



AAA Mediation.org™

FN-4102719 MN-4102719 LN-4102719, Esq.

Birmingham, Alabama

Current Employer-Title DLeo & Associates, LLC - Owner

Work History Owner, DLeo & Associates, LLC, 2011-present; ADR Manager, Equal Employment Opportunity Commission, 1996-2014; Adjunct Professor, Birmingham School of Law, 2003-2006; Supervisory Investigator, Equal Employment Opportunity Commission, 1973-1996.

Experience

Over 40 years working with federal employment laws pertaining to governmental and corporate human resource systems, policies and procedures. Highlights include:

Successfully developed and implemented EEOC's Alternative Dispute Resolution (ADR) program for the states of Alabama, Mississippi and Northwest Florida

Successfully mediated employment complaints (95 per cent resolution rate), explained, advocated and expressed facts and ideas in a convincing manner, negotiated with groups and individuals

Supervised all levels of employees (over past 20 years) and strategically managed employees in various roles including enforcement, mediation, administration, and information technology

Investigated, analyzed and developed human resource systems, policies and procedures

Trainer for EEOC Excel Conference, EEOC Institute, FBI Academy, Maxwell Air Force Base, War College Maxwell Air Force Base, Army Corps of Engineers, JAQ School Maxwell Air Force Base, Office of Thrift Savings, U.S. Department of Labor

Mediated and arbitrated consumer and commercial cases for Better Business Bureau

Arbitrated cases for regulatory agencies, i.e., FINRA

Mediator Experience

Has mediated over 2,000 employment related complaints, with a 95% resolution rate. These complaints were filed by employees against employers. Served as mediation manager with US EEOC for 18 years. Has trained numerous mediators for EEOC and for other branches of the Federal Government. Has served as technical expert for contract mediators with EEOC.

Has mediated 30 consumer complaints dealing with automobiles, services and construction. Has mediated 50 contract disputes dealing with breaches and terms of the contract. Has mediated 15 disputes dealing with regulatory agencies.

Representative Issues Handled as a Mediator

Issues in employment cases have involved harassment, discharge, discipline, hiring, promotion, wages, terms and conditions, training, and all issues arising from or relating to employment.

Contract disputes have involved breach of contract, failure to perform and terms of the contract.

Consumer disputes have involved lemon laws, unsatisfactory performance and design issues.

Mediator Style & Process Preferences	81% of everything filed in court gets resolved, most of the time on the court house steps. Ultimately everything is resolved, sometimes by a judge or arbitrator making a decision for the parties. Mediation is an opportunity for parties to a dispute to make decisions for themselves and to resolve their own problems. A mediator can assist the parties by giving them an outsiders' perspective of the facts and issues and guiding them through the conflict resolution process without them losing face. A mediator can assist the parties in crafting creative solutions. Mediation is an efficient method of resolving conflicts. It saves not only time and money, but also relationships. I expect the parties to commit to resolving the issue at hand and to fully participate in the mediation process.
Education	University of Alabama at Birmingham (BSME 1992) Birmingham School of Law (JD 1998)
Professional Licenses	Admitted to the Bar: Alabama, 1998.
Professional Associations	Alabama Supreme Court Commission on ADR (Past Chair) Alabama Bar Association Birmingham Bar Association Better Business Bureau's National Consumer Arbitration Program United States District Court, Northern District of Alabama, Panel of Neutrals Alabama Academy of Attorney Mediators (President) FINRA Panel of Neutrals American Association of Attorney Mediators (Board Member) National Academy of Distinguished Neutrals
Recent Publications & Speaking Engagements	ADR Trainer for EEOC Excel Conference, EEOC Institute, FBI Academy, Maxwell Air Force Base, War College Maxwell Air Force Base, Army Corps of Engineers, JAQ School Maxwell Air Force Base, Office of Thrift Savings, U.S. Department of Labor.
Mediation Rate	\$200 Per Hour
Languages	English
Citizenship	United States of America
Locale	Birmingham, AL

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.