



AAA Mediation.org™

**FN-1895560 MN-1895560 LN-1895560,  
Esq.**

Atlanta, Georgia

**Current Employer-Title** Tate Mediation & Arbitration

**Profession** Arbitrator, Mediation, Attorney and Workplace Investigator

**Work History** Mediator/Arbitrator, Tate Mediation & Arbitration - Present; Mediator/Arbitrator, BAY Mediation and Arbitration Services, 2016-Present; Partner, Tanya Andrews Tate & Associates, 2003-Present; Mediator, Miles Mediation, 2010-2016; Adjunct Professor, Georgia Gwinnett College, 2016-2020; Trainer, Employment Practices Solutions Inc., 2010-2013; Associate, Andersen Tate & Carr, 1998-2003; Associate, Chambers Mabry McClelland & Brooks, 1995-1998.

**Experience** Employment:  
Represented plaintiffs and defendants in employment law matters arising under the ADA, Title VII of the Civil Rights Act of 1964, the ADEA, the FLSA, the FMLA, OSHA, COBRA and ERISA. Represented both individuals and governmental entities, including school districts and law enforcement agencies, in matters implicating sections 1981 and 1983 of the Civil Rights Act, as well as compliance with due process requirements. Served as a third-party investigator investigating employment claims brought by employees against companies, including a Fortune Global 500 company. Consulted with businesses and individuals regarding termination issues, such as drafting/negotiation of severance packages, continuation of benefits, and contractual and common law obligations upon termination. Appointed by the U.S. Department of Labor to serve as an independent auditor in wage and hour audit.

Commercial:  
Represented both plaintiffs and defendants in commercial litigations matters, including complex contract claims, trade secret claims, non-competition covenant cases, and partner/shareholder disputes. Represented both plaintiffs and defendants in business tort cases, including claims for unfair competition, fraud, trade secret violations, usurpation of corporate opportunities, tortious interference with contractual relations, and breach of fiduciary duties. Advised insurance companies as to coverage issues under various commercial policies. Represented companies in high exposure premises liability matters involving allegations of sexual assaults resulting from inadequate security.

**Mediator Experience** Served as mediator in hundreds of employment law, commercial, premises and personal injury disputes. Mediations involved disputes that involved all types of employment claims including retaliation claims, discrimination and harassment claims, disability claims and leave claims, breach of duty of good faith and fair dealing, breach of contract, unfair competition and violations of the Lanham Act. Disputes also involved high exposure premise liability disputes which often included allegations of inadequate security. Mediation claims sought compensatory and punitive damages arising from alleged breaches of anti-discrimination laws and contract laws, in addition to disgorgement of alleged wrongfully gained profits. The amounts in controversy ranged from \$50,000 to \$1,000,000+. Many of these mediations involved multi-party litigation matters.

Registered Mediator, Georgia Commission on Dispute Resolution.

<b>Mediator Style &amp; Process Preferences</b>	Mediations are a collaborative effort where an effective mediator can clearly and succinctly articulate to each side, the other's side's positions and explore those arguments with each participant. It is critically important that the mediator be able to quickly "issue spot" and identify the primary issues that are hindering resolution. A mediator must also be patient, while also encouraging patience in the participants. Participants in the mediation should be prepared and understand not just their strongest arguments, but also their weaker arguments.
<b>Education</b>	University of Georgia School of Law (JD-1995); University of Georgia Honors College (ABJ, magna cum laude, high honors-1992).
<b>Professional Licenses</b>	Admitted to the Bar: Georgia (1995); US District Court: Northern (1995) and Middle (1997) Districts of Georgia; US Court of Appeals: 11th Circuit (1997).
<b>Professional Associations</b>	Member, National Academy of Distinguished Neutrals; Member, State Bar of Georgia; Mentor, State Bar of Georgia Employment Law Mentorship Academy; Member, Georgia Association of Women Lawyers; Member, Atlanta Bar Association
<b>Locations Where Parties Will Not be Charged for Travel Expenses</b>	Arbitrator will travel to Alabama, North Carolina, Tennessee, South Carolina, Kentucky and Florida with NO charges for travel time.
<b>Mediation Rate</b>	\$550 Per Hour
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Atlanta, GA

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.