



AAA Mediation.org™

**FN-2859606 MN-2859606 LN-2859606,
Esq.**

Trophy Club, Texas



Current Employer-Title Dennie Firm, PLLC – Managing Member

Profession Attorney, Adjunct Professor, Executive, Consultant

Work History Managing Member, Dennie Firm, PLLC, 2023 - Present; Partner, Fox Rothschild, LLP, 2022 – Present; Partner, Barlow Garsek & Simon LLP, 2010 – 2022; Adjunct Professor, Texas A&M Law School, 2007 – Present; Adjunct Professor, Southern Methodist University, 2014 – Present; Attorney, Hermes Sargent Bates LLP, 2007 – 2010; Adjunct Professor, University of Missouri School of Law, 2007; Compliance Coordinator, University of Missouri Athletics Department, 2005 – 2007; Attorney, Hayes Coffey & Berry PC, 2004 – 2005; Graduate Assistant, University of Oklahoma Athletics Department, 2002 – 2004.

Experience Tried more than 60 cases and has argued before the courts of appeals and administrative bodies. Has also served as an arbitrator in more than 500 cases and mediator in more than 150 cases.

Sports and Entertainment

Substantial experience negotiating, advising, drafting, and litigating a variety of disputes in the sports industry including antitrust, products liability, collective bargaining, drafting and monitoring drug testing policies, sports corruption and integrity disputes, drug test appeals, sponsorship and endorsement agreement, executive and coaches compensation and agreements, league governance, sports organization constitutions and bylaws, employment disputes, agent and agency disputes, colleges and universities, conducting independent investigations, golf industry disputes, intellectual property protection and cease and desist letters, and facility use agreements.

Golf Industry

Substantial experience negotiating, advising, drafting and litigating matters in the golf industry including, but not limited to, employment agreements, collective bargaining agreements, employee grievances, sponsorship and marketing agreements, country club and golf club matters and issues, golf products, equipment, and apparel, golf facilities agreements, creating and advising non-profit organizations, and tournament host and sponsorship agreements.

Commercial/Business/Intellectual Property Litigation

Substantial experience litigating in state and federal courts and in various arbitration and administrative forums, including large complex cases representing both plaintiffs and defendants. Represented clients on both sides of the docket including individuals, Fortune 500 companies, start-ups, publicly traded companies, privately held companies, and nonprofits. Cases have involved, among others, antitrust, fraud, breach of contract, breach of fiduciary duty, shareholder oppression and manipulation, conversion of funds, partnership disputes, deceptive trade practices, non-solicitation and non-competition agreements, misappropriation of trade name and trade secrets, violations of the Copyright Act, violations of the Lanham Act, conversion, and many others. Work has included disputes involving software, healthcare and medical, copyright and trademark infringement, religious organizations, homeowners' associations, the logistics industry, brokers and agents, automotive industry, municipalities, banking institutions, and schools, colleges, and universities.

Real Estate

Drafted and negotiated real estate documents for the conveyance of real property including development agreements. Substantial experience litigating various real estate matters including eminent domain, inverse condemnation, real estate fraud, breach of contract, deceptive trade practices, negligence, work-related injuries, and development and construction defects. Matters include representation of real estate brokers, development companies, buyers, and financial institutions.

Construction

Represented owners, developers, contractors, subcontractors, suppliers, distributors, manufacturers, architects, and engineers on both sides of the docket in construction disputes including claims for breach of contract, negligence, breach of express and implied warranty, violations of the Texas Deceptive Trade Practices Act, fraud claims involving property damage, death or personal injury, delay claims, nonpayment, and defective design/construction in litigation and investigations.

Employment and Labor

Examples of work include drafting, negotiating, and litigating employment agreements, non-compete and non-solicitation agreements, collective bargaining agreements, entity bylaws and constitutions, drug test policies, sexual harassment and misconduct policies, compliance manuals, FLSA claims, discrimination, non-subscriber, personal injury and employee grievances.

Mediator Experience

Experienced in conducting a range of mediations from simple half-day mediations to multi-party complex mediations where millions of dollars are at stake including disputes and matters involving business, commercial, construction, employment, intellectual property, labor, personal injury, products liability, real estate, and sports law.

Representative Issues Handled as a Mediator

Representative issues relate to and/or involve causes of action for, including but not limited to, breach of contract, fraud, fraud in a real estate transaction, violations of the Texas Deceptive Trade Practices Act, violations of the Lanham Act, violations of the Copyright Act, violations of the Sherman Act, negligence, gross negligence, products liability, shareholder oppression, breach of fiduciary duty, conversion, employment discrimination, retaliation, and sexual harassment, transactional disputes, breach of employment contract, drug testing violations, misappropriation of trade secrets, negligent construction, design, and manufacturing, and many more.

Mediator Style & Process Preferences

Mediation is a process that allows parties to resolve a dispute without the necessity of protracted litigation or continued unsuccessful negotiations. I do not adhere to a specific technique when mediating a matter. I use my experience litigating complex multi-million dollar matters and negotiating extensive and complex agreements to evaluate the key points of the matter. I have a knack for quickly assessing matters and working towards a fast and simple solution. When I have assessed a case, I work with the parties and their attorneys to collaboratively find a workable solution. Accordingly, I will use the technique that best fits the matter and shows the best possibility for resolution. Mediation is about finding the information that allows parties to better evaluate the matter while removing negativity and allowing parties to find a solution that meets their needs.

Education

University of Oklahoma College of Law (JD-2004); Sam Houston State University (BBA-2001).

Professional Licenses

Admitted to the Bar: Texas, 2004; U.S. District Court: Northern, Eastern, Western, and Southern Districts of Texas; U.S. Court of Appeals, Fifth Circuit.

Professional Associations Fellow, Chartered Institute of Arbitrators; Member, National Academy of Distinguished Neutrals, AAA National Sports Advisory Committee (Committee Member); Southern Methodist University (Sports Management Advisory Board); SHSU Lettermen's Association (Member); National Association for Athletics Compliance (Member); Sports Lawyer's Association (Member); Tarrant County Bar Association – Alternative Dispute Resolution Section (Member); State Bar of Texas – Alternative Dispute Resolution Section (Member); Tarrant County Bar Association – Alternative Dispute Resolution Section (Vice Chair and Member); State Bar of Texas – Entertainment and Sports Law Section (Member); American Bar Association (Member); Dallas County Bar Association (Member); Tarrant County Bar Association (Member); Denton County Bar Association (Member).

Recent Publications & Speaking Engagements

PUBLICATIONS:

Drafted numerous publications relating to the sports industry and various commercial matters including matters related to arbitration, antitrust, labor law, intellectual property, league governance, sexual harassment and misconduct, coaching contracts, Title IX, and defamation. Articles have been published by journals at the Memphis University, University of North Carolina, University of Mississippi, Syracuse University, University of Arkansas, University of Virginia, University of Texas, University of North Carolina, Seton Hall University, and Tulane University and also in industry publications such as the Texas Bar Journal, Chronicle of Higher Education, Andrews Entertainment Industry Litigation Reporter, Journal of Issues in Intercollegiate Athletics, and the Sports Litigation Alert.

SPEAKING ENGAGEMENTS:

Served as a lecturer, panelist, moderator and speaker at events discussing, among other things, antitrust, arbitration, mediation, employment and labor law, intellectual property, personal injuries, league governance, Title IX, sexual harassment and misconduct, gambling, coaching contracts, defamation, ethics, drug testing, athlete rights, institutional control and oversight, NCAA compliance, and golf industry matters at Harvard Law School, University of Virginia School of Law, Duke University School of Law, SMU Dedman School of Law, University of Texas School of Law, Texas A&M University School of Law, University of Miami School of Law, University of Oklahoma College of Law, University of Mississippi School of Law, Thomas Jefferson School, University of North Carolina, Sam Houston State University, University of North Texas, University of Dallas, University of Missouri, NCAA, Big 12 Conference, Lone Star Conference, Heartland Conference, United States Patent and Trademark Office, State Bar of Texas, Tarrant County Bar Association, Travis County Bar Association, Harris County Bar Association, and Dallas County Bar Association.

Mediation Rate \$3,800 Per Day

Languages English

Citizenship United States of America

Locale Trophy Club, 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.