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**FN-4075504 MN-4075504 LN-4075504,
Esq.**

Myakka City, Florida



Current Employer-Title Karimu F. Hill-Harvey, Esq., P.C. – Partner
Mediation2Resolution, LLC – Owner

Profession Attorney, Judge, Arbitrator, Mediator, Educator, Parenting Coordination, Elder Caring Coordination

Work History Mediation2Resolution, LLC, 2014 - Present; Partner, Karimu F. Hill-Harvey Esq., P.C., 1988 – Present; Judge, Township of Irvington, New Jersey Municipal Court, 2007 – 2014; Judge, City of East Orange, New Jersey Municipal Court, 2000 – 2014; Acting General Counsel, Housing Authority of The City of Newark New Jersey, 1989 – 2006; Municipal Court Administrator, City of East Orange New Jersey Municipal Court, 1986 – 1989; Assistant Counsel, Newark Board of Education – Legal Department, 1983 – 1985.

Adjunct Professor, Essex County College, 2005 – 2009 & 2012 – 2014; Adjunct Professor, Rutgers Business School, 2010 – 2011.

Experience Expertise in a diverse range of legal specialties. Since 1988, in private practice as a solo practitioner, areas specializing banking debtor-creditor, disputes regarding various software, software development, computer hardware (licensing agreements, etc.) blockchains, smart contracts, cloud computing, crypto/digital currencies, corporate/securities (contracts/entity formations, breakups, mergers/joint ventures, licensing/non-compete, employment, options to purchase, warrants, puts/calls, churning, suitability), etc.

In addition, personal injury (head trauma, bodily injury, damages, PIP benefits, verbal threshold), estate/probate (wills, surrogate court, caveats), commercial real estate contracts (owner/investor, earnest money disputes, development/land use/construction delays, brokerage, commissions, residential, office, covenants, lease agreements, mortgages, franchise disputes, defects-labor/materials).

Further, has experience in the area of employment law, employment discrimination (sexual harassment retaliation, wage/hour), personnel/labor relations (Federal/State, workplace disputes, employment discrimination, and related matters including non-compete, wrongful termination, sexual harassment, At-will, breach of contracts, non-solicitation, termination, promotion, severance,

incentives, benefits, ADA), and homeowners association [HOA] (slip/fall, breach of covenants, policy/procedures, master deed). Said matters/cases were plaintiff/defendant, management/homeowners, contractors/developers, security firms/associated persons, employer/employee; Disputes in Collective bargaining, collections, promissory notes, small business loan defaults, and Health Care payor provider disputes.

Handles legal matters encompassing all areas of civil litigation and is listed in the 1995 Top 20 Verdicts and Settlements as reported in the Supplement of N.J. Law Journal, September 18, 1995, for obtaining a settlement award of millions of dollars for a Solo Practitioner. Has represented both management and labor in labor relations with experience encompassing all aspects of collective bargaining in the public and private sectors, as well as mediation, arbitration, and litigation for the New York Stock Exchange, National Association of Security Dealers, Inc. [aka FINRA] and the American Arbitration Association. Taught at Rutgers Business School and Essex County College as an Adjunct Professor.

Mediator Experience

For more than 36 years have mediated a host of areas including but are not limited to personal injury (head trauma, bodily injury, damages, PIP benefits, verbal threshold), estate/probate (wills, surrogate court, caveats), real estate contracts (owner/investor development/land use/construction, brokerage, commissions, residential, office, lease agreements, defects-labor/materials, mortgage), school board of education (parent/teacher, board/teacher, student/student bullying), employment discrimination (sexual harassment retaliation, wage/hour), personnel/labor relations (Federal/State, workplace disputes, employment contracts, non-competition, non-solicitation, termination, promotion, severance, incentives, benefits, ADA), corporate/securities (contracts/entity formations, breakups, mergers/joint ventures, licensing/non-compete, employment, options to purchase, warrants, puts/calls, churning, suitability), family law (divorce, child support, property settlement agreements, Qualified Domestic Relation Orders) and homeowners association [HOA] (slip/fall, breach of covenants, policy/procedures, master deed). Said matters/cases were plaintiff/defendant, the claimant/respondent, management/homeowners, contractors/developers, security firms/associated persons, employer/employee, etc. Represented both management and labor in labor relations with experience encompassing all aspects of collective bargaining in the public and private sectors, arbitration, including but not limited to software, software development, computer hardware (licensing agreements, etc.) blockchains, smart contracts, cloud computing, crypto/digital currencies, etc. Have sat as Chairperson on large franchise cases (purchase and sales of business assets, etc.). The claim sizes have been under \$100,000.00 to over \$500 million.

Certification for placement on the U.S. Bankruptcy Court Middle District for Florida Residential Foreclosure Mediator roster and has been certified by the Florida Supreme Court as a Circuit Civil & Family Mediator, and recently obtained a certification as a Parenting Coordinator.

Representative Issues Handled as a Mediator

Includes, but are not limited to, personal injury (head trauma, bodily injury, damages, PIP benefits, verbal threshold), estate/probate (wills, surrogate court, caveats), real estate contracts (owner/investor development/land use/construction, brokerage, commissions, residential, office, lease agreements, defects-labor/materials, mortgage), school board of education (parent/teacher, board/teacher, student/student bullying), employment discrimination (sexual harassment retaliation, wage/hour), personnel/labor relations (Federal/State, workplace disputes, employment contracts, non-competition, non-solicitation, termination, promotion, severance, incentives, benefits, ADA), corporate/securities (contracts/entity formations, breakups, mergers/joint ventures, licensing/non-compete, employment, options to purchase, warrants, puts/calls, churning, suitability), family law (divorce, child support, property settlement agreements, Qualified Domestic Relation Orders) and homeowners association [HOA] (slip/fall, breach of covenants, policy/procedures, master deed). Said matters/cases were plaintiff/defendant, claimant/respondent, management/homeowners, contractors/developers, security firms/associated persons, employer/employee, etc. Represented both management and labor in labor relations with experience encompassing all aspects of collective bargaining in the public and private sectors, including but not limited to software, software development, computer hardware (licensing agreements, etc.) blockchains, smart contracts, cloud computing, crypto/digital currencies, etc.

Mediator Style & Process Preferences

A mediator should emphasize the importance of fairness in the process and dignity in the outcome. I encourage parties to have an open mind towards settlement, considering the alternative of the expense of protracted litigation. The mediator should manage the mediation so that the mutual perception of the parties is that the process is never demeaning and the mediator is always trustworthy. In the end, successful mediation is as much about time and perception as it is about the

content of proposals. The mediator's task is to help disputants appreciate one another's needs and objectives (i.e., where they are coming from – so that the give-and-take incorporates not just the exchange of substantive demands but also an understanding of the respective motivations and goals underlying those demands). Negotiations take time, and the settlement process needs to be managed. This evidence to the parties that there is a commitment to help them resolve their impasse frequently dissuades them from giving up and inspires them to renew their settlement efforts. The best mediator is someone who understands the subject matter of the case and is prepared. Having judicial and extensive legal experience provides a unique perspective on real-world issues, personalities, and diversity among parties. This experience allows this mediator to evaluate a case and assist the parties in arriving at a resolution based on experience.

Education	Temple University, James E. Beasley School of Law (LLM, Trial Advocacy- 2000); Seton Hall University School of Law (JD-1988); Seton Hall University (BA-1979).
Professional Licenses	Admitted to the Bar: New Jersey, 1988; U.S. District Court: District of New Jersey, 1989; U. S. Court of Appeals: 3rd Circuit Bar, 1989; U.S. Supreme Court, 1989.
Professional Associations	The Sarasota County Bar Association-Council on Inclusion & Diversity; Hillsboro County Bar Association; George Edgecomb Bar Association; Fred G. Minnis, Sr. Bar Association; Association of Retired Attorneys of Sarasota, Inc.; American Bar Association -ABA; N.J. Supreme Court of New Jersey Committee on Women in the Courts; N.J. Supreme Court Committee on Special Civil Part Practice; Early Settlement Probate Panel [Essex County Vicinage]; Roster of Mediators for the Civil General Equity & Probate NJ; National Association of Women Judges; American Judges Association; Advisory Board Member-Seton Hall Law School-Institute for Pre-Legal Studies; New Jersey State Bar Association-Probate & Real Property Board for Consultors; Garden State Bar Association; Association of Black Women Lawyers of New Jersey, Inc.; Essex County League of Volunteer Workers, Inc.; Delta Sigma Theta, Inc.; Alpha Kappa Psi; Links, Incorporated.
Recent Publications & Speaking Engagements	<p>SPEAKING ENGAGEMENTS</p> <p>Panelist:</p> <ul style="list-style-type: none"> - Managing a Bias Free Court Room 2007 - 55th Semi-Annual Tax & Estate Planning Forum 2006 - Annual Conference of Municipal Judges 2006 - Handling Domestic Violence Cases: A Primer 2004 - Cross Examination: Tips & Tactics for Crossing Law Enforcement Witnesses & Other Professionals 2003 <p>Facilitator:</p> <ul style="list-style-type: none"> - Practicing Law Institute, New York, New York - August 1999 - Securities Arbitration (Settlements, Laptops, Experts & Arbitrators) Institute of Continuing Legal Education.
Mediation Rate	\$3,150 Per Day
Languages	English
Citizenship	United States of America
Locale	Myakka City, FL

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.