



AAA Mediation.org™

**FN-21177 MN-21177 LN-21177, Esq.**

Irvine, California

**Profession**

Attorney

**Work History**

Attorney, Self-Employed, 2023-Present; Partner/Chair, Allen Matkins Leck Gamble Mallory & Natsis LLP, 1987-2022; Partner, Rutan & Tucker LLP, 1985-1987; Partner/Associate, Musick Peeler & Garrett LLP, 1978-1985; Law Clerk, Honorable E. Avery Crary - U.S. District Court, Central District of California, 1977-1978.

**Experience**

Arbitration, mediation and litigation (labor and employment law). Over 44 years of experience in arbitration, mediation and trial and appellate employment litigation in state and federal courts, including wrongful discharge and employment discrimination/retaliation; sexual harassment; breach of employment contract; employment-related torts (defamation, invasion of privacy, fraud, infliction of emotional distress); Americans With Disabilities Act and state and federal family leave acts; grievance and arbitration proceedings; employee handbook and personnel policy issues; unfair labor practice and representation proceedings before the National Labor Relations Board; collective-bargaining negotiations, contract administration, strikes and picketing, including TRO and injunction proceedings; administrative matters before the U.S. Equal Employment Opportunity Commission, the U.S. Department of Labor, the California Division of Labor Standards Enforcement and the California Civil Rights Department (formerly the Department of Fair Employment and Housing); federal and state wage and hour compliance matters, including class actions, under the Fair Labor Standards Act, the California Labor Code (including PAGA) and the California Wage Orders; and OFCCP audits. Previously guest lectured on employment law at USC Law School.

**Mediator Experience**

Extensive mediation experience, primarily as an advocate, in employment law cases.

**Representative Issues  
Handled as a Mediator**

Representative matters handled (primarily as an advocate to date) include wage and hour claims, employment discrimination, retaliation, sexual harassment, disability issues (reasonable accommodation and the interactive process), wrongful termination, and breach of contract.

**Mediator Style & Process  
Preferences**

My extensive experience as an advocate in mediating and settling cases has provided an accurate gauge of case valuation, as well as an ability to connect with all sides of a dispute. I appreciate concise mediation briefs a week before the mediation, as well as introductory calls with the attorneys, so that the mediation process itself is efficient and focused.

**Education**

University of Southern California (JD-1977); Stanford University (BA, departmental honors-1974).

**Professional Licenses**

Admitted to the Bar: California (1977); US District Court: Central, Northern, Eastern, and Southern Districts of California; US Courts of Appeals: 3rd and 9th Circuits; US Supreme Court.

**Professional Associations**

State Bar of California (Labor and Employment Law and Litigation Sections); Orange County Bar Association (Labor Law Section, Past Chair); American Bar Association (Labor and Employment Law Section).

**Recent Publications &**

Many speaking engagements over the years for such groups as the Council on Education in Management, the Employers Group, Strategic HR Solutions, National Human Resources

<b>Speaking Engagements</b>	Association, PIHRA, the American Bar Association, and the Labor and Employment Section of the Orange County Bar Association.
<b>Mediation Rate</b>	\$5,000 Per Day
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Irvine, 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.