

KRISTIN ANN THOMAS

PERSONAL DETAILS



<https://kristinanthomas.com/>



kristinanthomas@gmail.com



413.575.2134



Longmeadow, Massachusetts



[linkedin.com/in/kristin-ann-thomas](https://www.linkedin.com/in/kristin-ann-thomas)

BAR ADMISSIONS

MASSACHUSETTS

April 2007

CONNECTICUT

November 2002

UNITED STATES DISTRICT COURT, MASSACHUSETTS

May 2022

UNITED STATES DISTRICT COURT, CONNECTICUT

January 2003

PROFESSIONAL MEMBERSHIP

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 and strong legal skill set allow 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 clients and 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 advance planning to further their interests.

LEGAL WORK EXPERIENCE

ATTORNEY

October 2021 - Present

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

- Participated in jury selection and second chaired two medical malpractice trials in Massachusetts Superior Court, each lasting approximately two weeks, in which defense verdicts were achieved.
- Achieved defense verdict in small claims action in which pro se plaintiff withdrew claim following presentation of evidence and closing argument.
- 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 concurrently involving companies ranging from Fortune 500 multi-national organizations to small local businesses.
- Advised clients regarding employee relations, employment practices, 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
Client Development
Website Development
Communication
Advocacy
Risk Assessment
Problem Solving
Relationship Building
Adaptability

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 e-commerce presence for 30 year old company. Identified and implemented cutting edge technologies resulting in significant market share gain in extremely competitive market.
- Pioneered a range of research, marketing and brand strategies including graphics creation, targeted advertising and a broad range of automated emails.
- Managed 50+ customer accounts on a continuing basis.
- Tracked and analyzed progress and effectiveness of marketing campaigns using data and programs including Google Adwords and Facebook resulting in an average click-through rate of 16%.
- Created a 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 process resulting in a significant improvement in customer engagement averaging 11% click-through rate with extremely targeted marketing.
- Worked closely with application developers to create unique e-commerce features custom designed to streamline purchase experience.

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

SAMPLE AND TEST KNITTER

May 2021 to present

WEBS America's Yarn Store, Northampton, Massachusetts

Create sample garments and test knit new patterns for largest yarn store in the United States. Troubleshoot innovative knitwear patterns and assist in editing. Resulting garments are professionally photographed and sold in physical catalog, on website (<https://www.yarn.com/>) and in retail store.