



AAA Mediation.org™

**FN-1662610 MN-1662610 LN-1662610,
Esq.**

Tampa, Florida



[View Video](#)

Current Employer-Title Law Offices of Lynn Cole, LLC. - Chief Executive Officer and Owner
BRDGES Academy, LCC. – Chief Executive Officer and Founder

Panelist Video <https://www.adr.org/videoresume?paramName=265761576>

Professional Summary Past fulltime, "av"-rated trial attorney with successful record of representing business, commercial and governmental clients. (examples available). Extensive private arbitral experience in both federal and state litigation. Appointed as: Special Master in federal complex tax case; Special Magistrate in Florida Circuit Court in complex commercial and in prolonged real estate litigations (current); an SEC receiver (\$20M Ponzi scheme). Now a Fulltime ADR Professional, serving as arbitrator in over 350 matters, both with AAA, other organizations, and privately. Served on four AAA arbitrations as Chair of 3-Arbitrator Panels. Written many Reasoned Awards.
Has considerable trial experience in both federal and state courts.

Profession Arbitrator, Mediator; SEC Receiver, Settlement Council; Special Magistrate, Special Master

Work History Chief Executive Officer/President, Law Offices of Lynn Cole, LLC, 2011 - Present; Chief Executive Officer, BRDGES Academy, LLC, 2019 - Present; Chief Executive Officer/Owner, Law Offices of Lynn Cole, P.A., 1995 - 2011; Litigation Partner, Allen Dell Law Firm, 1985 - 1995; Criminal Prosecutor/Assistant United States Attorney, U.S. Department of Justice, Middle District of Florida, 1980 – 1984.

Experience Formerly Ass't U.S. Attorney, M.D. Fl. Tampa, on national organized crime task force, focusing on complex frauds, drug cartels and RICO cases.

Rated "av" trial attorney and litigation partner for Allen Dell law firm responsible for client litigations: Tampa International Airport (licensing, construction-Airside and runways; anti-trust); Hills. County Hospital (now Tampa General)(construction, medical issues); Florida Steel, Seminole Electric. Former SEC Receiver.

USAID Mediation/ADR Specialist, in-country development of mediation programs and training judges and attorneys in mediation. Served four developing Rule of Law Countries: Bulgaria, Kosovo, Jordan, and Sri Lanka. Conducted in-person mediation trainings for judges, attorneys and mediators from Canada, Jordan, Oman, Lebanon, Saudi Arabia, Iraq, Slovenia, Romania, Bulgaria, Serbia, Croatia, Albania, Montenegro, Bosnia/Herzegovina, Greece, Tunisia, Cypress, Kosovo, Turkey, Indonesia, and Sri Lanka. Recently, virtual training for Ukrainian mediators.

Full-time ADR Professional, Harvard and Florida trained dispute resolution trained with experience in all aspects of ADR, including mediation, arbitration, settlement counsel, and neutral evaluator. Served as: Special Master (federal complex tax case); Special Magistrate, Circuit Court (complex commercial and in prolonged real estate litigation (current)); SEC receiver (\$20M Ponzi scheme). Has arbitral experience in issues involving anti-trust; contracts; labor and employment cases (age, race, gender, non-compete contract); banking; complex commercial, business; and partnership disputes. Has mediated over 900 cases focusing on labor and employment and contracts of all types.

CEO & Founder of BRDGES Academy, global training for mediators, arbitrators, other conflict resolvers in intercultural skills. Trainer in Intercultural Communications.

Labor and employment litigation and trial experience representing and trying cases for both employers and employees in private and federal sectors. Subject matter experience in Employment Contracts; Non-Compete contracts and clauses; Civil Rights Act, Title VII, 42 U.S.C. Section 1983 (including race, ethnicity, gender and retaliation claims); Fair Labor Standards Act of 1938; Age Discrimination in Employment Act of 1967; The American Disability Act; Florida Civil Rights Act; Florida Whistleblower's Act (private and public); Sarbanes-Oxley Act of 2002; and Federal False Claims Act. Class action lawsuit experience includes gender discrimination claims (Title VII and Equal Pay Act), FSLA, and Worker Adjustment and Retraining Notification Act (WARN) cases. Served as advocate in mediations. As Mediator, has successfully mediated cases involving many of these types of claims.

Complex Commercial and Contract Litigation included, as the lead counsel in both both plaintiff and defense cases, representing clients in industries including steel manufacturing, aviation, internet and intellectual properties, pharmaceutical, construction, utilities, and health care. Includes complex issues in breaches of contract (all issues, federal and state); intellectual property (including ICANN); securities; antitrust (civil and criminal), banking; utilities issues, fraud, partnership, theft and embezzlement. Served as Attorney Advocate in mediations. As Mediator, has mediated many of the above contract and commercial types of cases.

Construction litigation included representing owners, general contractors, and engineers in trials and arbitrations, including hospital, airport terminal, airport runway, water pipelines, bridges, and commercial residences involving issues of delay, interference, critical path, design standards of steel rebar, and glass specifications. Served as Advocate in mediations. As mediator, has successfully mediated construction cases involving delay and design and building defects.

Mediator Experience

Formerly "av" rated Trial Attorney, and, as attorney advocate, mediated Labor and Employment, construction, and contract and commercial cases.

Appointed by Governor to Board, Florida Dispute Resolution Center of Florida Supreme Court, to assist in designing first regulated mediation program in United States.

As appointed Chair, Civil Justice Reform Act for Middle District of Florida, recommended mediation be adopted as part of Case Management in United States District Court for Middle District of Florida. Mediation recommendation accepted by first federal district court in country.

Former Chair and President of the Board, Founding Member and current Board of Directors, Mediators Beyond Borders International.

As USAID Mediation/ADR Specialist, commercial and community mediation procedures and techniques judges, attorneys and mediators from Canada, Jordan, Oman, Lebanon, Saudi Arabia, Iraq, Slovenia, Romania, Bulgaria, Serbia, Croatia, Albania, Montenegro, Bosnia/Herzegovina, Greece, Tunisia, Cypress, Kosovo, Turkey, Indonesia, and Sri Lanka. Recently, she voluntarily virtually trained Ukrainian mediators.

Virtual/Online Mediations: During Covid, and when courts were closed, as a volunteer, taught hundreds of mediators from all over Canada, the EU and the United States to use Zoom to conduct virtual mediations.

Experience in Labor and Employment Cases: Mediated as Trial Attorney and as a Florida Circuit Civil Certified Mediator in labor and employment litigation for both employers and employees in private and federal sectors. As Mediator has subject matter experience in Employment Contracts; Non-Compete contracts and clauses; Civil Rights Act, Title VII, 42 U.S.C. Section 1983 (including race, ethnicity, gender and retaliation claims); Fair Labor Standards Act of 1938; Age Discrimination in Employment Act of 1967; The American Disability Act; Florida Civil Rights Act; Florida Whistleblower's Act (private and public); Sarbanes-Oxley Act of 2002; and Federal False Claims Act. Class action lawsuit experience includes gender discrimination claims (Title VII and Equal Pay Act), FSLA, and Worker Adjustment and Retraining Notification Act (WARN) cases. Has mediated and arbitrated cases involving severance pay, non-compete clauses, and employment contracts.

Mediated as Trial Attorney and as a Florida Circuit Civil Certified Mediator in complex commercial and contract litigation including clients and parties in steel manufacturing, aviation, internet and intellectual properties, pharmaceutical, construction, utilities, and health care. Included complex issues in breaches of contract (all issues, federal and state); intellectual property (including ICANN); securities; antitrust (civil and criminal), banking; utilities issues, fraud, partnership, theft and embezzlement. Representative issues include breaches of contract, intellectual property disputes and ICANN Internet issues, securities, anti-trust, banking, utilities issues, fraud, partnership, theft and embezzlement, and RICO Mediated court-ordered and voluntary mediations involving disputes in business transactions ranging from \$80,000.00 to over \$14 million.

Mediated as Trial Attorney and as a Florida Circuit Civil Certified Mediator in Construction litigations included representing owners, general contractors, and engineers in trials and arbitrations, including hospital, airport terminal, airport runway, water pipelines, bridges, and commercial residences involving issues of delay, interference, critical path, design standards of steel rebar, and glass specifications. As mediator, has successfully mediated construction cases involving delay and design and building defects.

Has served as the mediator in over 1000 mediations.

Representative Issues Handled as a Mediator

Mediation Commercial and Contract Issues: NOTE: the following is not an exhaustive list of Issues:

- ? Venue
- ? Damages involving breach of contract cases
- ? Multiple issues related employment contracts
- ? minority stockholder and partnership issues
- ? commercial contracts involving licensing
- ? real estate contracts with multiple parties' rights
- ? partnership agreements
- ? banking disputes with customers
- ? issues involving construction defects
- ? contractor and sub-contractor liability disputes
- ? Non-compete clauses
- ? Various issues involving personal injuries on business premises

Mediation Labor and employment and workplace Issues: NOTE: the following is not an exhaustive list of Issues

- ? Generally, have mediated: Civil Rights Act of 1991 (Title VII gender and hostile work environment claims) and retaliation claims; 42 U. S. C. 1983 claims (including race, ethnicity, gender) and retaliation claims; ADEA issues; and ADA claims.
- ? WARE Act Violation claims
- ? Commissions earned on sales
- ? Non-competition clauses in employment contracts
- ? Trust Distributions
- ? Asbestos injuries: notice and extent of injuries
- ? Breach of credit card terms
- ? Disability Discrimination, State and Federal

- ? Issuance of subpoena in accordance with recent 11th Circuit case
- ? Business partnership dissolution
- ? Workers Compensation
- ? Punitive Damages
- ? Separation Agreements
- ? Insurance policy questions
- ? Settlement Agreement issues of defamation, confidentiality,
- ? Retaliation related to gender, age, race, national origin and disability discriminations
- ? Multiple Protection Order issues
- ? Drug testing in the workplace
- ? FMLA and pre-eligibility
- ? Overtime disputes and salary miscalculations
- ? Minimum Wage disputes

Mediator Style & Process Preferences

A Mediator's integrity and commitment to inform decision-makers and capable counsel is vital to ensure successful mediations. A successful mediation is one where the parties are fully empowered to determine the outcome of their dispute and are guided in that process by a mediator who is tenacious, perceptive, and candid. A mediator must actively listen to both parties. In labor and employment mediations, often the employee does not feel heard. A mediator should spend sufficient time actively and empathetically listening to ensure all parties feel and believe that they have been heard to develop trust. Once trust is established, it is an easier process to move the parties to look at their respective interests. Getting incremental agreement on initial issues can lead to an overall successful settlement agreement.

We live in an increasingly multi-cultured world. As CEO and faculty of BRDGES, trains mediators intercultural skills in global classrooms.

Will mediate in-person and virtually.

Pre-mediation meetings of the either the attorneys or parties are important to understand the party and, particularly, any cultural preferences, to build trust in the mediation process.

Technology Proficiency

High proficiency in using online training and virtual meetings. Proficient in use of up to date computer software and programs.

On a voluntary basis, in Spring, 2020, trained hundreds of mediators and arbitrators from US, Canada and EU on how to use Zoom to conduct mediations and arbitrations.

Offers years of experience in both in-person and virtual mediations and arbitration hearings.

Previously served on Computer Fraud Team, as former AUSA with FBI Agent and Licensed Forensic Accountant.

Education

John Marshall Law School (Juris Doctor - 1977); University of Maryland (Bachelor of Arts - 1972); Harvard College of Law, Mediation Program of Instructions for Lawyers (Mediation Certificate, 40 hours - 2004); Florida Certified Mediation Training (40 hours-2004); EITC (Emotional Intelligence Training Company) (EQ-i 2.0/EQ 360 Certified, 40 Hours-2018).

Professional Licenses

Admitted to the Bar: Florida (1980); Florida Supreme Court (1980); U.S. District Court: Middle District of Florida (1980) and Eleventh Circuit Court of Appeals (1986); U.S. Supreme Court (1983).

Professional Associations

Current:

? Civil Circuit Certified Mediator, Florida Supreme Court, Dispute Resolution Center: Founding member and past Board Member for Mediation Qualifications Board

? Florida Bar Association. Florida Bar Assn Sections Member: Labor and Employment, Trial Attorneys, International and ADR Sections

? American Inns of Court, Ferguson White Chapter: Founding and Charter Member, Master of the Inn.

? Invited Member, Senate Foreign Relations Committee of Tampa Bay

? Member Board of Directors Mediators Beyond Borders: Founding Member; Past President and Chair of the Board;

? Member, Federal Bar Association, Tampa Bay Chapter: Past Tampa Bay Chapter President; Past National 11th Circuit Vice-President

- ? International Trade Counsel, Member
- ? Founding Member, Mediator, International Mediation Institute, The Hague, special designation, "Intercultural"
- ? Florida Bar, Member ADR Section; Labor and Employment Section, and International Section.

Past:

- ? USAID: Mediation/ADR Specialist; extended in-country mediation design and training services in Bulgaria, Kosovo, Jordan and Sri Lanka
- ? Invited Speaker to United Nations General Assembly about mediation as effective conflict resolution tool globally
- ? Chair, Trial Lawyers Section, Hillsborough County Bar Association
- ? ADR Section, American Bar Association
- ? Chair, City of Tampa Ethics Commission

Recent Publications & Speaking Engagements

SPEAKING ENGAGEMENTS: Invited Speaker, Homeland Security Regional Office (August 2023); Invited Speaker and Panel Chair - CILS (Center for International Legal Studies) (May 2020; May 2023); Training Webinar, Intercultural Skills, Ukrainian Mediators, Jan. 2023; Invited Speaker, Asian Peace, Conflict Prevention & Resolution, Rotary World Peace Conference (2020)(Virtual); Invited Speaker, International Rotary Peace Conference, Cal. 2020; Member and Webinar Presenter, International Trade Counsel, (2017, 2021); Court-Based Mediation-Expanding Access to Justice in Developing Societies," ABA-DR Conference; "Advanced Commercial Mediation," Beograd, Serbia, March 2009; "Ethics for Mediators," Lyubljana, Slovenia, November 2008; "Advanced Commercial Mediation," Zagreb, Croatia, October 2008; "E-Mediation, The New Horizon of Mediation," FAPM Mid-Year Conference, 2008; "Challenges of Establishing Court Mediation Programs Abroad," 16th Annual Dispute Resolution Conference of Florida, August 2007; "Mediation: Enhancing Access to Justice in Developing Nations' Judiciaries," Association for Conflict Resolution, Annual Conference, Phoenix, October 2007; "Challenges of Establishing Court Mediation Programs Abroad," 16th Annual Dispute Resolution Conference of Florida, August 2007; "Mediation-Cultivating the Rule of Law," ADR Annual Conference of the American Bar Association, April 2007; organizer and moderator, "Global Alternative Dispute Resolution - An Overview," Federal Bar Association Annual Meeting, August 2006; "Challenges and Lessons Learned in Establishing Court Mediation Programs Abroad," Chatham College, Speaker's Program, Mesites Foundation, January 2007; "Mediation, Meeting Global Challenges," Tampa Bay Chapter of the United Nations, February 2007; "Challenges of Establishing Court Mediation Programs Abroad - Bulgaria and Jordan," Columbus Bar Association of Attorneys, Columbus Ohio, November 2006; "Rule of Law - Global Efforts," Rotary Club of Tampa Bay, November 2005; "ADR, Expanding to Shrink the World," 14th Annual Dispute Resolution Conference of Florida, August 2005; "Basic Commercial Litigation: Selected Issues on Ethics and Professionalism in Litigation," Florida Bar Continuing Legal Education Seminar, March 1994; "Representing the Public/Private Owner," 17th Annual Construction Contract Litigation Seminar, Florida Bar CLE Seminar, May 1993; "Rule 11 and Other Judicially Imposed Rules of Ethics," Current Issues in Legal Ethics sponsored by The Hillsborough County Bar Association, December 1991; "Basic Commercial Litigation: Selected Issues on Ethics and Professionalism in Litigation," Florida Bar Continuing Legal Education.

PUBLICATIONS: Modern Mediation Proliferating Around the Globe, International Chapter Author, The Mediation Handbook: Research, Theory, and Practice. Alexia Georgakopoulous, 2017; What's Driving the Global Growth of Mediation in Business and Commerce, International Journal of the Florida Bar, June, 2012; Use of ADR in Restricted Countries, Florida Bar, International Section, Sept. 2010; "Mediators Without Borders," THE CAUCUS, Florida Academy of Professional Mediators, vol. 18, March 2007; "A Journey in Mediation - The Bulgarian Path," THE FEDERAL LAWYER, vol. 53, no. 7, August 2006; "Mediation in the Middle East - Part 1," THE LAWYER, vol. 16, September 2006; "Mediation in the Middle East - Part 2," THE LAWYER, vol. 17, October 2006; "Musings of a Mediator Gone Global - Part 1," THE LAWYER, vol. 16, October 2005; "Musings of a Mediator Gone Global - Part 2," THE LAWYER, vol. 17, no. 3, November 2005; "Mediation-Coming into Your Community," THE LAWYER, vol. 15, no. 5, February 2005; "The Herb Goldberg Award," HCBA LAWYER, vol. 1, no. 1, September 1992; "Survey on Computer Crime in Florida," published by FDLE 1989.

Locations Where Parties Will Not be Charged for Travel Expenses

No travel expenses charge in Tampa Bay Area.

Mediation Rate	\$350 Per Hour
Languages	English, French
Citizenship	United States of America
Locale	Tampa, FL

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.