



Kelly O’Ferrall

Partner, Employment and Labour

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Bar Admission: Ontario, 2009

Areas of Expertise

- Banking and Financial Services
- Emerging and High Growth Companies
- Employment and Labour
- Environmental, Social and Governance (ESG)
- Executive Compensation
- Media and Entertainment
- Power and Utilities
- Professional Services
- Retail and Consumer Products
- Technology

Kelly is a trusted advisor to local and international clients, offering strategic, business-focused counsel on employment law, executive compensation and workforce risk management. She advises employers on a range of employment matters, guides them through complex disputes, and provides counsel on corporate transactions.

A significant portion of Kelly’s practice is dedicated to advising companies and boards of directors on executive-level employment matters, including employment and separation arrangements as well as succession planning. Kelly’s employment law expertise is enhanced by her specialization in executive compensation, where she helps both public and private companies design and implement equity and non-equity compensation arrangements that align with business goals and regulatory requirements.

Beyond her executive-level focus, Kelly helps employers navigate complex workplace challenges, such as wrongful dismissal, constructive dismissal, misclassification and human rights claims. She provides tailored advice on compliance with employment standards, workplace safety and employee privacy laws, enabling organizations to adopt effective risk-mitigation strategies. In addition, Kelly regularly advises on and negotiates contractual agreements on behalf of employers, including executive employment and consulting agreements, restrictive covenant terms, and termination arrangements for departing employees.

Kelly’s expertise extends to corporate transactions, such as mergers and acquisitions, restructuring, insolvencies and outsourcing. Her ability to identify workforce-related risks and provide practical solutions ensures her clients can navigate transitions with confidence. With her combined expertise in employment law and executive compensation, Kelly offers unparalleled support in bridging legal compliance and strategic business priorities.

Awards and Recognition

- **Chambers Canada: Canada’s Leading Lawyers for Business:** Recognized in Employment & Labour (Ontario)

Credentials

Education

- Osgoode Hall Law School, J.D.
- Queens University’s, Honours B.A.
- Queen’s University, B.Sc.

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Languages

- English
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Professional Affiliations

- Canadian Bar Association
- Ontario Bar Association
- Law Society of Ontario