

Lowry Heussler
Cambridge, Massachusetts

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| BOTEC Analysis, LLC General counsel, researcher | December, 2015 - present |
| Commonwealth of Massachusetts Executive Office of Labor and Workforce Development Staff Lawyer | September, 2009 – November, 2015 |
| Donahue, Grolman & Earle Partner | June, 2007 – September, 2009 |
| Commonwealth of Massachusetts Board of Registration in Medicine Prosecutor | November, 2005 – June, 2007 |
| Norfolk County Housing Authorities General Counsel | April, 2002 – November, 2005 |
| Fenn & Heussler Partner | October, 1996 – April, 2002 |
| Fenn & King Associate | March, 1993 – October, 1996 |
| Friedman & Atherton Associate | November, 1989 – March, 1993 |

LEGAL PRACTICE AREAS

Transactional and Corporate Law: Real estate conveyancing and financing, entity formation, business governance, contract development and negotiation, partnership agreements, commercial leasing, non-compete and non-disclosure agreements, general corporate counsel services.

Civil Rights: Religious freedom, race and sex discrimination, access to health care (mental illness, addiction, accommodation of religion in health care), disability issues in employment and housing, prisoners' rights, police misconduct, and municipal liability.

Employment Law: Counsel and litigation provided to employers and employees on reasonable accommodation of disability, compliance and adverse employment actions.

Trial: 25 years of trial experience, civil and criminal, state and federal.

Appellate: Andover Housing Authority v. Shkolnik, 443 Mass. 300 (2005) (amicus brief); Martinez v. Silva, A.C. No. 99-P-1880; Commonwealth v. Martinez 425 Mass. 382 (1997); Jaxtimer v. Visco, et al., Appeals Court No. 96-P-702; (amicus brief) Commonwealth v. Pinckney, 419 Mass. 341 (1995); Good v. Comm'r of Correction, 417

Mass. 329 (1994); Atlantic Mutual Ins. Co. v. McFadden, 413 Mass. 90 (1992); Commonwealth v. Strahan, 39 Mass. App. Ct. 928 (1995); LaLonde v. LaLonde, 30 Mass. App. Ct. 117 (1991); United States v. Grant, 971 F.2d 799 (1st Cir. 1992) (co-authored brief); Hager v. Sec'y of the Air Force, 938 F.2d 1449 (1st Cir. 1991) (co-authored brief).

Administrative Law: Massachusetts Commission Against Discrimination, Cambridge Human Rights Commission, Department of Corrections, Boards of Registration in Medicine, Dentistry, and Nursing, Department of Housing & Community Development, Department of Children and Families, Division of Housing Appeals, Board of Bar Overseers; Department of Environmental Protection, and various municipal Zoning Boards of Appeal and Planning Boards.

EDUCATION

Boston University School of Law

Boston, Massachusetts

J.D., May 1989

University of Wisconsin, Madison

Madison, Wisconsin

B.A. English, August 1986

Phillips Exeter Academy

Exeter, New Hampshire,

Classical Diploma, 1979

RESEARCH AND PUBLICATIONS

Author/Chief Researcher

Randomized Control Trial of Probation Model, Worcester, Massachusetts (in progress)

Case-Processing Times for Felony Prosecutions in the Hinds County Circuit Court, 2015

Operations Chief:

With BOTEC Analysis: Consultant to the Washington State Liquor Control Board for regulation of recreational cannabis market, (2013 - 2016)

Chief researcher and Co-author:

Opportunities and Barriers in Probation Reform: A case study of drug testing and sanctions. Study commissioned by California Probation Department, in conjunction with BOTEC Analysis Corporation, 1998

Research and Editorial Assistance:

Kleiman, Against Excess: Drug Policy for Results, BasicBooks, New York, NY (1992).

Co-author:

with BOTEC Analysis,

Criminal Justice in Massachusetts: Putting Crime Control First, 1996, Massachusetts Institute for a New Commonwealth

Research Design Assistant:

with BOTEK Analysis,

Analysis of Cocaine and Heroin Market Structure. 1996

Non-legal employment

Prior to law school, I taught high school English and Latin.

COMMUNITY SERVICE

NEADS/Dogs for Deaf and Disabled Americans

(Nonprofit organization that trains service dogs to assist disabled people.)

Member of the Board of Directors, 2002- 2016