



AAA Mediation.org™

**FN-4237137 MN-4237137 LN-4237137,  
Esq.**

**Palm Beach Gardens, Florida**

**Current Employer-Title** Law Office of Robyn S. Hankins - Shareholder

**Professional Summary** Seasoned attorney with experience in labor and employment law. Extensive litigation experience in federal and state courts and agencies including the Florida Commission on Human Relations, the Department of Labor, and the Equal Employment Opportunity Commission. Experience representing both employees and employers. Skilled independent neutral investigator for workplace disputes, and highly experienced as a neutral in labor and employment matters.

**Profession** Attorney, Arbitrator, Mediator

**Work History** Attorney, Law Office of Robyn S. Hankins, 2003-Present; Attorney, Gunster Yoakley & Stewart PA, 2000-2003; Attorney, Eckert Seamans Cherin & Mellott PA, 1997-2000; Attorney, Amlong & Amlong PA, 1994-1997.

**Experience** Experienced litigation attorney with commercial litigation experience and expertise in Labor & Employment law. Experience representing individuals and companies, and serving as a neutral, in full range of employment matters, including Title VII, the Florida Civil Rights Act (FCRA), the Florida Whistleblower Act, Americans with Disabilities Act (ADA), disability and accommodation claims, 42 U.S.C. sections 1981, 1983 and 1985, the Family and Medical Leave Act (FMLA), PUMP Act, GINA, Age Discrimination in Employment Act (ADEA), constitutional employment law, sexual harassment, sex, gender, gender identity, LGBTQ claims, pregnancy, sexual orientation, religious, national origin, race and color discrimination, retaliation under various laws (i.e., age, ethnicity, gender, national origin, sexual orientation, disability, worker's compensation, Sarbanes Oxley, etc.), trade secret and restrictive covenant disputes (noncompetes, nonsolicitation, nondisclosure agreements), workplace privacy, stock option and deferred compensation plans, unfair competition, independent contractor disputes, misclassification, overtime, minimum wage, Fair Labor Standards Act (FLSA), wage and hour, class and collective actions, OSHA, Department of Labor audits, workplace privacy and drug testing statutes, USERRA, Fair Credit Reporting Act, Employee Polygraph Protection Act disputes, worker's compensation retaliation, and state law and common law employment claims such as libel and defamation, intentional infliction of emotional distress, breach of fiduciary duty, breach of duty of loyalty, shareholder disputes, stock option and restricted share grants, and executive and employee contract disputes.

**Mediator Experience** Recognized expert in employment matters representing both plaintiffs and defendants. Serves as employment and business litigation counsel, with substantial transactional experience, representing individuals and businesses as well as governmental entities. Concentrates practice on the representation both of employees and businesses before federal and state courts, as well as governmental administrative agencies, in connection with the prosecution and defense of claims involving labor and employment law.

Claims such as: wage and hour violations, such as unpaid overtime compensation and minimum wages; discrimination on the basis of race, national origin, religion, gender, including pregnancy and sexual harassment, age, and disability; retaliation; Family and Medical Leave Act violations;

whistleblower violations; unfair competition, non-compete and other restrictive covenants, and trade secret violations; and employment contract/severance agreements. Also provides services related to general labor and human resource counseling; human resource audits; drafting and/or review of employee handbooks, personnel policy manuals and job classification descriptions; drafting and/or review of employment and independent contractor agreements; sexual harassment and EEO training; and severance package negotiations.

Mediation Panel, United States District Courts for the Southern and Middle Districts of Florida.

**Representative Issues  
Handled as a Mediator**

Mediations include all types of employment discrimination matters (race, religion, national origin, sex, harassment, retaliation, etc.), shareholder disputes, derivative actions, civil rights claims, FMLA issues, breach of contract, restrictive covenants, all types of discrimination claims, trade secret actions, wage and hour disputes, FLSA individual and collective actions. Successfully mediated thousands of cases to resolution.

**Mediator Style & Process  
Preferences**

I adopt a flexible mediation style, which varies depending on nature of the dispute and parties involved. I learn as much as I can about the dispute and the needs of the parties before mediation begins. I request confidential mediation summaries in advance of the mediation so that I can become familiar with the matter and use mediation time as efficiently as possible.

**Technology Proficiency**

Fully proficient in Zoom mediations and arbitrations. For efficiency, pretrial matters are handled via the Zoom platform. Party preference governs whether mediations will be conducted in person, via Zoom, or on a blended in-person/Zoom platform.

Experienced in electronically stored information (ESI) issues and discovery matters.

**Education**

University of Florida College of Law (JD, with Honors-1994); Florida International University (BA, with High Honors-1991).

**Professional Licenses**

Admitted to the Bar: Florida (1994).  
Board Certified in Labor & Employment Law by the Florida Bar (2001).  
Certified Mediator, Florida Supreme Court (2006).  
Admitted to all Florida federal courts, the Supreme Court of Florida, the Eleventh Circuit Court of Appeals, and the United States Supreme Court.

**Professional Associations**

The Florida Bar, Labor and Employment Law Section (Member, Executive Council, Former Chair); Palm Beach County Bar Association; Alternate Dispute Resolution (ADR) Section; North Palm Beach County Bar Association (Member); South Palm Beach County Bar Association (Member, Past Co-Chair Labor and Employment Section).

**Locations Where Parties  
Will Not be Charged for  
Travel Expenses**

Martin County  
Palm Beach County  
Broward County  
Virtual

**Mediation Rate**

\$500 Per Hour

**Languages**

English

**Citizenship**

United States of America

**Locale**

Palm Beach Gardens, 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.