



AAA Mediation.org™

## **FN-2197151 MN-2197151 LN-2197151, Esq.**

Columbia, South Carolina

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**Current Employer-Title** Blair Cato Pickren Casterline, LLC – Member

**Panelist Video** <https://www.adr.org/videoresume?paramName=749678471>

**Profession** Attorney; Mediator; Arbitrator

**Work History** Member, Blair Cato Pickren Casterline, LLC, 2014 – Present; Member, Rogers Townsend & Thomas, 2009 – 2014; Member, McAngus Goudelock & Courie, 2006 – 2009; Shareholder, Rogers Townsend & Thomas, 2003 – 2006; Special Counsel, Haynsworth Sinkler Boyd, 2000 – 2003; Partner, Ellzey and Brooks, 1997 – 2000; Constangy Brooks & Smith, 1989 – 1997; Human Resources Manager, Westinghouse Electric Corporation, 1989 – 1997.

**Experience** Professional experience includes over 30 years of practice in labor and employment law and business immigration law. Certified by the South Carolina Supreme Court as a Specialist in Labor and Employment Law. Labor and employment law. Has represented individuals and companies from many industry sectors, including but not limited to: manufacturing, distribution, banking and finance, health care (including medical, dental and special needs providers), as well as insurance carriers in general liability matters in which medical claims have been asserted.

Background includes all aspects of employment and other business contracts, FLSA, FMLA, ADA, ADEA, Title VII, affirmative action, union avoidance and campaigns, non-compete contracts, employment discrimination, disciplinary action, employee benefits, reductions-in-force, group terminations, contract disputes, employee relations, internal dispute resolution policies, separation agreements, and unemployment compensation. Has represented primarily employers; however, has also represented individuals with regard to certain discrimination matters, employment and severance agreements. Extensive experience in dealing with the South Carolina Human Affairs Commission, the Equal Employment Opportunity Commission, the USDOL, and other state and federal administrative agencies. Has represented health care providers before governmental entities on complaints and audit matters.

Experience in business immigration law includes assisting employers with obtaining temporary visas for employees to work in the United States. Provided extensive compliance advice, day-to-day counsel and litigated matters for clients on labor, employment and contract matters.

Experience includes representing parties in consumer issues, including, but not limited to vehicle leases and purchases, care for special needs individuals, many medical and dental practices and medical-related practices.

**Mediator Experience** Certified by the South Carolina Supreme Court since 2009 as a court-approved mediator. Majority of experience has been mediating employment matters, including discrimination, wage and hour,

contract, tort and other employment-related disputes. Also has mediated other non-employment commercial and civil disputes, all involving parties that range from individuals to Fortune 100 corporations.

**Mediator Style & Process Preferences** Mediators cannot be simply “message-bearers” and “demand and response-bearers.” Mediators must work hard to assist in reaching and crafting a compromise and thinking outside the box to reach resolution.

**Education** University of South Carolina (JD-1989); University of Georgia (BA, Journalism-1979)

**Professional Licenses** Admitted to the Bar: South Carolina, 1989; U.S. District Court: District of South Carolina; U.S. Court of Appeals, Fourth Circuit; U.S. Supreme Court

**Professional Associations** South Carolina Bar Association (Employment and Labor Law Section, past Chair); Has been a member of and/or served on the board of Richland County Bar Association; Lexington County Bar Association; American Bar Association (Construction Forum, Labor & Employment Division, Steering Committee); South Carolina Economic Developers Association; Greenwood County Chamber of Commerce; South Carolina Diversity Council (Past Treasurer); Committee of 100; South Carolina Family Service Center (Board Member; First Vice Chair); Palmetto Center for Women (Board of Directors and Past Chair); YMCA of the Midlands (Board of Directors; PCW Liaison).

**Recent Publications & Speaking Engagements** Has spoken extensively for the last 27 years at seminars sponsored by national organizations such as Lorman, NBI, Council on Management, National Federation of Independent Business (NFIB) as well as state and local organizations such as the University of South Carolina, the state and local Chambers of Commerce, Human Resources organizations, South Carolina Association of CPA's, South Carolina Dental Association. Has also testified in front of the South Carolina House of Representatives Judiciary Committee on pending legislation, and assisted in drafting proposed legislation.

Published a paper and spoken on qui tam actions to Construction Forum of the American Bar Association; Fourth Circuit Updates for the South Carolina Bar Association.

Prepared extensive curriculum, materials and power point presentations on all labor and employment topics, such as employment law updates, extensive management training on union avoidance, harassment and discrimination and wage and hour laws. Has also prepared curriculum and conducted SHRM credited continuing seminars on all labor and employment topics.

**Mediation Rate** \$500 Per Hour

**Languages** English

**Citizenship** United States of America

**Locale** Columbia, SC

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.