



AAA Mediation.org™

FN-17253 MN-17253 LN-17253, Esq.

Cincinnati, Ohio



Current Employer-Title	Dinsmore & Shohl, LLP - Partner, Mediator, Arbitrator and Chair of ADR Center at Dinsmore
Profession	Attorney - Labor and Employment Law, Civil Rights, Sexual Harassment, Mediator and Arbitrator
Work History	Partner/Attorney/Mediator and Arbitrator, Dinsmore & Shohl LLP, 1972 – Present; Captain, U.S. Army Reserves & Kentucky National Guard, 1972 – 1979. Mediator and Arbitrator on various Panels and Court appointments since 1994.
Experience	Extensive experience in mediation, arbitration and litigation of all phases of employment law and labor relations matters, including FLSA and wage-hour claims and class actions, age discrimination, Americans with Disabilities Act, Family and Medical Leave Act, Rehabilitation Act, sexual harassment, and all forms of EEOC, state fair employment practice discrimination matters, non-compete and confidentiality clause disputes, whistleblower claims and wrongful discharge litigation. Has written and spoken extensively on all phases of labor and employment law, including FLSA. Has mediated and arbitrated hundreds of disputes. Has experience with Mediation and Arbitration of general commercial litigation issues and serve as appointed Mediator for Federal Courts and State Court Mediation center. Handled Mediation/Arbitration involving State Court criminal matter.
Mediator Experience	Has successfully mediated over 500 employment related disputes including disputes where neither party has an attorney as well as cases with parties using attorneys. These disputes have included terminations from employment and other workplace disputes in the financial service, restaurant and hospitality, manufacturing industries as well as all types of public and private workplaces. Has also successfully mediated over 25 commercial disputes involving business contracts, construction disputes, wage hour and class actions and various cases in litigation in state and federal courts.
Representative Issues Handled as a Mediator	Discrimination cases involving age, race, disability, religion, gender as well as sexual harassment. Also wrongful discharge and discipline cases. Wage Hour FLSA and ERISA Case experience. In addition, commercial disputes involving contracts, purchase orders, construction contracts and construction defects, product liability and lemon law cases.
Mediator Style & Process Preferences	My philosophy on mediation is to assist the parties in achieving a successful resolution to their dispute. I do this by exploring and understanding each parties' interests and needs in order to resolve the matter. I am focused upon listening to the parties and exploring a resolution they believe in their best interest. I have the parties complete a pre-mediation checklist to better prepare them for a

successful mediation and resolution of their dispute,

Education	University of Kentucky (JD, Order of Coif, Lead Articles Editor, Kentucky Law Review-1972; BA-1969)
Professional Licenses	Admitted to the Bar: Kentucky (1989), Ohio (1972); U.S. District Court: District of Ohio (1977); U.S. Supreme Court
Professional Associations	Labor and Employment Relations Association (Past President); Cincinnati Bar Association (Board Member; Past President; Labor and Employment Law Committee, Past Chair); Northern Kentucky Personnel Managers Association; Ohio State Bar Association (National Labor Relations Board, Region 9, Committee of Labor and Employment Law, Past Chair); American Bar Association (Dispute Resolution Section); Northern Kentucky and Greater Cincinnati Labor Management Committee; Society of Professionals in Dispute Resolution, College of Labor & Employment Lawyers (Fellow); Cincinnati Human Relations Commission (Past Chair); American National Red Cross (Past Board Member); Refugees International (Board Member); ALFA International (Chair); International Mediation Institute (IMI) Certified Mediator; Association for Conflict Resolution.
Recent Publications & Speaking Engagements	"Defenses to Wrongful Termination Claims," chapter, LITIGATING WRONGFUL DISCHARGE CLAIMS, Clark Boardman Callaghan; co-author, SEXUAL HARASSMENT IN HIGHER EDUCATION, Garland; "Alternative Dispute Resolution: An Alternative for Resolving Employment Litigation and Disputes," NORTHERN KENTUCKY LAW REVIEW, vol. 20, no. 2, 1993; various other articles on labor, employment and dispute resolution law topics. American Conference Institute Wage Hour and FLSA (January, 2017). ADR in Employment (DRI Boston, October 2016).
Locations Where Parties Will Not be Charged for Travel Expenses	Southwest Ohio and Northern Kentucky
Mediation Rate	\$400 Per Hour
Languages	English
Citizenship	United States of America
Locale	Cincinnati, OH

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.