



AAA Mediation.org™

**FN-4001235 MN-4001235 LN-4001235,  
Esq.**

**Portland, Oregon**

**Current Employer-Title** Buchanan Angeli Altschul & Sullivan LLP – Managing Partner

**Profession** Attorney, Mediator, Arbitrator

**Work History** Managing/Founding Partner, Buchanan Angeli Altschul & Sullivan LLP, 2008 – Present; Founding Partner, Altschul Law Office PC, 2004 – 2008; Associate, Stoel Rives LLP, 1998 – 2004; Associate, Seyfarth Shaw associate, 1995 – 1997.

**Experience** Over 25 years of experience representing both employees and employers in all aspects of employment and labor disputes at the state and federal administrative, trial and appellate levels, including individual employee claims and class actions, and providing day-to-day counseling on issues such as discrimination, harassment, wage and hour, disability, and leave laws.

The first nine years of career in large law firms representing employers and since 2004 have represented both employees and employers in a boutique employment law firm setting. Have also represented employers (primarily non-profits), in labor negotiations, unfair labor practices and labor arbitrations. Also represent insurers in ERISA long-term disability cases in jurisdictions throughout the country at the Federal District Court and Appellate Court level.

Stopped litigating in 2020 to focus on providing services as a mediator and arbitrator, primarily, but not exclusively, on labor and employment and ERISA benefit disputes.

**Mediator Experience** Successfully mediated over 100 cases as a mediator primarily in employment and ERISA LTD matters both in person and via zoom. Have also participated in ADR as mediator, arbitrator, settlement counsel, and as both plaintiff and defense attorney in hundreds of employment and ERISA cases. Most of experience is with single plaintiff cases, but have also been involved in a handful of class actions as both a mediator and litigator.

**Representative Issues Handled as a Mediator** The bulk of mediation practice has focused on labor and employment and ERISA LTD matters. Have experience mediating all aspects of labor and employment law including discrimination matters, wage and hour matters, disability, leave laws, and related torts. Also have experience with civil rights claims and business contract disputes.

**Mediator Style & Process Preferences** I believe that most parties in most cases benefit from finding a negotiated solution. I love helping facilitate that process. I strongly encourage the parties to share the bulk of their mediation statements in advance because they are the best advocates for their positions. But whether that happens or not, I view my primary role as helping each side better understand (not agree) with the other side's perspective. I can be evaluative in that role, and enjoy getting into the legal weeds with lawyers, but mediation is not a place to resolve facts or disputes in the law. I also think both parties benefit from focusing more on damages than liability. It is easier to find a shared view of risk and exposure and that often opens up the path to resolution.

**Education** University of Michigan (J.D., cum laude - 1995); Grinnell College (B.A., Economics - 1992).

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| <b>Professional Licenses</b>   | Admitted to the Bar: California (2003), Washington (2001), Oregon (1998), Illinois (1995-inactive); U.S. District Court: District of Oregon, Central, Eastern and Northern Districts of California, Eastern and Western Districts of Washington, Central and Northern Districts of Illinois, District of Alaska, Eastern District of Wisconsin, District of Columbia U.S. Court of Appeals: District of Columbia, Fifth, Seventh, Eighth, Ninth, and Tenth Circuits.<br><br>Senior Professional in Human Resources “SPHR” certification (2004 – 2017).   |
| <b>Professional Associations</b>                                       | Oregon State Bar (Board of Bar Examiners, 2005-2008, Chair 2007-2008); American Bar Association (Ethics and Professional Responsibility of Labor and Employment Section Co-chair, 2009-2012, 2016-2018); Multnomah County Bar.   |
| <b>Recent Publications &amp; Speaking Engagements</b>                  | Oregon State Bar Labor and Employment Section, facilitator, “Tax Implications of Settlement Allocations in Employment Disputes,” May, 2019; ABA LEL Section, Employee Rights and Responsibilities Mid-Winter Meeting, “The Ethics of Engagement Letters and Alternative Fee Arrangements: Beyond the First Date,” March 2018; ABA LEL Section, Ethics and Professional Responsibility Mid-Winter Meeting, “You’ll Miss Me When I’m Gone: Avoiding Unintentional Waiver of Attorney-Client Privilege,” March 2017; ABA LEL Section, Ethics and Professional Responsibility Mid-Winter Meeting, moderator, “Diligence vs. Perfection—Maintaining High Ethical Standards While Avoiding Burnout,” March 2016. |
| <b>Locations Where Parties Will Not be Charged for Travel Expenses</b> | Portland Metro Area  |
| <b>Mediation Rate</b>  | \$5,000 Per Day  |
| <b>Languages</b>   | English  |
| <b>Citizenship</b>   | United States of America   |
| <b>Locale</b>  | Portland, OR   |

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.