

Crosby is an associate in the employee benefits and executive compensation group, where he provides advice on compensation and benefit arrangements, including incentive compensation, equity compensation, deferred compensation, employment, retention, severance and change in control arrangements.

Crosby also has experience advising public and private companies on employee benefit, executive compensation and tax aspects of merger and acquisition transactions, including due diligence review, representation and warranties, covenants, employee matters and tax matters.

Prior to joining Harter Secrest & Emery, Crosby worked as a tax attorney in the New York City office of Debevoise & Plimpton, and more recently as an educator at Liberty Avenue Middle School in Brooklyn, New York, and then McQuaid Jesuit in Rochester, New York.

With a diverse background as both an attorney and an educator, Crosby is able to communicate complex legal matters in a coherent and clear manner.

### Professional and Civic Affiliations

- Vice Chair of the Board of Directors, Inkululeko, Inc., a non-profit that serves students in Grahamstown, South Africa

### Honors and Awards

- Recipient, Income Tax Pro Bono Award, Erie County Bar Association, Volunteer Lawyers Project, Inc.
- Editorial Board, *Virginia Tax Review*, University of Virginia School of Law



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### Admissions

New York

### Education

University of Virginia School of Law, J.D.

Relay Graduate School of Education, M.A., Teaching

University of Rochester, B.S., Neuroscience, *summa cum laude*

