

# 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

- 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.

Cheyenne, WY

November 2025 – Present

**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 &amp; 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 10<sup>TH</sup> 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/wyos-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>