



AAA Mediation.org™

**FN-2647471 MN-2647471 LN-2647471,
Jr., Esq.**

Houston, Texas



Current Employer-Title	Cozen O'Connor, P.C. - Member
Profession	Attorney; Neutral Arbitrator and Mediator
Work History	Member, Cozen O'Connor P.C., 2011-Present; Shareholder, Epstein Becker & Green P.C., 2002-2011; Shareholder, Wickliff & Hall P.C., 1990-2002; Partner, Mayor Day & Caldwell, 1984-1990; Partner/Associate, Fulbright & Jaworski, 1975-1984.
Experience	<p>Tried numerous jury and non-jury cases in employment and commercial law matters, as well as served as an arbitrator and mediator in these types of disputes.</p> <p>Experienced in handling all types of single and multiple plaintiff employment and commercial matters, as well as class actions, including ADA, FMLA, EPA, ADEA, Title VII, harassment and retaliation; workers compensation retaliation, whistleblower, employee raiding, defamation, trade secrets, non-compete agreements, breach of contracts, and Fair Labor Standard Act cases; NLRB disputes and workplace investigations.</p> <p>Industries: retail, wholesale, financial services, airline, automobile, banking, hotel, manufacturing, healthcare, entertainment, energy, oil and gas, grocery, apparel, chemical and petrochemical, pharmaceutical, education, insurance, technology, media, food, hospitality, sales, restaurant, railroad, construction, waste disposal, and non-profit.</p>
Mediator Experience	One hundred percent (100%) of mediation time is in employment matters.
Representative Issues Handled as a Mediator	Representative issues handled as a mediation: employment law matters (Title VII, age, religion, sex, national origin), ADA, FLSA, FMLA, EPA, non-competes, trade secrets, harassment and retaliation, workers compensation retaliation, whistleblower, employee raiding, defamation, and contracts.
Mediator Style & Process Preferences	As a mediator, I serve as a facilitator for the parties in the development of strategies to resolve their disputes; I do not dictate to the parties what they should do or propose to one another, but try to get them to see all sides of an issue, and "take off their litigation blinders," which can hamper their ability to resolve a dispute so they can move-on with their lives and businesses.

Technology Proficiency	Zoom
Education	New York University School of Law (LLM, Labor-1974); Texas Southern University, Thurgood Marshall School of Law (JD-1973); University of St. Thomas (BA-1970).
Professional Licenses	Admitted to the Bar: Texas (1973); U.S. District Court: Eastern, Northern, Southern, and Western Districts of Texas; U.S. Court of Appeals: Fifth, Seventh and Tenth Circuits; U.S. Supreme Court. Board certified in Labor & Employment Law, Texas Board of Legal Specialization
Professional Associations	American Bar Association; National Bar Association; Houston Bar Association; Houston Lawyers Association; Texas Bar Foundation; Fellow; College of Labor and Employment Lawyers, Inc. (ABA); National Employment Law Council.
Recent Publications & Speaking Engagements	Contributing Editor to Railway Labor Act book published by BNA. International Labor & Employment Law in the Energy Industry, Cozen O'Connor Client Briefing, Oct. 2011. Whistleblowing Update, National Association of Railroad Trial Counsel, July 2011. How Health Care Reform Will Affect Employers, National Petrochemical & Refiners Association, April 2010. Defending Employers in the Era of the Whistleblower, National Association of Railroad Trial Counsel, February 2010. Labor & Employment Law Changes Under the Obama Administration, June 2009. Labor & Employment Law Changes Under the Obama Administration, Equities Organization, May 2009. Multiple Client Briefings within the last five (5) years on current issues in Labor & Employment law. Texas Business Litigation, Employment Law Chapter Author, Employment Law, 2015-2022, published by American Law Media, Inc.
Locations Where Parties Will Not be Charged for Travel Expenses	Within the Houston Metropolitan area.
Mediation Rate	\$500 Per Hour
Languages	English
Citizenship	United States of America
Locale	Houston, TX

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.