



AAA Mediation.org™

**FN-2410422 MN-2410422 LN-2410422,
Esq.**

Phoenix, Arizona



Current Employer-Title Snell & Wilmer, LLP – Partner

Profession Attorney, Arbitrator, Mediator - Employment Law/Litigation and Commercial and Business Litigation

Work History Partner, Snell & Wilmer LLP, 2015 – Present; Partner, Crowson & Crowson LLP, 2005 – 2015; Partner/Attorney, Kemp Smith LLP, 1999 – 2005.

Experience Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization. Practice involves representation of clients in all aspects of labor and employment law, including federal and state anti-discrimination laws, sexual harassment, retaliation, wrongful termination, general wage and hour issues, FLSA collective actions, FMLA, workers' compensation retaliation, unemployment claims, defamation and other common law claims, nonsubscriber negligence, covenants not to compete, and breach of contract claims in Texas, New Mexico and Arizona. Clients include large publicly traded companies, governmental entities, small businesses and individuals. Represents clients before federal and state administrative agencies such as the EEOC, Department of Labor, and various state anti-discrimination agencies. Successfully tried employment cases to jury verdicts in state and federal courts and has extensive experience arbitrating employment cases in a variety of forums, including arbitrations with the American Arbitration Association and private arbitrators. In addition to employment litigation, represents clients in commercial and business litigation and serves as outside general counsel to various clients.

Mediator Experience Mediated over 230 employment discrimination, harassment, retaliation, wage and hour and related employment lawsuits since 2012 in state and federal courts in Texas, New Mexico and Arizona. Mediations have also involved nonsubscriber negligence lawsuits in Texas. Parties have run the spectrum from large, multi-national corporations to mid-sized and small companies to governmental entities and non-profit agencies.

Representative Issues Handled as a Mediator Mediations have involved all areas of employment law, including federal and state anti-discrimination laws (Title VII, TCHRA, NMHRA), sexual harassment, retaliation, workers' compensation retaliation, wage and hour issues, FMLA, defamation/slander and other common law claims, non-subscriber negligence, and breach of contract claims.

Mediator Style & Process Preferences	I am a detail-oriented mediator who relies upon my experience as a practicing employment attorney to provide honest and straightforward insight and evaluation to parties in employment matters. Parties typically use my services precisely because I know and understand employment law and can appreciate the underlying issues in the cases I am mediating. It is critical in employment mediations that each side appreciates the respective strengths and weaknesses of their cases, as well as the risks going forward, and I quickly help them to do that. I do not believe that mediations should last all day nor should a mediator simply act as a messenger passing along settlement offers. As a mediator I work hard and work quickly to attempt to move the parties where they need to go.
Education	Texas Tech University School of Law (JD, cum laude-1999); University of Texas at Austin (BA-1996).
Professional Licenses	Admitted to the Bar: Texas (1999), New Mexico (2000), Arizona (2015); U.S. District Court: Western, Northern, Southern and Eastern District of Texas; District of New Mexico; District of Arizona; Eastern District of Michigan; U.S. Court of Appeals, Fifth Circuit.
Professional Associations	State Bar of Texas (Labor & Employment Law & ADR Sections); State Bar of New Mexico; State Bar of Arizona
Recent Publications & Speaking Engagements	"Show Me the Money: Damages," State Bar of Texas Labor & Employment Law, Labor & Employment Law Update 2010; "EEOC Procedure," Texas Young Lawyers Association Ten-Minute Mentor Video, 2005; numerous publications and speaking engagements for El Paso Society for Human Resource Management and national human resource training organizations.
Locations Where Parties Will Not be Charged for Travel Expenses	State of Arizona and El Paso, TX
Mediation Rate	\$3,200 Per Day
Languages	English
Citizenship	United States of America
Locale	Phoenix, AZ

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.