

Lauren M. Crossett

Partner

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OVERVIEW

Lauren Crossett is a partner in the firm's Corporate practice and Employee Benefits and Executive Compensation group. She advises employers of all sizes and industries, including for profit and nonprofit employers, on employee benefit programs, including qualified and non-qualified retirement programs and health and welfare programs. More specifically, she regularly counsels clients on the implementation, administration and termination of, and fiduciary obligations relating to, their employee benefit plans. She has particular experience with employers in the manufacturing industry, including employers with employees who are collective bargaining unit members. She provides guidance on regulatory compliance under the Internal Revenue Code, ERISA, the Affordable Care Act and other applicable law, and has represented clients before the Internal Revenue Service and the US Department of Labor on a variety of matters including employee benefit plan audits, penalty assessments (such as IRS Letter 226-J for applicable large employers and delinquent Form 5500 filings), and voluntary correction and compliance programs. Lauren is a trusted member of the Corporate group's M&A and private equity deal teams, where she provides advice concerning employee benefit programs in the context of mergers and acquisitions, including the application of the “golden parachute rules” under Section 280G of the Code. Lauren further advises fiduciaries on the investment of ERISA plan assets in private equity, credit, and real estate investment funds.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Lauren served the Pittsburgh office of a global law firm as a shareholder and co-chair of the firm's national employee benefits and executive compensation group.

ACHIEVEMENTS

- Recognized by *The Legal 500 United States* as a Recommended Lawyer for Employee benefits, executive compensation and retirement plans: design, 2024
- Named to the Pennsylvania Super Lawyers Rising Stars list, 2018, 2020, 2021, 2023-2026

PROFESSIONAL / CIVIC ACTIVITIES

- Member, American Benefits Council
- Member, Colgate Alumni Club of Pittsburgh
  - Former President

SPEAKING ENGAGEMENTS

- Presenter, “COVID-19: Legal Updates for Benefit Plan Practitioners,” Louisville Employee Benefits Council, September 2020
- Co-Presenter, “COVID-19 Benefit Plan Guidance,” CTR Payroll, July 2020
- Co-Presenter, “401(k), IRA and SBA Loans under the CARES Act,” Financial Experts Network, April 2020
- Presenter, “Affordable Care Act: Highlights and Recent Developments,” Greater Pittsburgh Nonprofit Partnership, November 2013
- Presenter, “The Time is Now–Preparing for Implementation of the Patient Protection and Affordable Care Act,” March 2013

EDUCATION

- J.D., University of Pittsburgh School of Law, 2011 *(magna cum laude)*
- B.A., Colgate University, 2008 *(summa cum laude)*

ADMISSIONS

- Bar of Pennsylvania
- United States District Court for the Western District of Pennsylvania

THOUGHT LEADERSHIP *POWERED BY HUB*

- 9 November 2026, IRS Updates the Employee Plans Compliance Resolution System

NEWS & EVENTS

- 16 January 2026, K&L Gates Advises Matthews International Corporation in US$232.1 Million Sale of Warehouse Automation Business
- 23 September 2025, K&L Gates Counsels Copeley Capital on Sale of OnSight Industries
- 26 March 2025, K&L Gates Advises Nous Infosystems on Strategic Investment by TA Associates

- 17 March 2025, K&L Gates Receives Excellence Award for Representation of Wabtec in Acquisition of Bloom Engineering
- 22 September 2023, K&L Gates Advises Incline Equity Partners in Connection With Sale of Foundation Source
- 23 January 2023, K&L Gates Bolsters Corporate/Private Equity Practice With Addition of Seven-Partner Team in Pittsburgh Office

AREAS OF FOCUS

- Benefits and ESOPs

REPRESENTATIVE EXPERIENCE

- Advised Matthews International Corporation (NASDAQ: MATW) in the US$232.1 million sale of its Warehouse Automation business to Duravant LLC.