

DEBORAH DESMARAIS FERRITER

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SUMMARY

Seasoned attorney with extensive experience in personal injury, contract, medical malpractice and employment law. A strong leader with a history of building effective client relationships. Demonstrated competencies in formulating strategies and action plans to achieve results and simplify processes. Strong analytical qualities. Industry experience developed through private practice and Fortune 100 company involvement.

PROFESSIONAL EXPERIENCE

FERRITER & FERRITER, LLC 2007 – PRESENT

Lawyer

Voluntarily represent clients in civil and municipal practice.

MASSMUTUAL, Springfield, MA 2004 - 2007

Assistant Vice President - Business Partner/Consultant (2006 – 2007)

Served on the leadership team for client business units and participated in strategic analysis of operational improvements to accomplish the company's goals related to the reorganization of the national insurance product division. Evaluated numerous employee relations issues, compliance-related matters, and provided feedback on role of senior level managers in the reorganized business units. Worked closely with benefit, compensation and payroll specialists.

- Reorganized national general agent leadership structure, which achieved corporate strategy to increase the sale of whole life insurance.
- Restructured compliance leadership team to support newly created functional support structure of insurance division resulting in a streamlined business unit.
- Successfully partnered with business unit executives and senior leaders, and enhanced collaboration between leadership and senior managers.

Employment Lawyer/Corporate Law Division (2004 – 2006)

Provided legal counsel and interpretation on all aspects of employment law to managers and associates company-wide. Drafted and revised employment policies relating to employment regulations and law.

- Redrafted the corporation's Statement of Respect, a critical diversity policy, to ensure all employees had a clear understanding of the company's philosophy regarding diversity.
- Developed training sessions for human resource personnel encouraging expansive thinking related to employee issues that resulted in a more credible exchange between business units and the Human Resource Department.

BULKLEY, RICHARDSON & GELINAS, Springfield, MA 1994 - 2004

Lawyer/Partner

Represented clients in civil and commercial practice, primarily focusing on personal injury, contract, medical malpractice and employment matters. Managed all aspects of complex litigation in state, federal and administrative civil litigation, mediation and arbitration. Used cost-effective measures. Developed and applied strategies to achieve positive client outcomes. Organized and synthesized data to advance client's position and translated complex information to simple terms.

- Represented defense clients in large exposure cases that resulted in many defense verdicts.
- Received numerous favorable settlements for clients in employment, contract, medical malpractice and personal injury disputes.
- Prepared and argued motions for summary judgment, which were granted, dismissing the corporate clients from the lawsuits.

Additional Work Experience:

Paralegal

Assisted lawyers in all aspects of litigation. Implemented strong and effective paralegal program.

EDUCATION

Juris Doctor

Western New England College, School of Law, Springfield, MA

Bachelor of Arts, Politics

Mount Holyoke College, Frances Perkins Scholar, South Hadley, MA

ADMISSIONS

Massachusetts Courts, 1994; U.S. District Court for the District of Massachusetts, 1994

LEGAL CONSULTANT

Massachusetts Commission Against Discrimination; UMASS Donahue Institute

PUBLICATIONS

Numerous articles relating to employment, Bulkley, Richardson and Gelinias, LLP Employment Law Bulletin

COMMUNITY SERVICE

Community Foundation of Western Massachusetts – Distribution Committee