

COLIN CROSSMAN

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SUMMARY

Senior Legal Counsel with 15+ years' experience advising on product development, privacy compliance, and AI legal frameworks. Proven expertise in privacy regulation, cross-border regulatory strategy, and intellectual property protection. Technically fluent in AI tools and automation, integrating Claude, ChatGPT, Grok, Venice.ai, and self-hosted LLMs into daily legal workflows and internal systems. Skilled in counseling engineering, InfoSec, and product teams to embed privacy-by-design principles, support LLM deployment governance, and balance innovation with compliance. Regular contributor to thought leadership and public policy, with a track record of bridging legal risk and business enablement in AI-naïve environments.

SKILLS

Legal & Regulatory

- Contract Negotiation & Drafting
- Privacy-by-Design Implementation
- Corporate Governance
- Regulatory Outreach & Legislative Testimony
- IP Protection & Strategy (Trade Secrets, Patents, Trademarks, Copyrights, & Licensing)
- Multi-Jurisdictional Compliance
- Product Counseling & Legal Risk Management

Technical & AI

- AI-Augmented Workflows using ChatGPT, Grok, Venice, & self-hosted LLMs
- AI-Augmented Legal Workflow Design (LLMs, GPT-based tools, Python, SQL, APIs, &c.)
- Governance & Risk Analysis
- Data Governance & LLM Training Policy
- Legal-Tech System Development (Bots, Dashboards, Internal Tools)
- Open-Source Software Compliance & Risk

General Business & Leadership

- Cross-Functional Collaboration (Legal x Engineering x InfoSec)
- M&A Due Diligence & Legal Oversight
- Strategic Regulatory Engagement
- Historic Tax Credit Syndication
- Vendor & Infrastructure Contract Negotiation
- Franchise & Public-Private Partnership Structuring
- Public-Facing Legal Writing & Policy Advocacy

EXPERIENCE

SECRETARY OF STATE'S OFFICE, STATE OF WYOMING

Deputy Secretary of State

Cheyenne, WY

November 2025 – Present

- Coordinate agency-wide operations and strategy across core regulatory and public-service functions (business entities/UCC, securities, notaries, public records, and related services).
- Lead legislative and policy development in partnership with the Governor's office, AG's office, and legislative committees; translate statutory changes into executable procedures and public-facing guidance.
- Oversee modernization initiatives (process redesign, data governance, cybersecurity alignment, vendor management/procurement), with measurable SLAs and dashboards for throughput, accuracy, and cost.
- Direct intergovernmental coordination on CTA/BOI issues with FinCEN and state partners; align state systems with evolving federal compliance while safeguarding state transparency and privacy standards.
- Support litigation/rulemaking posture, including amicus strategy on matters touching state regulatory authority and technology sovereignty.
- Build leadership capacity, mentoring managers, strengthening succession pipelines, and institutionalizing continuous-improvement practices.

SECRETARY OF STATE'S OFFICE, STATE OF WYOMING

Cheyenne, WY

Director of Business Division

April 2023 – November 2025

- Lead division managing high-volume corporate filings (600K+/year), aligning operations with evolving data protection, KYC/AML, and public record transparency standards; coordinated state-level response to the Corporate Transparency Act Beneficial Ownership Information rule at FinCEN.
- Resolve cross-functional legal and operational issues through deep statutory knowledge and inter-agency coordination across legal, IT, and policy teams; improving legal accuracy and filing turnaround through deep knowledge of Wyoming corporate law.
- Advise on legislative reforms involving business and privacy law; influence state-level data governance through statutory analysis and counsel collaboration.
- Managed and mentored a team of 10+ legal and administrative staff, enhancing division efficiency and compliance accuracy.
- Testify before state legislature to advocate for modernized digital business infrastructure, including reforms impacting privacy, data access, and automation policy; coordinated cross-agency input from legal, policy, and IT teams.
- Co-authored amicus briefs for U.S. Supreme Court and 10th Circuit on legal frameworks governing state regulatory authority, technology sovereignty, and data control.
- Designed legal-tech automation using Python to streamline corporate name checks, reducing manual review and aligning with digital compliance strategy, saving ~1 FTE/day and boosting processing throughput by 7%.

DISTRIBUTED HASH, LLC

Cheyenne, WY

Member

January 2022 – October 2025

- Served as General Counsel for all legal matters, negotiating AI-adjacent infrastructure and data-hosting contracts, including academic partnerships, ensuring privacy compliance, IP safeguards, and commercial viability.
- Directed design and launch of digital infrastructure facility, overseeing regulatory approvals across jurisdictions, managing compliance with environmental, data handling, and emerging crypto/tech law.
- Built internal compliance systems using Python/SQL to enable real-time monitoring and generate audit-ready records aligned with internal control and risk mitigation frameworks.
- Developed Python-based automation for remote infrastructure control, improving uptime, reducing manual risk, and supporting operational compliance in remote-first environments.
- Published regulatory insights and legal whitepapers for investors and policymakers, translating complex tech issues into actionable frameworks on energy use, infrastructure, and AI-adjacent systems.
- Led regulatory engagement with local authorities to secure permits and compliance across infrastructure and data-related operations, ensuring alignment with privacy, environmental, and public trust standards.
- Negotiated long-term tech infrastructure and utility service agreements, balancing legal risk, operational needs, and data center continuity for compute-intensive systems.
- Oversee multi-jurisdictional legal and regulatory compliance, including zoning, data governance, and operational disclosures, ensuring ongoing risk mitigation for privacy-sensitive infrastructure.

RHEA HOSPITALITY

Durham, NC & Las Vegas, NV

Principal and Manager

November 2007 – April 2023

- Founded and led a multi-state hospitality group, overseeing legal, financial, and regulatory operations for a 135-person team and \$7M+ in annual revenue; served as de facto General Counsel for all contracts, compliance, and risk management.
- Drafted and negotiated commercial agreements across construction, vendor, and financing domains; provided in-house legal counsel across multiple jurisdictions with a focus on aligning business needs with legal risk mitigation.
- Structured and closed \$17M+ in capital through private placements, public funding, and municipal partnerships; led all legal due diligence, regulatory compliance, and investor disclosures.

- Structured Regulation A+ offering via Delaware PBC, managing compliance with SEC disclosure and investor protection requirements in preparation for Tier 2 qualification.
- Drafted and secured zoning and permitting approvals across jurisdictions, navigating public infrastructure, data access, and environmental standards for complex operational footprints.
- Designed and deployed internal legal/ops automation tools (Python, SQL, Flask), streamlining payroll and compliance workflows and saving \$100K+ annually in operational overhead.

PHD POSTERS, LLC

Durham, NC

Member and General Counsel

November 2005 – April 2023

- Provided end-to-end legal leadership for \$1.2M+ multi-location e-commerce operation; oversaw commercial contracts, IP protection, and data compliance across digital and physical retail environments.
- Drafted consumer-facing terms, franchise agreements, and IP filings; managed legal strategy for brand protection and commercial scalability, including federal trademark portfolio.
- Directed international legal and tax strategy for Canadian subsidiary; managed outside counsel and ensured cross-border compliance with consumer protection and data regulations.
- Led legal structuring for transition to national e-commerce model, aligning legal operations and commercial strategy to support growth, digital consumer privacy, and fulfillment compliance.
- Acted as General Counsel for all business operations, handling employment matters, dispute resolution, and commercial contracts, while advising on risk, compliance, and business enablement for digital operations.

EDUCATION

DUKE UNIVERSITY GRADUATE SCHOOL

Durham, NC

M.S., Biomedical Engineering, December 2004

DUKE UNIVERSITY SCHOOL OF LAW

Durham, NC

J.D., Cum Laude, May 2003

CARNEGIE MELLON UNIVERSITY

Pittsburgh, PA

B.S., Biology, May 2000

PROFESSIONAL LICENSES

WYOMING LICENSED ATTORNEY, #8-7039

NORTH CAROLINA LICENSED ATTORNEY, #31468

UNITED STATES PATENT AND TRADEMARK OFFICE, #52782

ADMITTED TO THE UNITED STATES SUPREME COURT AND 10TH CIRCUIT COURT OF APPEALS

SELECTED PUBLICATIONS

Christopher Land, **Colin Crossman**, Jesse Naiman; Amicus Brief in the United States Supreme Court, for Senator Lummis and WY Secretary of State Chuck Gray, in *Texas Top Cop Shop v. Garland*. Filed on 2025-01-10. Available at: <https://crc32.com/wysos-lummis-sct-amicus-cta.pdf>

Colin Crossman; Debanked: The Financial Suppression of Bitcoin Businesses Must End. Bitcoin Magazine (2024-12-03). Available at: <https://bitcoinmagazine.com/politics/debanked-the-financial-suppression-of-bitcoin-businesses-must-end>

Colin Crossman; Wyoming Secretary of State Amicus Brief in *Custodia Bank v. Federal Reserve Board of Governors*. Filed on 2024-07-03. Available at: <https://www.courtlistener.com/docket/68486662/010011075367/custodia-bank-v-federal-reserve-board-of-governors/>

Colin Crossman; NRA & Cantero in the Supreme Court: Implications For Operation Choke Point 2.0 And Custodia Bank. BitcoinMagazine.com (2024-05-31). Available at: <https://bitcoinmagazine.com/legal/nra-cantero-cases-implications-for-operation-choke-point-2-0-and-custodia-bank>

Colin Crossman; Resisting The EIA: One Possible Playbook. BitcoinMagazine.com (2024-02-13). Available at: <https://bitcoinmagazine.com/legal/resisting-the-eia-one-possible-playbook>