



Deborah L. Hatch, MSOL
Human Resources & Benefits Instructor/Consultant

Deborah Hatch has an extensive amount of training experience in both technical and soft skill elements of human resources management, leadership, and federal benefits. Debbie has worked for, and with the federal government for over 23 years. She was a federal employee herself, within Departments of Defense, Air Force, and Veterans Affairs. After leaving the government, Debbie worked with Federal Benefits Services, LLC. (2004 – present), and created her own company, Pinnacle Personnel Services, LLC. (2005 – present). She has conducted hundreds of seminars and webinars for more than 3 dozen federal agencies and 50+ DoD installations, worldwide. She's trained thousands of federal employees on their retirement and federal benefits.

The technical stuff:

- Federal Retirement & Benefits, Social Security, Organizational Leadership, Behavioral Assessment, Foundations of Supervision, and Supervisory Soft Skills specialist / instructor. 2004 – present.
- Founder and CEO, Pinnacle Personnel Services, LLC., 2005 – present.
- Co-author, federal retirement chapters, LRP Federal Publications, *Federal Manager's Guide* 2008 – 2014.
- CEO and Senior Instructor, Federal Benefits Services, LLC., 2013 – present.
- Instructor, Long Term Care Partners, 2016 – present.
- Military Blended Retirement System (BRS) Financial Counselor / Educator. 2017 – present.
- As a federal employee, served as an employee relations specialist, labor relations specialist, alternative dispute resolution 3rd party neutral, awards chair, employee relations committee and workforce development council chair, assistant chief of human resources, federal long term care, retirement & benefits specialist. 1995 – 2004.
- Bachelor of Science degree, Business Management, Maryland University. 2001.
- Professional member, Society for Human Resources Management. 2003 – present.
- Professional Human Resources certification, HR Certification Institute. 2003 – 2015.
- Member, National Active & Retired Federal Employees Association. 2005 – present.
- Master of Science degree, Organizational Leadership, Norwich University. 2011.

The more important stuff:

- As a federal retirement expert, I teach federal employees how to make informed decisions about their retirement and financial future without trying to sell them investments or financial counseling. I'm 100% about information and education. My goal is to present information in such a way that everyone will understand it.
- Extensive knowledge of federal retirement for CSRS, CSRS-offset, FERS, TransFERS, FERS-RAE, and FERS-FRAE for traditional employees as well as special provisions for federal law enforcement officers, fire fighters, air traffic controllers, customs and border protection officers, and physicians and dentists under Title 38.
- Military mom (16 years) and spouse (25 years). My son, daughter, and husband are/have been in the US military. We have a family history of service.