



AAA Mediation.org™

## **FN-4207112 MN-4207112 LN-4207112, Esq.**

**Mt. Kisco, New York**

**Current Employer-Title** Kula Law, P.C. – Principal

**Profession** Attorney, Arbitrator, Mediator, Investigator

**Work History** Principal, Kula Law P.C., 2021-Present; Partner, DelBello Donnellan Weingarten Wise & Wiederkehr LLP, 2016-2020; Assistant General Counsel, Town Sports International LLC, 2014-2015; Employment Counsel, Town Sports International LLC, 2012-2014; Associate, Littler Mendelson, 2005-2011; Associate, Wolf Block Schorr and Solis Cohen, 2003-2005.

**Experience** Experience with retail, hospitality, professional services, insurance, finance, construction, aviation, health and fitness and other industries. Primary practice of employment law, serving as an advocate for both employers and employees, providing compliance advice, counseling and litigation. Substantial experience drafting, reviewing, and negotiating contracts both in and outside the employment law field. Spent four years as in-house counsel at multi-state fitness company, dealing with employment, service and customer agreements and disputes.

In addition to serving as an advocate for clients, also serves as a neutral arbitrator, investigator and mediator.

**Mediator Experience** 2015 American Arbitration Association Higginbotham Fellow.  
Southern District of New York Mediation Panel, 2012– Present.  
Advisory Committee Member for Southern District of New York, 2015-2017.  
Eastern District of New York Mediation Panel, 2017– Present.  
University of Pennsylvania Law School ADR Clinic (co-mediated employment, commercial, and appellate matters).

**Representative Issues Handled as a Mediator** Primary issues handled in mediation have been employment-related discrimination, harassment and retaliation claims, wage and hour, and section 1983 claims (e.g., false arrest, unlawful search and seizure).

**Mediator Style & Process Preferences** I believe mediation offers the parties a unique opportunity at self-determination, which is often lost after a court or administrative action has been initiated. As a mediator, my role is to inform the parties about the benefits of mediation and their role in the process, and provide them with a safe environment in which we can dig into the various issues and interests involved. My role is also to listen to the parties' concerns and desires, to act as a sounding board, to challenge their positions, and to provide them with additional factors and viewpoints to consider. I will push the parties to see all sides of an issue, while always remaining neutral and respectful. My role is also to facilitate communication between the parties, increase understanding on all sides, clarify misunderstandings, and foster creative thinking.

I expect the parties to come to a mediation prepared and open to discussing the matter, their needs and goals, and to reaching a resolution. Mediation is often hard work for everyone involved. I am committed to doing the work necessary to move the parties forward, and ask that the parties also

remain committed to the process throughout. I will help the parties reach the ultimate result that works best for them and that they have determined.

<b>Education</b>	University of Pennsylvania Law School (JD, magna cum laude-2003); University of Rochester (BA, magna cum laude-2000).
<b>Professional Licenses</b>	Admitted to the Bar: Pennsylvania (2003), New York (2006); U.S. District Court: Southern, Eastern, and Northern Districts of New York, Eastern District of Pennsylvania; U.S. Court of Appeals: Second, Third Circuits.
<b>Professional Associations</b>	New York State Bar Association (Labor and Employment Law Section (including CLE committee); Dispute Resolution Section (including co-chair of mediation committee); Westchester Women's Bar Association; Westchester Bar Association; Association for Conflict Resolution; Association of Workplace Investigators; USA500.
<b>Mediation Rate</b>	\$550 Per Hour
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Mt. Kisco, NY

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.