



AAA Mediation.org™

**FN-2231190 MN-2231190 LN-2231190,
Esq.**

Las Vegas, Nevada

Current Employer-Title Sole Practitioner

Profession Attorney, Arbitrator, Mediator

Work History Self-employed, 2013 – Present; Arbitrator/Mediator, Sole Practitioner, 1997 – Present; Senior Counsel, Gordon & Rees LLP, 2012 – 2013; Partner, Gonzalez Saggio Harlan, 2007 – 2012; Partner, Alf & Paustian, 2000 – 2007; Partner, Ricciardi & Paustian, 1998 – 2000; Partner, Marquis & Aurbach, 1990 – 1998; Law Clerk, NV District Court Judge Joseph Bonaventure, 1989 – 1990.

Experience Over 30 years of legal practice with an emphasis on litigation in employment and labor, commercial and contract areas. Represented clients in employment lawsuits in state and federal court, covering Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act and the Family and Medical Leave Act, as well as common law employment contract and wrongful termination claims. Also represented clients in commercial and contract disputes. Has taken a variety of cases to jury and bench trials. Also represented clients before state and federal agencies such as the Equal Employment Opportunity Commission, the Nevada Equal Rights Commission, the state and federal Departments of Labor, the National Labor Relations Board, the Occupational Safety and Health Administration and the Department of Housing and Urban Development.

Since 1997, also maintained an active alternative dispute resolution practice, serving as a Nevada Supreme Court Settlement Judge from 1997 to 2023 and with an appointment to the AAA mediation and arbitration panels in 2000. No longer serving as a litigator for clients, now focusing on mediation and arbitration through the American Arbitration Association.

Currently, solo practitioner specializing in alternative dispute resolution.

Mediator Experience Appointed in 1997 as a Nevada Supreme Court Settlement Judge hearing appellate cases. Has maintained an approximate 60-70% settlement rate for cases ranging from multi-million-dollar resort development litigation to union contribution, employment contract and commercial cases. In 2009, also began mediating cases for the Nevada Foreclosure Mediation Program. Disputes involve homeowners facing foreclosure and the lending institutions and foreclosure companies. Settlement rate in this program is at 100%.

Representative Issues Handled as a Mediator Contract interpretation for large and small business transactions and business sales; contract interpretation involving union dues and pension contribution cases brought by the Nevada Department of Labor against various construction contractors; employment contract cases involving a variety of industries, including gaming and construction; and residential foreclosure loan modification cases.

Mediator Style & Process Preferences Based on Ms. Paustian's experiences as a state-appointed mediator since 1997 and the private and federal court mediations in which she has served as an advocate for her clients, she realizes that not all cases can be successfully mediated. Of course, she arrives at this conclusion rarely and then only

after giving 100% to the process, bringing to the table a conviction of the "rightness" of mediation, plus the skills she has honed over years of involvement in the ADR process. She expects the parties before her to bring the same conviction to the table, along with alternatives and potential scenarios for settlement.

Technology Proficiency	Maintain a solo litigation and ADR practice since 2013, responsible for all word processing, on-line legal research, federal and state court e-filing, document organization and maintenance, along with other web-based responsibilities.
Education	University of Florida (JD-1987); University of South Dakota (BA, Journalism-1971).
Professional Licenses	Admitted to the Bar: Nevada (1989), Florida (1988-inactive); U.S. District Court: District of Nevada; U.S. Court of Appeals, Ninth Circuit.
Professional Associations	American Bar Association; Nevada Bar Association; Clark County Bar Association; Nevada Standing Committee on Judicial Ethics and Election Practices (Past Member and Chair); U.S. Ninth Circuit Court (Past Lawyer Representative); Nevada Supreme Court Settlement Program (Charter Member); U.S. Department of Labor, Office of Federal Contract Compliance Programs (Board Member of the Southern Nevada Industry Liaison Group); Society of Human Resource Managers (Nevada State Council, Past Board Member); North Las Vegas Chamber of Commerce (Past Member of the Board of Directors); Chamber, The Women's Forum (Founder); National Association of Women Business Owners (Southern Nevada Chapter, Past Board Member); Southern Nevada Association of Women Attorneys (Past Officer).
Recent Publications & Speaking Engagements	Speaker for the Lorman Education Series seminar: "EEOC Compliance", September 20, 2012. Various speaking engagements through the Council on Education in Management including: "Advanced Certificate in HR Management," February 13-15, 2008; "Advanced Certificate in Workplace Investigations," March 12-14, 2008; "FMLA Conference," June 12-13, 2008; and Internal Investigation Certificate Program for HR Professionals," February 4-6, 2009.
Locations Where Parties Will Not be Charged for Travel Expenses	The Las Vegas metropolitan area, including Henderson, North Las Vegas and Boulder City, Nevada.
Mediation Rate	\$2,400 Per Day
Languages	English
Citizenship	United States of America
Locale	Las Vegas, NV

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.