Mobile Workforce Coalition | 2023 Staff

Liz Malm | Executive Director

Liz serves as Vice President and Economist at MultiState and is a key leader in the firm's Strategic Government Relations practice. While Liz's formal training is in economics and tax policy, her real passion has always been in design and communications. She is responsible for the marketing and creative direction of MultiState as a whole, but also many of MultiState's full-service and coalition clients. She has years of experience in strategic communications, including branding, web design, messaging, and the development of physical and digital advocacy content. Liz is also a skilled project manager, helping the team conceptualize client projects from inception through delivery and managing some of MultiState's most complex accounts. She has experience building full-service state affairs campaigns and setting up coalitions in the tax policy space from scratch. Liz joined the firm as a Senior Policy Analyst and Economist in 2015, focusing on the firm's tax policy clients. Her previous experience includes the Tax Foundation and the Wyoming Taxpayers Association. She holds a Master of Arts in economics from Duke University and a Bachelor of Science, economics, and Bachelor of Arts, history, both from the University of Wyoming.

Morgan Scarboro | Policy Director

Morgan joined MultiState in 2018 and currently serves as Vice President. Morgan uses her expertise in state tax policy to advise clients on policy trends, manage state advocacy coalitions, and track corporate income tax legislation across the country. Morgan is a frequent panelist for state tax policy events and updates. She has presented to a wide range of groups, ranging from the Senate Presidents' Forum and National Conference of State Legislatures' State and Local Tax Task Force, state Chambers of Commerce, and government affairs professionals at groups like Washington Area State Relations Group, State Government Affairs Council, and Women in Government Relations. Morgan's work has been cited in national and state-based publications, including the *Associated Press, CNN Money, Law 360, NPR, Politico, State Tax Notes,* and *The Washington Post.* Morgan is a co-chair of the Women in Government Relations' State Relations Task Force. Prior to MultiState, Morgan worked as a Policy Analyst at the Tax Foundation. She holds a bachelor's degree in economics and a minor in political science from Georgia College & State University. Morgan also earned a certificate in State and Local Taxation from Georgetown Law in 2020.

Joe Crosby | Senior Advisor

Joe serves as MultiState's CEO. He is involved in all aspects of the firm's efforts to help clients resolve the challenges they face in the state and local government arena. Prior to joining MultiState in 2011, Joe was with the Council On State Taxation (COST) for more than a decade, ending his tenure there as COO & senior director, policy. Joe has also served as national director of state legislative services for Ernst & Young LLP. Joe is a nationally recognized expert on state and local business tax policy. He was identified by *State Tax Notes* as the "single most influential person in state taxation" and named as the publication's inaugural Person of the Year.

Joe was integral to the founding of the Mobile Workforce Coalition and led the effort for several years during his tenure with COST, negotiating the language of federal legislation with the states, testifying before the U.S. House Judiciary Committee, advocating the business community's interests on this issue before the MultiState Tax Commission, and bringing together businesses and associations from all 50 states in support of rationalizing the taxation of mobile workers.

Deborah Bierbaum | Senior Advisor

Deborah joined MultiState in December 2021 as Senior Tax Policy Advisor. Deborah brings decades of high-level experience in tax policy from her tenure at AT&T, where she was most recently Assistant Vice President, External Tax Policy. Prior to her work with AT&T, she served as Deputy Commissioner of Tax Policy for the New York State Department of Taxation and Finance. Some of Deborah's key accomplishments at AT&T include: helping to shape the Federal Tax Cut and Jobs Act; working on all iterations of the Internet Tax Freedom Act and successfully obtaining key changes to the definition of "internet access" securing state support for the federal Mobile Telecommunications Sourcing Act; and building a strong advocacy team that is seen as a role model by other companies. She has served on the Board of the Council On State Taxation and the Streamlined Governing Board Business Advisory Council. She Co-chairs the New Jersey Tax Council and recently won the New Jersey Business and Industry Association's Leonard C. Johnson award for advising policymakers on tax issues in the FY2019 budget.