



AAA Mediation.org™

FN-15629 MN-15629 LN-15629, Esq.

Los Gatos, California



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Current Employer-Title	McPharlin Sprinkles & Thomas LLP – Founding Partner
Panelist Video	https://www.adr.org/videoresume?paramName=246834238
Profession	Attorney - Employment, Business Litigation
Work History	Partner, McPharlin Sprinkles & Thomas LLP, 1990 – Present; Partner, Hopkins & Carley, 1985 – 1990; Associate, Wilson Sonsini Goodrich & Rosati, 1978 – 1985.
Experience	Civil litigator with extensive trial experience in state and federal courts, specializing in employment and business cases. Employment law experience has covered all aspects of employment law counseling and litigation, representing both employers and employees. Business litigation practice has included commercial cases, real property disputes, partnership and corporate disputes, and business torts.
Mediator Experience	More than 20 years of experience in mediation and settlement of a variety of cases. Mediation training at Harvard Law School, 1997.
Representative Issues Handled as a Mediator	Service as a mediator in numerous employment cases involving sexual harassment (e.g., by managers at a grocery chain, at a high tech company, and at a health club); discrimination, including age, race, gender, disability, and sexual orientation (e.g., at an accounting corporation and at a bank); wrongful termination (e.g., of a scientist, of a chief executive officer, of a warehouse worker); and wage and hour matters. Has also mediated contract disputes; corporate and partnership dissolutions; commission disputes; stock option issues; franchise and royalty matters; unfair competition, trade secret and solicitation issues; and defamation. These cases have involved claims ranging from tens of thousands of dollars to several million.
Mediator Style & Process Preferences	I see the process as an opportunity to help the parties identify the strengths and weaknesses of their cases, evaluate their prospects and make sensible settlement/business decisions. I use a mixture of facilitation and evaluation and engage the parties and attorneys actively in addressing factual and legal issues.

Education	Santa Clara University (JD, magna cum laude-1976); University of California at Los Angeles (BA, Phi Beta Kappa).
Professional Licenses	Admitted to the Bar: California, 1976; U.S. District Court: Northern and Eastern Districts of California, 1976.
Professional Associations	American Inns of Court XII (past president and emeritus member) California State Bar Association (past member of State Bar Employment Executive Committee).
Locations Where Parties Will Not be Charged for Travel Expenses	San Francisco Bay Area (within 50 miles of San Francisco)
Mediation Rate	\$650 Per Hour
Languages	English
Citizenship	United States of America
Locale	Los Gatos, CA

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.