



AAA Mediation.org™

**FN-2731735 MN-2731735 LN-2731735,
Esq.**

New York, New York



Current Employer-Title PGHuckADR - Independent Neutral

Professional Summary Served over the last decade plus solely as an arbitrator or mediator with certain philosophies. The focus in arbitration is to deliver a smooth process which sees the parties understand exactly what they will need in order to prove their case as well as working to have all needed discovery occur early. When the parties have all the records they need to hold the arbitration, they also have all the records they need to determine if they should look to negotiating a settlement in the matter. As to mediation, it is all about understanding what each party needs - not just as to outcome, but also personally: handholding, devil's advocate. or explainer in chief.

Profession Arbitrator, Mediator

Work History Arbitrator/Mediator, Sole Practitioner, 2008-Present; Director/Board Member, Masonic Medical Research Institute 2022-Present; Attorney/Paralegal, Metropolitan Life Insurance Company, 1989-2010; Paralegal, J.C. Penney, 1985-1989; Singer/Performer, 1974-1985.

Experience Twelve years working with government relations and represented MetLife on privacy committees of various trade groups, such as American Council of Life Insurers, American Health Insurance Plans and the Health Leadership Council. Manage and participate in many cross-enterprise projects including mergers, integrations, business efficiencies and compliance. Oversaw distribution of HIPAA & GLB privacy notices. Reviewed all laws and regulations affecting Institutional Business, including oversight for all applicable initial compliance work for group insurance & retirement products & services.

Spent over a decade as trial and appellate counsel in areas of ERISA, FEGLI, insurance, real estate investments, corporate investments and other corporate issues. Conducted over 100 trials while managing 120 lawsuits at a time. Also provided litigation risk advice to various business units, specifically in areas of insurance and investments.

Currently serving on the Board of Directors, and being Chair of the Governance Committee, for an independent medical research facility.

Acted as an independent neutral, both as an arbitrator and a mediator since 2010. Completed in excess of 250 mediations as well as over 220 arbitrations, mostly as a sole arbitrator, but have also served in a wing role as well as Chair.

Mediator Experience

Officially started serving as a neutral in December 2008. Transitioned to being a full-time neutral on October 16, 2010.

Conducted over 250 mediations which were primarily in the following subject areas:

Insurance Coverage
Insurance/Reinsurance
Finance/Investments
General Commercial and Contract matters
Employment & Organizational issues
Real Estate
Discrimination -- both employment based and ADA compliance
Labor/Management -- primarily, not limited to, disputes over contributions to benefit plans.

Representative Issues Handled as a Mediator

INSURANCE matters, the primarily issues have been:

Are there damages?
How much are the damages?
Are the damages a covered loss?
Which policy(ies) cover the loss?
If multiple policies in effect -- how is the loss divided?

FINANCE/INVESTMENT

Did a loss occur?
Amount of loss?
Expertise of investor?
Duty owed to investor?
Was there fiduciary duty?
Other duties or limitations? (Know your customer rule, suitability rule, etc.)

REAL ESTATE (ownership issues listed also apply to all closely held entities).

Is it an ongoing venture?
If not, how to divide assets?
If yes, can the parties work together?
If not, is there a party(ies) who will buy out the others? (May also mean bringing in another investor or a total sale).
If yes, how best to reset the relationship to move the venture forward?

EMPLOYMENT

Compensation
Retaliation
Discrimination

Labor/Management
Contract interpretation
Employee contributions to Union benefit plans

Mediator Style & Process Preferences

Having spent 10 years as a trial attorney and far more time in a business setting I truly understand why most disputes should be settled and not litigated. That is why I completed a Masters in Psychology which, combined with my legal and business experience helps me to be the best mediator I can possibly be. It allows me to look at the issues from many different perspectives. Hopefully, I'll be able to continue helping solve problems until I make that final journey decades in the future.

Inveniam semita aut ero (find the path or be it)

My normal practice is somewhere between the Facilitative and Evaluative approach. I look at each mediation as unique as to what the parties expect from me and their desired format. This starts with a pre-mediation session to determine what, if anything, is needed, to help lead to a productive

session including any limited discovery and the need for pre-mediation briefs (also determining if such briefs should be confidential or also provided to the other party).

I am happy to mediate both in person as well as becoming adapt over the Covid years with conducting mediations over Zoom. I've also had successful mediations where all discussions were simply caucusing type phone calls over an extended period. Even a couple where all varieties of communication were utilized. It is simply what works best for the parties.

Technology Proficiency	Have conducted and hosted multiple mediations over Zoom. Have acted as arbitrator virtually on several platforms utilizing several different document hosting systems.
Education	Fordham Law School (JD - 1989); Walden University (MS Psychology - 2008); Southeast Missouri State University (BS Business Administration - 1985)
Professional Licenses	Admitted to the Bar: New York (1990).
Professional Associations	New York City Bar Association -- currently sit on the Arbitration Committee. Have served two terms on the ADR Committee. Fellow -- Chartered Institute of Arbitrators Lifetime Fellow - Asian Institute of Alternate Dispute Resolution
Recent Publications & Speaking Engagements	Royal University Law in English and National University of Management - Cambodia - general subject of ADR with focus on International Arbitration. (2018) National University of Management Phnom Penh -- practical tips on International Arbitration (2019) CNIS DPAC Beijing :Ins and outs of Warranty Arbitrations." (2015) ABA – TIPS “A Day at Lloyds” February 5, 2013 – ADR applications available in U.S. in disputes with Lloyds. Huck, P. (2008) What Does it Take to Settle a Case in Controversy? A Psychological, Legal and Economic Journey. Masters’ Thesis, Walden University, Dr. Raymond London advisor. Huck, P. (1992). Louisiana, New Hampshire & New York Chapters. Misrepresentation in Application (Palmunen, A.A., ed). Law Committee, International Claim Association.
Locations Where Parties Will Not be Charged for Travel Expenses	Will serve within the New York City Metro area without travel costs.
Mediation Rate	\$450 Per Hour
Languages	English
Citizenship	United States of America
Locale	New York, NY

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.