



AAA Mediation.org™

**FN-2270923 MN-2270923 LN-2270923,
Esq.**

Tampa, Florida



Current Employer-Title Dispute Solutions, PLLC, Managing Shareholder

Work History Managing Shareholder, Dispute Solutions, PLLC, 2014 - Present; Shareholder, Burruezo & Burruezo, PLLC, 2014 - Present; Managing Shareholder, Littler Mendelson, 2007 - 2014; Managing Partner, Fisher Phillips LLP, 2001 - 2007; Partner, Jackson Lewis LLP, 1994 - 2001; Associate, Baker Hostetler LLP, 1992 - 1994; Associate, Litchford Christopher P.A., 1989 - 1992.

Experience Started law practice 1989 as a commercial litigator, and subsequently spent the next 25 years litigating employment disputes, primarily for management. Have had the opportunity to litigate on the employee side, which has now allowed the unique experience of evaluating employment cases from both sides of the dispute.

Mediator Experience Has mediated more than 500 cases, a majority of which have been employment disputes. These mediations have involved both small and large employers, ranging from employers with as little as five employees to employers with more than 100,000 employees. Cases mediated vary between single and multi-party discrimination, harassment, wage and hour matters, as well as class-action wage-hour and Fair Credit Reporting Act cases.

Representative Issues Handled as a Mediator Cases mediated have included race, national origin, sex, and age and disability discrimination. Additionally, has mediated cases involving allegations of sexual harassment and whistleblower issues involving sensitive and confidential information. Frequently mediates class-action cases, and matters involving misclassification of employees, failure to pay overtime and minimum wage to employees, and the Fair Credit Reporting Act, including disclosure disputes.

Mediator Style & Process Preferences Before I begin any mediation, I always ask the parties to commit to 3 virtues: 1) patience; 2) open-mindedness; and 3) a willingness to compromise. If the parties are unwilling to commit to any of these, then the mediation is not likely to be productive. Most importantly, I tell the parties that the process requires a willingness to be vulnerable in order for it to succeed.

I believe that my manner, style, openness and experience leads to successful outcomes.

Education Cornell University Law School (JD - 1989); University of Florida (BS - 1986).

Professional Licenses	Admitted to the Bar, Florida Bar (1990).
Professional Associations	Board Member, Aspire Health Partners, 2013 - 2016 Board Member, The Center For Drug-Free Living, Inc., 1994-2013 Board Chair, The Center For Drug-Free Living, Inc., 2010-2012 Board Chair, Hispanic Chamber of Commerce of Metro Orlando, 2007 Co-Chair, Hispanic Summit of Central Florida, 2007 Board Member, Hispanic Business Initiative Fund, 2007 President, Hispanic Bar Association of Central Florida, 1995-1996 Member, Orange County Bar Association, 1990.
Locations Where Parties Will Not be Charged for Travel Expenses	Travel time within the State of Florida will not be charged.
Mediation Rate	\$525 Per Hour
Languages	Spanish, English
Citizenship	United States of America
Locale	Tampa, FL

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.