



Deborah Mannia (She/Her)

Outside GC to high-growth tech companies | Non-profit founder

San Francisco Bay Area · [Contact info](#)



Fractional G

Santa Clara
of Law

About

When I decided to become outside general counsel to technology companies, I knew that sharing my experience and hard-fought insights would make a difference for my clients.

I usually start working with small to medium-sized companies when they have run across a particular protracted commercial contract problem – I dive in and solve the contract issue, and then help my clients align processes to support revenue generation without becoming a bottleneck. This allows sales to handle a good deal of the process using negotiation guidance and approved alternatives...but still be escalation mandates to make sure liability and performance burdens are not inequitably shifted to the client.

Once I'm on the team, and my C-suite partners see I have truly "been there & done that," I've often become a member of the senior leadership team. I've asked to jump into all sorts of legal issues – regulatory or expanding product suites, employee recruiting/counseling/terminations, compliance with an evolving financing efforts, and pre-litigation disputes. Each is a challenge I've seen before, and enjoy working with leadership to solve.

The growth in my clients echoes my own journey as an entrepreneur and founder – parts of the process were bewildering at first, but when I'd been through it all a few times, it got a lot easier to see around corners. That the work I did way back then to right-size the corporate framework, build workable policies and encourage collaboration and ensure the board, officers & directors, and members each fulfilled their duties made it much easier to provide guidance and counsel to high-growth companies to take their company through the growth phase.

Experience



Outside General Counsel

Fractional General Counsel

2005 – Present · 16 yrs

I love working with growth companies, partnering with senior leadership, and col stakeholders. Their enthusiasm to make a difference is infectious, and it's great to jump in and take a proactive, pragmatic approach to helping the company meet requirements while achieving business goals. My strategic advice enables compar risk by navigating around legal pitfalls, develop compliant-by-design products an protect and monetize intellectual property, and recognize revenue. I provide advi policies tailored to meet ESG, DEI, and other governance objectives important to investors, employees, and customers. Although I do not fear litigation, I am adept disputes before they become a cost center and time sink.

[see less](#)



General Counsel

Journal Communications, Inc., Subsidiary

1997 – 2005 · 8 yrs

Although JCI is no longer a going concern, I really enjoyed working across the JCI companies. Building a successful legal department was both challenging and exhi on opportunities to craft policies, develop training programs, and deploy complia equally rewarding because they allowed me to translate legal thought into strate action that fit the company resources, risk appetite, and culture. Some of my favo include a reluctant salesperson calling to tell me he just closed a deal by using a c like I suggested, gaining building plan approval from a reluctant build-to-suit lan facility that was the linchpin to retaining a strategic customer, and the signing of distribution agreement enabling lucrative regional operations.

- Created cross-functional legal department, realized immediate \$100,000+ cost : created profit center through business-friendly contract policy implementation
- Directed litigation and settlement negotiations yielding \$1,000,000+ in co-locat

[see less](#)



Founder & Executive

International Trade Association

1986 – 1997 · 11 yrs

Communication and governance skills I learned in founding and operating a non-still use today. I cut my teeth on strategic planning, drafting policies and procedu cross-functional teams, and meeting financial goals and requirements. The entrep honed here influences the pragmatic and proactive approach I used throughout r and still use today.

[see less](#)

Volunteer experience



Employment Auditor

Association of Corporate Counsel

Nov 2020 – Apr 2021 • 6 mos

Civil Rights and Social Action

Conducted Pro Bono Employment Legal Audits - Audited employment records, id and attention areas for 501(c)(3) non-profits.



Moot Court Judge

Santa Clara County Bar Association

Nov 2019 – 2020 • 1 yr

Civil Rights and Social Action

Judged multiple trials for national high school mock trial competition. Gave const case presentation feedback to individuals and teams. Provided career pathing and advice to students interested in pursuing a legal career.



Mentor

California YMCA Youth & Government

2014 – 2018 • 4 yrs

Civil Rights and Social Action

Provided career pathing to future attorneys. Mentored high school students to re understand statutes and case law, write legal briefs, and present oral arguments. I speaking feedback and advice to individuals. Judged proposed bills at Bill Night c Provided feedback to teams in preparation for presentation of winning bills to the Legislature in the Capitol.
