


KRISTIN ANN THOMAS

PERSONAL DETAILS

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 413.575.2134

 Longmeadow, Massachusetts

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BAR ADMISSIONS

MASSACHUSETTS
April 2007

CONNECTICUT
November 2002

UNITED STATES DISTRICT
COURT, MASSACHUSETTS
May 2022

UNITED STATES DISTRICT
COURT, CONNECTICUT
January 2003

PROFESSIONAL MEMBERSHIP

Massachusetts Bar
Association

Hampden County Bar
Association

Women's Bar Association of
Massachusetts

Massachusetts Continuing
Legal Education (MCLE)

PROFESSIONAL OBJECTIVE

I am seeking a position as a civil litigation attorney in a future-oriented, dynamic firm. My proven business acumen combines with a strong legal skill set and allows me to identify creative and effective solutions to complex issues and conflicts. I am at my best when I am working as part of a team of creative people collaborating to further the values and aims of the organization. As a leader with a record of achievement in a range of professional settings, I look for opportunities to help others develop with action-oriented and motivational support. I am also uniquely situated to assist small business owners with legal challenges, and with advance planning to protect their interests.

LEGAL WORK EXPERIENCE

ATTORNEY

October 2021 - Present

Keyes & Donnellan, P.C., Springfield, Massachusetts

- Participated in jury selection and sat second chair in two medical malpractice trials in Massachusetts Superior Court, each lasting approximately two weeks, in which defense verdicts were achieved.
- Worked on 25-30 active cases in courts across Massachusetts in defense of medical malpractice, employment and auto accident claims.
- Built consensus among internal attorneys, clients and outside counsel on settlement and litigation strategies.
- Effectively elicited information from friendly and adverse parties through depositions and examinations under oath to develop litigation and settlement plans.
- Improved firm efficiency by engaging an independent contractor to assume the firm's bookkeeping functions following the departure of a key employee.

ATTORNEY

September 2002 - May 2005

Day Berry & Howard LLP, Hartford, Connecticut

- Represented clients concerning labor and employment issues in both state and federal courts and agencies.
- Managed more than 40 active cases at a time involving companies ranging from Fortune 500 multi-national organizations to small local businesses.
- Advised clients regarding employee relations, employment practices and policies and compliance with state and federal employment and labor laws. Drafted and reviewed employee handbooks. Counseled employers regarding reductions in force, drug testing programs, workplace surveillance and sexual harassment policies.
- Negotiated and drafted employment and separation agreements, including non competition and non solicitation obligations.

KRISTIN ANN THOMAS

COMPETENCIES

Leadership
Negotiation
Conflict Resolution
Project Planning
Resource Management
Improving Efficiency
Reducing Costs
Risk Assessment
Adaptability
E-Commerce

COMMUNITY INVOLVEMENT

FIRST CHURCH LONGMEADOW

Leadership Team

Longmeadow, Massachusetts

2014-2018

Guided modernization and restructuring of rules and procedures in historic local church.

OPEN HEARTH ASSOCIATION

Board of Trustees

Hartford, Connecticut

2003 - 2005

Provided pro-bono services and fundraising opportunities to homeless shelter for men.

OLIVER ELLSWORTH INNS OF COURT

Hartford, Connecticut

2004-2006

Participated in professional society of Connecticut lawyers and judges following nomination by senior partner of law firm.

WORK EXPERIENCE continued

CO-OWNER, VICE PRESIDENT

September 2010 - January 2021

Ruggers Rugby Supply, West Springfield, Massachusetts

Engineered turnaround of sporting goods business in fast-paced environment resulting in a 40% increase in corporate sales.

- Replatformed entire e-commerce presence by identifying and employing cutting edge technologies.
- Pioneered a range of research and marketing and brand strategies including graphics creation.
- Managed 50+ customer accounts on a continuing basis.
- Tracked and analyzed progress and effectiveness of marketing campaigns using data including Google Adwords and Facebook with an average click-through rate of 16%.
- Created an efficient and simplified system for production of custom goods and designed a breakthrough e-commerce site dedicated solely to this facet of the business.
- Redesigned e-mail marketing procedures resulting in a significant improvement in customer engagement averaging an 11% click-through rate with extremely targeted marketing.
- Worked closely with application developers to achieve unique e-commerce features to streamline customer's purchase experience.
- Continually improved conversion rates across multiple e-commerce sites.

EDUCATION

JURIS DOCTOR (J.D.)

University of Connecticut School of Law, Hartford, Connecticut

Honors

BACHELOR OF ARTS (B.A.)

Smith College, Northampton, Massachusetts

Philosophy

Cum Laude with High Honors

PERSONAL DEVELOPMENT

WOMEN'S LEADERSHIP INSTITUTE

September 2014 - May 2015

Hartford Seminary, Hartford, Connecticut

Developed and enhanced leadership skills in an extensive year long program culminating in final leadership project and award of certificate from Hartford Seminary.
