



AAA Mediation.org™

**FN-2575743 MN-2575743 LN-2575743,  
Esq.**

**Brentwood, Tennessee**



**Current Employer-Title** Russell Dispute Resolution, PLLC - Owner

**Profession** Arbitrator, Attorney, Mediator

**Work History** Owner, Russell Dispute Resolution PLLC, 2018 - Present; Independent Mediator & Arbitrator, 2021-Present; Partner, Waller Lansden Dortch & Davis LLP, 2017 - 2018; Partner, Gilbert Russell, 2001 - 2017; Associate, Harris Shelton Hanover Walsh, 2000 - 2001; Associate, Spragins Barnett Cobb & Butler PLC, 1999.

**Experience** An experienced labor and employment practitioner and trial attorney prior to becoming a full-time neutral. Litigated employment cases across the country and tried cases on behalf of both employers and employees. Trial experience includes claims for FLSA violations, race and gender discrimination, sexual harassment, whistleblower retaliation, FMLA claims, disability discrimination, worker's compensation retaliation, and various other employment claims. Developed a particular emphasis on wage and hour class action cases.

**Mediator Experience** Mediated virtually every type of employment case, from single party discrimination cases to nation-wide class actions. Significant mediations include claims under Title VII, the ADA, the ADEA, the FMLA, the False Claims Act, the Fair Credit Reporting Act, the FLSA. Additional experience includes commercial and business disputes.

**Representative Issues Handled as a Mediator** Mediated issues related to sexual harassment, discrimination, retaliatory discharge, reasonable accommodations under the ADA, medical leave under the FMLA, exemptions and compensable time under the Fair Labor Standards Act, and class certification issues under both Rule 23 and section 216(b) of the FLSA.

**Mediator Style & Process Preferences** Mediation is the most unique proceeding we have. It is the only proceeding where the parties have control over the outcome. The mediator serves the dual role of allowing the parties to have control over the outcome, while constantly reminding the parties of the risks of handing control over to courts, juries, and arbitrators in the event the mediation is not successful. Every party comes to a negotiation with a set of assumptions. These assumptions include how witnesses will testify, how judges will respond to arguments, and how the trier of fact will respond to evidence. The mediator

must encourage the parties to question their assumptions in an effort to move toward a resolution.

<b>Education</b>	University of Missouri (LL.M. in Dispute Resolution - 2022); University of Memphis (JD, Magna Cum Laude - 1999); University of Tennessee (BA, Summa Cum Laude - 1996).
<b>Professional Licenses</b>	Admitted to the Bar: Tennessee, 1999.
<b>Professional Associations</b>	American Bar Association; Federal Bar Association; Tennessee Bar Association (former Chair - Labor and Employment Section); Nashville Bar Association (former Chair, ADR Committee).
<b>Recent Publications &amp; Speaking Engagements</b>	<p>Panelist, "Ten Commandments for a Successful Mediation," National Employment Lawyers Association National Convention (June 2017).</p> <p>Presenter, "Wage and Hour Update," 21st Annual Tennessee Bar Association Labor and Employment Forum (April 2017).</p> <p>Panelist, "Mediating Employment Litigation Cases," DRI Labor and Employment Conference (March 2017).</p> <p>Presenter, "Employment Law Update," 73rd Judicial Conference for the Sixth Circuit Court of Appeals (May 2016).</p> <p>Presenter, "Hot Topics in Wage and Hour Law," 20th Annual Tennessee Bar Association Labor and Employment Forum (April 2017).</p> <p>Presenter, "Employment Law Update," Nashville Bar Association Labor and Employment Institute (March 2016).</p>
<b>Locations Where Parties Will Not be Charged for Travel Expenses</b>	Metro Nashville, Tennessee
<b>Mediation Rate</b>	\$6,500 Per Day
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Brentwood, 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.