



AAA Mediation.org™

FN-4119382 MN-4119382 LN-4119382, Esq.

Cape Girardeau, Missouri

Current Employer-Title The Limbaugh Firm – Partner

Profession Attorney, Judge

Work History Partner, The Limbaugh Firm, 2003 – Present; Circuit Judge, State of Missouri, 1993 – 2003; Partner, Limbaugh, Russell Payne & Howard, 1991 – 1993; Associate, Limbaugh & Payne, 1989 – 1991; Law Clerk, U. S. District Court, 1987 – 1989.

Experience In more than thirty years as a civil trial lawyer and trial judge, have decided cases or been responsible for a broad range of legal subjects.

Served as lead counsel on a variety of construction matters including mechanic's liens and breach of contract claims filed or defended on behalf of owners, contractors, and subcontractors. As a trial judge, heard numerous cases involving construction issues, including an eight-figure case following a major expansion at a local manufacturing plant.

A substantial portion of current practice involves insurance matters, including representation of carriers and insureds in coverage disputes as well as claims involving personal injury and wrongful death arising from product liability, industrial accidents, and auto and truck collisions.

Also significant experience, both as an attorney and judge, in business disputes involving a breach of contract and defective workmanship, as well as employment matters, including claims involving non-competition and non-solicitation clauses, as well as race, national origin, gender, disability, retaliation, and age discrimination claims.

Mediator Experience Served as a mediator in more than 350 cases in the last ten years. Many involved personal injuries and wrongful death matters, including claims of auto collisions, product liability, and medical malpractice. Also mediated numerous cases involving construction disputes, breach of contract claims and employment issues, including race, gender, disability, retaliation and age discrimination claims. Other mediations have included estate and trust contests, business break-ups and insurance coverage. Cases have settled for as little as \$500 to well over \$1,000,000.

Representative Issues Handled as a Mediator Numerous cases involving personal injury or wrongful death arising from automobile accidents, medical malpractice, defective construction and product liability. Employment matters have included breach of employment agreements, sexual harassment, race, sex, or disability discrimination and other types of wrongful discharge. Other mediations have included insurance coverage, breach of contract, construction disputes, estate and trust contests, and business breakups.

Mediator Style & Process Preferences Never give up. I have mediated numerous cases in which a resolution seemed futile in the first couple of hours, only to find success later in the day. I ask the parties to be patient and let the process work. Sometimes this requires people to think outside the box and look for creative solutions to their disputes.

Education	University of Missouri - Kansas City (JD-1987); Southeast Missouri State University (BS-1984).
Professional Licenses	Admitted to the Bar: Missouri (1987), Illinois (1998); U.S. District Court: Eastern District of Missouri; U. S. Court of Appeals: Eighth Circuit; U. S. Court of Federal Claims.
Professional Associations	American Bar Association (Tort, Trial and Insurance Practice Section); The Missouri Bar (President, 2021-2022); 32nd Judicial Circuit Bar Association.
Mediation Rate	\$425 Per Hour
Languages	English
Citizenship	United States of America
Locale	Cape Girardeau, MO

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.