



AAA Mediation.org™

FN-2296083 MN-2296083 LN-2296083

Pembroke Pines, Florida



Current Employer-Title Effective Mediation Consultants, LLC – Principal

Work History Principal, Effective Mediation Consultants, LLC, 2008 – Present; Facilitator, Anti-Defamation League (ADL) 2012 – Present; Contract Securities/Commercial Litigation Paralegal, Coughlin & Stioa, 2009; Senior Litigation Paralegal, Broad & Cassel, 2005 – 2008; Senior Litigation Paralegal, Ferrell Law (f/k/a Ferrell, Schultz, Carter, Zumpano & Fertel), 2000 – 2005; Healthcare/Civil/Commercial Paralegal, Broad & Cassel, 1997 – 2000; Appellate Paralegal & Child Support Enforcement, Office Of The Attorney General, 1995 – 1997.

Experience Uniquely positioned for over almost two decades as a Senior and Lead Litigation/Trial Paralegal for large and boutique firms and government agencies. Areas of legal proficiency include, but are not limited to the areas of securities, complex business litigation, class action, tort, tax, healthcare, white-collar crime, probate, insurance, entertainment, intellectual property, and family law.

Duties and responsibilities include, but are not limited to: extensive complex/simple litigation research, legal instrument drafting, forensic document analysis, financial document analysis, heavy discovery management, preparation of securities analysis, coordination of trial team(s) and out of state/country counsel and motion practice (on both sides of the docket), the management of large trial teams. Litigation expertise further extended into trial preparation and discovery training for firm staff and attorneys.

Mediator Experience Acts as a private mediator offering multi-disciplinary services. Selected and appointed to Federal and State governmental agency rosters. Ability to manage high-conflict personalities and complex legal issues.

Contributes to the Florida Supreme Court Dispute Resolution's Mediator Ethics and Advisory Committee (MEAC). Contributes to the Florida Bar ADR Section (as an advisor on certain initiatives); Contributed as the longest serving President of the Florida Academy of Professional Mediators, Inc. (established in 1988 as Florida's first statewide not-for-profit ADR resource organization) from 2013-2017; frequently invited to lecture to organizations and universities on the processes of Alternative Dispute Resolution ("ADR"), Ethics, and the legal/practical issues regarding ADR and Conflict Resolution Consulting. Facilitator throughout the year to law enforcement on matters regarding diversity and implicit bias. Also facilitate throughout the various Florida State school districts on matters regarding numerous programs responding to Anti-Bullying

and diversity awareness initiatives.

Representative Issues Handled as a Mediator	Areas mediated are: construction, simple/complex litigation, complex family, commercial business disputes, probate, trust/real estate, HOA and condo, professional and medical malpractice, EEO/unfair housing and discrimination, PIP/workers compensation, foreclosure, tort, insurance, securities, entertainment, and financial matters.
Mediator Style & Process Preferences	I believe that conflict is inevitable, however when approached constructively, even the most complex matters can have a creative-resolution. When you are prepared, diligent, and persistent the assistance of an impartial neutral can bridge opposing views and create solutions where one did not think to exist. A mediator's role is to facilitate a process where all parties are heard, there is balance and an out of the box approach yield a mutually agreed-upon resolution.
Education	Nova Southeastern University, The Graduate School of Humanities and Social Sciences (Ph.D., Conflict Analysis and Resolution, 2004); Nova Southeastern University, The Graduate School of Humanities and Social Sciences, (M.S., Conflict Analysis and Resolution - 2001); Nova Southeastern University (B.S., Legal Studies- 1997); Noca Southeastern University (Certificate in Paralegal Studies - 1997).
Professional Licenses	Florida Supreme Court Certified Circuit Civil, County & Family Mediator (Certification # 13036CRF - since 2000); Florida Supreme Court Qualified Arbitrator (since 2000); FINRA - Securities Roster Arbitrator (#A33470 -since 2005 approx.).
Professional Associations	National Academy of Distinguished Neutrals; Florida Supreme Court Appointment: Mediator Ethics and Advisory Committee (MEAC); ADL, Anti-Defamation League; The Florida Bar Grievance Mediation and Fee Arbitration Program.
Recent Publications & Speaking Engagements	Lectures on topics such as analyzing and resolving interpersonal conflicts, Interpersonal & Domestic Violence, Active Shooter Preparedness, Diversity, Business Relationships & Disputes, and conflicts regarding labor unions and business organizations (including conflicts within organizational infrastructure and consumer confidence in business organizations). Further contributions are made to social media platforms, blogs and publications. Published material including (but not limited to) "Mastering the Trial Notebook in Florida"; E-discovery; "Managing Personality Conflicts Within A Law Firm" and "Complex Litigation and Mediation"; "E-discovery and Forensic Computer Researching; "Diversity in the Court How About Diversity in ADR"
Mediation Rate	\$400 Per Hour
Languages	Creole, English
Citizenship	United States of America
Locale	Pembroke Pines, 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.