



AAA Mediation.org™

**FN-222091 MN-222091 LN-222091,
Esq.**

Kingsport, Tennessee



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Current Employer-Title Wilson Worley Moore Gamble & Stout, P.C. – Shareholder

Panelist Video <https://www.adr.org/videoresume?paramName=297698264>

Professional Summary Has practiced law for 48 years, during most of which has concentrated on commercial litigation and employment law and litigation. Thorough grounding in contracts, business organizations, employment discrimination, workplace regulation, and real estate, and exposure to areas such as class and collective actions, intellectual property, and non-employment related civil rights disputes. Over the past 20 years, has concentrated more and more on alternative dispute resolution, both arbitration and mediation. Has taken numerous hours of basic and advanced training in both mediation and arbitration, and regularly speaks of arbitration and mediation issues to bar associations and other professional groups.

Profession Attorney

Work History Of Counsel, Wilson Worley Moore Gamble & Stout P.C., 2021 – Present; Shareholder, Wilson Worley Moore Gamble & Stout P.C., 2005 – 2021; Shareholder/Partner, Moore Stout Waddell & Ledford P.C., 1975 – 2005.

Experience Engaged in employment law and litigation and in commercial litigation.

COMMERCIAL LITIGATION EXPERIENCE: Commercial litigation practice includes construction, lien priority, bankruptcy, collection, foreclosure, deficiency cases, inducement of breach of contract, surety bonding, franchise, mechanic's lien enforcement, contaminated property actions, breach of contract, corporate and partnership dissolution, shareholder derivative suits, enforcement of real estate restrictive covenants, title insurance claims, real estate commissions, and lender liability, both for plaintiffs and defendants. Co-counsel in class actions involving issues of class certification, including appropriate membership of class, and ability of representative Plaintiffs to represent class.

Mediator Experience	<p>Mediator since 2007. Mediated approximately 275 cases as a mediator, including employment disputes (wage and hour (FLSA) claims, retaliation claims, non-compete agreements and age and disability discrimination), personal injury, and business disputes, including claims for breach of corporate governance, lease and construction contracts. Has mediated numerous claims and in various asbestos settlement trusts. Certified as a Mediator under Rule 31 of the Tennessee Supreme Court, and approved as a court annexed mediator by the United States District Court for the Eastern District of Tennessee.</p> <p>Additionally, as a lawyer, mediated employment claims representing both plaintiffs and defendants, and estimate approximately eight of these, with amount in controversy varying from \$50,000 to \$2,000,000. Has mediated estate disputes with amounts varying from \$80,000 to \$700,000. Has mediated personal injury and construction disputes. Represented claimants in construction mediations in amounts ranging from \$10,000 to \$500,000. Has also represented clients in the mediation of commercial lease disputes with \$200,000 to \$11,000,000 at issue. Engaged in the mediation of a contaminated property dispute in which over ten million dollars were claimed in damage.</p>
Representative Issues Handled as a Mediator	Wage & hour (FSLA), non-compete agreements, employment agreements, age discrimination, breach of commercial lease and breach of residential construction contract, sexual harassment; personal injury; construction; estates and trusts; real estate issues, including commission disputes; corporate governance, buy-sell, and partnership disputes.
Mediator Style & Process Preferences	It is always the parties' mediation. The mediator's job is to inform himself of the case thoroughly (with the parties' help), to understand the issues, to understand the legal and psychological barriers to settlement, to facilitate negotiation by helping formulate solutions (creatively if necessary), and to give a confidential evaluation of the case when appropriate. The parties must be aware of the risks of litigation, and the cost and risk avoidance of settlement, and the mediator should be sure they are so informed. This should be done with the assistance of counsel. Opening statements are not required unless the parties request them. A mediator must be patient and listen to the parties even after the mediator believes all pertinent information has already been received.
Technology Proficiency	Proficient in the use of the ZOOM platform for conferences, hearings, and mediation. Proficient in Microsoft Word and comfortable with Excel. Understands technology issues and basic terminology for resolution of discovery issues involving ESI.
Education	University of North Carolina (JD-1975; AB, Journalism-1972).
Professional Licenses	Admitted to the Bar: Tennessee (1975); U.S. District Court: Eastern District of Tennessee (1976); U.S. Court of Appeals: Sixth Circuit (1981).
Professional Associations	American Bar Association; Tennessee Bar Association (ADR Section); Kingsport Bar Association (Treasurer, Vice President, President).
Recent Publications & Speaking Engagements	<p>"An Arbitrator's Guide to Social Networking Issues in Labor and Employment Cases," DISPUTE RESOLUTION JOURNAL, January 2012; "Tips for Advocates in Arbitration," TENNESSEE BAR JOURNAL, June 2009; "Surviving the Arbitration Panic Attack," Delta Theta Phi Paper Book, July 2008; "Employment Dispute Resolution - An Idea Whose Time Has Come?" TENNESSEE BAR JOURNAL, September/October 2001; "A Lawyer's Dream, a Client's Nightmare," TENNESSEE BAR JOURNAL, November/December 1997; "The Dirty Little Secret About Summary Judgment," TENNESSEE BAR JOURNAL, September/October 1994; "I Admit Your Former Testimony Is Admissible - As an Admission," TENNESSEE BAR JOURNAL, September/October 1994; "CLE at the Office," TENNESSEE BAR JOURNAL, August/September 1993.</p> <p>SPEAKING ENGAGEMENTS: "Regulation of Social Media," Tenn. Bar Association, Oct. 2011; "Hot Issues in Arbitration," Tennessee Bar Association, May 2011; "Arbitration 101," Tennessee Bar Association, webcast, 2010; AAA Webinar, All aTwitter About Social Networking: Issues and Implications in Employment Dispute Resolution, 2010 and 2012; "Arbitration Fairness Act-Pros, Cons & Alternatives," Tennessee Bar Association, 2010; presenter, "Arbitration - ABC's and Hot Issues," Kingsport and Washington County Bar Associations, Tennessee Bar Association, 2008; "How to Initiate an Arbitration Proceeding," Tenn. Bar Association, April 2013; Arbitration Basics, Tennessee Bar Association, 206 and 2019; Recent Developments in Arbitration Law, Tennessee Bar Association, 2022; A Primer on the Revised Uniform Arbitration Act, Tennessee, Kingsport, and</p>

Memphis Bar Associations, 2023.

Locations Where Parties Will Not be Charged for Travel Expenses Anywhere in Tri-Cities, Tennessee

Mediation Rate \$300 Per Hour

Languages English

Citizenship United States of America

Locale Kingsport, TN

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.