



AAA Mediation.org™

**FN-1356338 MN-1356338 LN-1356338,  
Esq.**

Charlotte, North Carolina

**Current Employer-Title** Sarah J. Kromer PLLC - Member

**Profession** Mediator

**Work History** Member, Sarah J. Kromer PLLC, 2005-Present; Partner/Associate, Moore & Van Allen, PLLC, 1993-2005.

**Experience** After 12 years as an employment litigator at a large regional law firm in North Carolina, created solo employment law practice in 2005. Regularly advises and represents clients on employment issues, such as hiring, discipline, promotion, leaves of absence, termination, wage and hour, and contract disputes. Handles employment law matters on behalf of clients covering a variety of employment areas, including discrimination, confidentiality and non-competition agreements, trade secrets, employment agreements, corporate raiding, retaliation, harassment, wrongful discharge, wage and hour, embezzlement, and reductions in force, among others. Has significant experience drafting employment-related policies and agreements.

In addition to employment law work, has general commercial litigation experience in a variety of areas, including class actions and multi-district litigation, fraudulent trade practices, contract disputes, and business torts, among others.

Offers business trainings to help employers comply with employment laws and create more effective communication between employees and managers.

**Mediator Experience** Served as an NC Dispute Resolution Commission Certified Mediator for NC Superior Court cases and mediated federal court cases in North and South Carolina since 2003. Also provides internal dispute resolution assistance to companies, institutions, and organizations outside the litigation context. Founded and serves as Executive Director for In Christ Supporting Ministries, a non-profit which has provided conflict resolution assistance for internal church disputes since 2010.

**Representative Issues Handled as a Mediator** Regularly mediates employment law claims, including but not limited to discrimination, wage and hour, retaliation, harassment, reasonable accommodation, FMLA, wrongful discharge, restrictive covenant, trade secret, and employee benefit disputes. Has experience handling mediations involving a variety of other issues, such as contract claims, neighborhood disputes, family trust issues, defamation claims, business torts, personal injury claims, internal board and department conflicts, and other types of commercial, organizational, and personal disputes. In both ministry and litigation settings, regularly works with church conflicts, including congregational divisions, property disputes, staff conflicts, and disagreements over church direction and decision-making.

**Mediator Style & Process Preferences** To build trust, default is to maintain strict confidentiality of all caucus conversations until given permission to share information (rather than requiring parties to indicate when information is confidential). Works hard to keep mediations efficient, cost-effective, and collaborative. Able to handle emotional conflicts as well as purely transactional mediations. Treats each conflict as a unique matter rather than following a one-size-fits-all approach.

<b>Education</b>	Union Presbyterian Seminary (M.Div.-2011); University of Virginia School of Law (JD, Dillard Scholar-1993); Davidson College (BA, History, magna cum laude, with honors, Phi Beta Kappa, Stuart Scholar, Kelley Scholar-1990).
<b>Professional Licenses</b>	Admitted to the Bar: North Carolina, 1993.
<b>Professional Associations</b>	Mecklenburg County Bar Association; North Carolina Bar Association (Dispute Resolution Section, Council Member 2014-2017, Treasurer 2018-2019, Secretary 2019-2020, Vice-Chair 2020-2021, Chair 2021-2022).
<b>Mediation Rate</b>	\$400 Per Hour
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Charlotte, NC

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.