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New Albany, Ohio

Current Employer-Title Thomas Repicky Law Offices – Arbitrator and Mediator

Professional Summary Actively practiced civil litigation for over 40 years. Areas of practice included tort, small business, employment and insurance law. Tried over 75 civil trials to jury verdict. For over 25 years have mediated over 1800 cases and served as an arbitrator in over 75 cases.

Profession Arbitrator, Mediator; Attorney - Commercial Law, Insurance Law, Tort Law, General Civil Litigation; Employment Law.

Work History Litigation/Arbitrator/Mediator, Thomas Repicky Law offices, 2005-Present; Repicky and Knott Law Offices, 1995-2004; President, Thomas Repicky Co. L.P.A., 1986-1995; Associate Attorney, Isaac & Elder, 1979-1985; Special Counsel, Ohio Attorney General's Office, 1982-1990.

Experience Forty-three years of experience in civil litigation. Legal experience includes representing individuals in various tort claims (Car and truck accidents medical negligence, and products liability) business owners in disputes involving breach of warranty, contract, product liability, and insurance. General litigation experience includes representing small businesses and individual clients in miscellaneous tort, commercial, employment, construction, and real estate claims and administrative matters. Insurance experience includes handling disputes relating to coverage, bad faith, excess coverage, and determination of damages.

Mediator Experience Mediated over 550 cases, mostly civil lawsuits. Has also mediated approximately 75 EEO employment disputes and some ADA claims involving discrimination of persons with disabilities. Mediations of lawsuits has involved a broad range of claims including commercial, employment, construction, tort, wrongful death, malpractice, real estate, securities, and insurance disputes. Cases have involved disputes with amounts in controversy from \$10,000.00 to \$10 million.

Mediation Employment Experience

Have been a practicing attorney for 35 years and during that time, have tried several employment cases. In addition, have mediated several hundred EEO employment cases for the Postal Service and the Veterans' Administration. In addition, served as a mediator on the EEOC private mediator panel for several years during which time mediated several dozen employment cases involving charges filed with the EEOC. Have also privately mediated approximately 50 employment lawsuits for lawyers involving claims under Title VIII, DEOC, race, sex and age discrimination, wage and hour and overtime claims. Continue to be employed as a private mediator by attorneys in employment cases. Have also attended legal seminars concerning employment law updates and summaries of the current law concerning employment law issues, including Title VII, race, sex and age discrimination.

Litigated 10-12 cases involving non-compete clauses and buy sell agreements. Mediation practice also includes mediating disputes involving non-compete clauses, partnership agreements, corporate dissolutions and buy-outs as well as employment contracts.

Representative Issues The commercial and construction claims have issues of performance, breach and amounts to be

Handled as a Mediator	paid; employment claims generally involve allegations of discrimination for age, sex, race or gender and improper termination of employment as well as damages; tort, wrongful death, and malpractice claims involve negligence, legal defenses and damage issues; and insurance disputes usually focus on coverage, exclusions, and damage issues.
Mediator Style & Process Preferences	My role as a mediator is to provide an environment that will allow the parties to effectively communicate and discuss how to resolve their dispute. I am a facilitative mediator who believes the participants at a mediation can resolve most disputes if they are given an opportunity to communicate effectively to each other. My goal at the mediation is to maximize participation by all the attendees and parties. I expect the parties to prepare for the mediation and submit a concise mediation statement. Proper preparation is essential for a productive mediation. In addition, everyone should participate at a mediation by listening, talking, and thinking about what has been discussed. As a mediator, I should identify the areas that need further discussion or work. I can then suggest some ways for the parties to address those problems at the mediation. The mediation process evolves differently in each case. My job as mediator is to structure the mediation based on the parties input and my judgment as to what approach to implement. For example, how to structure the opening session, what to discuss in caucuses, meeting with parties privately; checking in with the parties as to how the mediation is going. Ultimately, after discussing the case; reviewing strengths and weaknesses; and dealing with any other key issue, it is incumbent to focus the parties efforts on how the case can be resolved. If the dispute is framed in the proper context and perspective, and the parties understand each other's case, the case should settle with a persistent mediator who has established a rapport with the parties and maintained his neutrality.
Technology Proficiency	Proficient with ZOOM, Word, Excel
Education	Cleveland Marshall College of Law (JD-1978); John Carroll University (BA, Communications-1975).
Professional Licenses	Admitted to the Bar: Ohio (1979); U.S. Court of Appeals: Sixth Circuit; U.S. Supreme Court. Board Certified Civil Trial Specialist by NBTA (1991-2011).
Professional Associations	National Board of Trial Advocacy (1991-2011); Greater Cleveland Bar Association (Dispute Resolution Section, Past chair); Ohio State Bar Association (Dispute Resolution Section); National Academy of Distinguished Neutrals (2005-Present).
Recent Publications & Speaking Engagements	Numerous presentations on trial advocacy and mediation and mediation advocacy topics to lawyers at legal seminars and bar association meetings.
Locations Where Parties Will Not be Charged for Travel Expenses	No charge for travel less than fifty miles one way.
Mediation Rate	\$300 Per Hour
Languages	English
Citizenship	United States of America
Locale	New Albany, OH

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.