminar 2020 | 10.08.20

"Looking Ahead: Updates for Global Employers on the Impact of Brexit and the COVID-19 Pandemic on Employee Mobility," Crowell & Moring Webinar | 08.20.20

"Supply Chain and Mobility: ...the limitations on mobility, continued lockdowns, and talent shortages are affecting the supply chain and trade processes for multinationals across the globe." Women in International Trade - Los Angeles | 07.30.20

"Preparing for Employees to Return to the Workplace: Strategies for Global Employers During the COVID-19 Pandemic," Crowell & Moring Webinar | 04.29.20

## **Press Coverage**

Law360 Announces The Members Of Its 2025 Editorial Boards | 03.19.25  
*Law360*

New Labor Trade Fights May Rest On Diplomacy, Not Legalese | 05.18.21  
*Law360*

Mexico Says US Must Vaccinate Migrant Workers Under Pact | 01.13.21  
*Law360*

## **Firm News**

Crowell & Moring Elects 12 New Partners, Promotes Four to Senior Counsel and 25 to Counsel | 01.02.25

Lawyers Alliance for New York Recognizes Crowell & Moring's Nicole Janigian Simonian and Jackson Pai for Volunteer Work | 02.01.23

Crowell & Moring Expands International Trade and Global Employment Practices with Four Senior Lawyers; CMI Breaks New Ground in Shanghai | 03.11.19

## **Blog Posts**

U.S. Department of Commerce Releases Text from IPEF Agreement on Supply Chains | 09.11.23

*Crowell & Moring's International Trade Law*

Uyghur Forced Labor Prevention Act Signed into Law | 01.05.22

*Crowell & Moring's Retail & Consumer Products Law Observer*

Congress Passes Uyghur Forced Labor Prevention Act | 12.22.21

*Crowell & Moring's International Trade Law*

Three Crowell & Moring Practices Recognized as Law360 Practice Groups of the Year | 11.30.20

*Crowell & Moring's International Trade Law*

Considerations for Global Employers During the COVID-19 Pandemic | 03.12.20

*Crowell & Moring's International Trade Law*

Doing Business in China – Managing “Fapiaos” | 02.04.20

*Crowell & Moring's Retail & Consumer Products Law Observer*

China: Using Customs to Protect Your Intellectual Property Rights (IPR) | 01.18.20

*Crowell & Moring's International Trade Law*

China Customs and Intellectual Property Rights Protection | 12.10.19

*Crowell & Moring's Retail & Consumer Products Law Observer*

## Practices

**International Trade**

**Labor and Employment**

**Global Mobility and Cross Border Personnel Engagement**