



AAA Mediation.org™

## **FN-1799 MN-1799 LN-1799, Esq.**

**Ft. Lauderdale, Florida**

**Current Employer-Title** Ultimate Software Group, Inc. – General Counsel (Retired)  
Becker & Poliakoff, P.A. – Of Counsel  
University of Miami Law School -- Adjunct Professor of Law  
Brooklyn Law School – Adjunct Professor of Law  
Manne Foundation Homeless Prevention Program - Founder and Director

**Profession** Attorney; Arbitrator, Mediator

**Work History** Of Counsel/Partner, Becker & Poliakoff P.A., 1978 – Present; Adjunct Professor Of Law, Brooklyn Law School, 2020 – Present; Adjunct Professor of Law, University of Miami Law School, 2021 -- Present; Founder and Director -- Manne Homeless Prevention Program, 2022 - Present; General Counsel, Ultimate Software Group Inc. (now UKG), 1999 – 2020.

**Experience** Practicing law for in excess of 45 years.

Primary areas of practice:

Construction Law--Forty five years of experience in handling all aspects of Construction Law including litigation, arbitration, contracts and general counseling of clients.

Technology Law--In excess of 20 years experience as General Counsel of a Multi-Billion. Dollar Technology (a Public Company most of that time)- Experienced in handling all aspects of Technology Matters and related issues.

General Commercial Litigation.

**Mediator Experience** Mediated for over 30 years and have mediated in excess of 300 cases, many of which were construction cases involving owners, contractors, design professionals, subcontractors, sureties and/or governmental entities. Many of these cases were multi-party cases involving substantial sums of money. Other mediations include general commercial disputes or litigation and technology related disputes.

**Representative Issues Handled as a Mediator** Construction mediations have included all kinds of construction disputes such as delay claims, defects, payment issues, design errors, coverage issues, etc.

**Mediator Style & Process Preferences** I have always believed that mediation represents a process that allows the parties to achieve a resolution of a dispute on terms they are comfortable with rather than having a third party determine the outcome. With that in mind, my philosophy has been to try and allow the parties to approach the process as one which, if successful, will be to their benefit. Once that frame of mind is established by the parties, it is easier to get the parties to play a role which will lead to a settlement of the dispute.

<b>Education</b>	Brooklyn Law School (JD, cum laude-1977); State University of New York at Albany (BA, magna cum laude-1974).
<b>Professional Licenses</b>	Admitted to the Bar: Florida (1977); U.S. District Court: Southern District of Florida (1977); U.S. Court of Appeals: Fifth (1978) and Eleventh (1981) Circuits. Certified by Florida Supreme Court as Civil Mediator (1996).
<b>Professional Associations</b>	Association of Corporate Counsel; American Bar Association; Florida Bar; Hope South Florida.
<b>Recent Publications &amp; Speaking Engagements</b>	<p>Publications:</p> <p>Inside The Minds, Winning Legal Strategies For Software Companies, Aspatore Books, 2005</p> <p>"The Do and Don'ts of Construction Contracts," AMERICAN BUILDER MAGAZINE, June/July 1994;</p> <p>"The Use, Sequence and Timing of Discovery in Construction Litigation," TRIAL DIPLOMACY JOURNAL, 1988;</p> <p>"Systematic Use of Discovery in Construction Litigation," FLORIDA BAR JOURNAL, vol. 62, 1988;</p> <p>"Florida Condominium Law and Practice," THE FLORIDA BAR CONTINUING LEGAL EDUCATION, 1982;</p> <p>"Condominium Construction Litigation - Resolving Those Disputes Between Unit Owners and Developers," FLORIDA BAR JOURNAL, vol. 54, p. 762, 1980; "Condominium Construction Litigation - Representing the Community Association," AMJUR (TRIALS), vol. 29, p. 157.</p> <p>Recent Speaking Engagements:</p> <p>Mediation from the General Counsel's Perspective--2021</p> <p>The Role of the Attorney in New Ventures--2021</p>
<b>Locations Where Parties Will Not be Charged for Travel Expenses</b>	Dade, Broward and Palm Beach County, Florida
<b>Mediation Rate</b>	\$350 Per Hour
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Ft. Lauderdale, 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.