



AAA Mediation.org™

**FN-1997069 MN-1997069 LN-1997069,
Esq.**

San Diego, California

Current Employer-Title Higgs Fletcher & Mack LLP - Managing Partner

Profession Arbitrator, Attorney

Work History Partner/Associate Attorney, Higgs Fletcher & Mack LLP, 1988-Present.

Experience Over 32 years of experience in commercial and business litigation with special emphasis on employment law compliance and litigation. Experience with individual and class matters including claims for discrimination, harassment and retaliation, trade secret misappropriation. Has handled dozens of wage and hour class actions and PAGA matters on both state and federal claims under California Labor Code and the FLSA including claims relating to off the clock work, overtime, misclassification, wage statement compliance, meal breaks, rest breaks, suitable seating, reimbursements and payment of proper regular rate. Also has experience with arbitrations before FINRA (formerly the NASD) and litigated business and real estate disputes on a wide range of subjects including breach of contract, sale disputes, officer and director disputes, and theft of confidential information.

Mediator Style & Process Preferences A mediator must know the facts of each matter and take the time to know what hot button items drive each parties' positions and then be prepared to discuss them and evaluate the case with precision and tact. Knowing what drives and motivates decision makers and carefully reality testing is critical to success.

Education University of Utah S.J. Quinney College of Law (JD-1988); University of Utah Eccles School of Business (MBA-1988); University of Utah Eccles School of Business (BS, Marketing and BS Finance-1984/1985).

Professional Licenses Admitted to the Bar: California (1988); US Court of Appeals: 9th Circuit.

Professional Associations Member, San Diego County Bar Association; Associate of Business Trial Lawyers and ALFA International.

Mediation Rate \$6,000 Per Day

Languages English

Citizenship United States of America

Locale San Diego, 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.