



AAA Mediation.org™

**FN-4680479 MN-4680479 LN-4680479,  
Esq.**

**Pewaukee, Wisconsin**



**Current Employer-Title**    Sopha Mediation LLC - Employment Attorney Mediator

**Work History**                      Employment Attorney Mediator, Sopha Mediation LLC, 2016-Present; Adjunct Professor, Marquette Law School, 2017-Present; Adjunct Professor, University of Wisconsin-Milwaukee, 2017-Present; Chief Counsel, Human Resources, Harley-Davidson, Inc., 2001-2016; Reinhart Boerner Van Deuren S.C., 1999-2001, Neal, Gerber & Eisenberg LLP, 1998-1999; Katten Muchin Rosenman LLP, 1996-1998.

**Experience**                              Over 25 years of experience acting as outside counsel, inside counsel and as a full-time employment attorney mediator. Extensive experience crafting resolutions to hundreds of employment disputes and litigation ranging from informal complaints to administrative charges and state and federal litigation including: discrimination and harassment claims under statutes such as Title VII, Sections 1983 and 1981; claims based on protected statuses such as race, color, age, sex, gender, sexual orientation, marital status, national origin, religion, veteran status, citizenship, pregnancy, etc.; claims of disability and failure to accommodate under the Americans with Disabilities Act (ADA), Family and Medical leave (FMLA) and other leave of absence claims; claims of retaliation and whistleblowing; compensation claims under Equal Pay Act (EPA) and ERISA; Wage and Hour and Fair Labor Standards Act (FLSA) class action and individual claims; claims relating to promotion, demotion and involuntary terminations such as discharges, layoffs, mass layoffs/plant closing (WARN); breach of contract claims such as executive disputes, confidentiality agreements, restrictive covenants and breach of trade secrets; other employment-related claims such as defamation, negligence, intentional infliction of emotional distress, constructive discharge, invasion of privacy and workplace claims such as FCRA, HIPAA, GINA, etc.

**Mediator Experience**                      As a full-time employment attorney mediator, has handled cases across a broad range of employment issues. Experience as both outside and inside counsel (Chief Counsel, Human Resources for Harley-Davidson, Inc.) representing clients in dozens of employment mediations, and across a very broad range of employment issues.

**Representative Issues  
Handled as a Mediator**                      Experience with employment issues including various discrimination, harassment, disability and leave issues, retaliation, wage and hour claims, and other compensation and employment contract claims (see General Experience) and involving current and former employees, individual and class

claims, large and small private employers, partnerships and public employers.

<b>Mediator Style &amp; Process Preferences</b>	Having handled and resolved hundreds of workplace disputes, administrative charges and state and federal court litigation matters, brings employment law experience and a practical, real-life perspective to the table that is unique among other mediators in the field. Has a naturally calm and non-judgmental, yet rational and practical, demeanor which allows quick development of trusting relationships. A customized approach for both individual and class claims includes preparation, exchange of key information and mediator phone calls with counsel to ensure that the mediation session is as efficient and effective as possible. Much of the mediation session is often spent talking to the parties separately in order to understand and appreciate the parties' perspectives. Where a continuing relationship is likely, may recommend bringing parties together to discuss and resolve issues. Uses broad employment law expertise and 20 plus years of practical employment law experience to help the parties see the matter from a different perspective, to come up with creative ideas for resolution, to more accurately evaluate the strengths and weaknesses of legal and factual claims and to fully appreciate the consequences of a failure to resolve. Active party participation is encouraged to increase the likelihood of resolution and a more durable agreement.
<b>Education</b>	University of Wisconsin Law School (JD, cum laude - 1996); University of Wisconsin (BBA, with distinction - 1993).
<b>Professional Licenses</b>	Admitted to the Bar: Wisconsin (1996), Illinois (1996-inactive); U.S. District Court: Eastern (2001) Western (2001) Districts Wisconsin. Senior Certified HR Professional (SHRM-SCP).
<b>Professional Associations</b>	National Academy of Distinguished Neutrals (NADN); Association of Attorney-Mediators (AAM); Wisconsin Special Education Mediation System (WSEMS) Mediation Panel; Wisconsin State Bar, Ex-President of Labor and Employment Section and current Board Member, Dispute Resolution Section; Milwaukee Bar Association (MBA), Co-Chair Labor and Employment Section; American Bar Association (ABA); Eastern District of Wisconsin Bar Association (EDWBA); Association of Women Lawyers (AWL); Wisconsin Association of Mediators (WAM); Labor and Employment Relations Association (LERA); Society of Human Resource Management (SHRM).
<b>Recent Publications &amp; Speaking Engagements</b>	<p>Recent Speaking Engagements:</p> <p>The Strategic Use of Mediation to Resolve Employment Disputes: A Fresh Perspective from Chief Counsel – Human Resources for Harley-Davidson Turned Mediator; When Attorney Statements Raise Legal or Ethical Obligations for Mediators; Leading a Horse to Water: Techniques to Get the Most Difficult Cases (and Clients) to the Mediation Table and to Settle Once They Get There; Labor and Employment Mediation: The Nuts and Bolts of Presenting an Effective Case; Navigating HR Myths and Landmines; #It was Just a Tweet! Navigating Social Media Landmines in the Workplace; FLSA Overtime Rule: What You Need to Know.</p> <p>Recent Publications:</p> <p>To Mediate or Not? A Fresh Perspective Look Beyond the Law; You Can Mediate That! A Fresh Perspective on Employment Mediation; Are Mediation Term Sheets Final. Binding Agreements?</p>
<b>Mediation Rate</b>	\$350 Per Hour
<b>Languages</b>	English
<b>Citizenship</b>	United States of America
<b>Locale</b>	Pewaukee, WI

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.