



AAA Mediation.org™

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Columbus, Ohio



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Current Employer-Title James D. Thomas Law Co. - President

Panelist Video <https://www.adr.org/videoresume?paramName=747808843>

Professional Summary Judicial experience as a United States Magistrate Judge. Presided as the trial judge in civil bench and jury trials. Service as a Special Master in federal court matters. Ability to make timely decisions and actively manage matters in a cost-efficient manner.

As a practitioner for significant and complex cases, first chair case manager with experience in managing difficult situations. Litigation partner and Global Practice Group Leader for Litigation at Squire Sanders (Squire Patton Boggs). Litigation partner at Vorys, Sater, Seymour and Pease.

Presently focused on ADR matters with no active trial docket as a practitioner to interfere with ADR responsibilities.

Profession Attorney, Arbitrator, Special Master, Mediator, Adjunct Professor

Work History President, James D. Thomas Law Co., 2018–Present; President, James D. Thomas Consulting Co., 2018–Present; Adjunct Professor, Moritz College of Law at The Ohio State University, 2022–Present; General Counsel to the Honorable Michael J. Rogers, 2018–2021; Commissioner, Columbus Women's Commission, 2019–2022; Partner, Vorys Sater Seymour and Pease LLP, 2014–2018; Adjunct Instructor, University of Toledo College of Law, 2015–2019; Partner/Practice Group Leader Global Litigation Group, Squire Sanders (now Squire Patton Boggs), 1999–2014; United States Magistrate Judge, United States District Court for the Northern District of Ohio, 1995–1999; Associate, Squire Sanders & Dempsey, 1989–1995; Law Clerk to the Honorable David D. Dowd Jr. Judge, United States District Court for the Northern District of Ohio, 1987–1989.

Experience Over 30 years of legal experience in private practice as a partner with two major law firms and as a United States Magistrate Judge. Service as a Special Master in commercial disputes.

Commercial Disputes

During tenure as a judge, developed a significant consent docket and presided as the trial judge in civil bench and jury trials including commercial disputes, personal injury, and malpractice claims. In private practice, focused on large-scale commercial matters, including complex finance issues, antitrust, RICO, multi-jurisdictional international civil enforcement actions for violations of domestic and international trade secret laws, breach of contract and fraud claims.

Construction Disputes

Lead trial partner representing international construction company in dispute with general contractor and subcontractor with claims in excess of \$100 million with over seventy days of evidentiary hearings. Litigated claims related to construction delay and compressed time frames, work disruptions, material changes, and work inefficiencies.

Restructuring Disputes

Lead litigator in multiple large Chapter 11 cases, and responsible for the overall litigation effort of preparing for contested evidentiary hearings, examination of fact witnesses and financial expert witnesses on matters involving 250 million to 1.2 billion dollars in debt obligations.

Executive Employment Contracts

Private practice engagements for "C-Suite" level individuals (e.g., former high-level government officials and higher education executives) in the negotiation of employment and consulting agreements.

Labor/ERISA Disputes

During tenure as a judge, significant docket of federal labor-related cases. In private practice, representation of a major healthcare payor in various disputes including ERISA and commercial contracting claims.

Health Care/Insurance Disputes

Representation of a major healthcare payor in various contract disputes, ERISA matters including breach of fiduciary duty claims and coordination of benefits.

Mediator Experience

As a United States Magistrate Judge, frequently served as a mediator and settlement judge in a range of civil cases.

Mediator Style & Process Preferences

That a mediator should be an objective, third-party neutral who can help facilitate a resolution to a dispute. From the outset, a successful mediator must, throughout the process, gain the trust of the parties – and maintain their confidences inviolate. In order to achieve a successful resolution, it requires preparation by the mediator, both before and during the mediation (by being a keen listener), and, ideally, by the parties themselves. Successful mediation requires access to decision-makers. The mediator should adapt the actual processes (e.g., written submissions, in person presentations, or the like) used in any mediation to the nature of the case and to the parties. There is no one-size-fits-all template to follow. A guiding fundamental tenet is to keep the parties focused on the value of finality to a dispute, whether economic, emotional, or otherwise. In the end, the parties should feel confident in the mediator's preparation, confidentiality, impartiality, and efficiency, and in the process as a whole, regardless of the result.

Technology Proficiency

Familiar with most online platforms for virtual hearings and conferences. Most proficient with the Zoom platform. Willing to utilize such technology in all phases of the proceedings in consultation with and by agreement of counsel and the parties.

Proficient with time and billing software.

Education

The University of Toledo College of Law (J.D. 1987); Adrian College (B.A. 1984).

Harvard Business School Executive Education (Certificate, Finance for Senior Executives-2012).

Professional Licenses Admitted to the Bar: Ohio (1987), Florida (2009); U.S. District Court: Northern and Southern Districts of Ohio, Eastern and Western Districts of Michigan; U.S. Court of Appeal: Fifth, Sixth, Federal Circuits; U.S. Supreme Court.

Professional Associations Sixth Circuit Judicial Conference – Life Member
Academy of Court-Appointed Neutrals
United States Magistrate Judges Association

Recent Publications & Speaking Engagements Article - March 22, 2023 - Characteristics of an Effective Arbitrator.

Speaking Engagements - for a complete list of speaking engagements, please see <https://jamesdthomas.com/news-insights/>.

Locations Where Parties Will Not be Charged for Travel Expenses Arizona: Phoenix
Florida: Fort Lauderdale, Jacksonville, Miami, Orlando, Tampa
Illinois: Chicago, Springfield
Michigan: Ann Arbor, Detroit, Grand Rapids, Lansing
New York: New York
Ohio: Columbus, Cincinnati, Cleveland, Dayton, Toledo, Youngstown
Washington, D.C.

Mediation Rate \$650 Per Hour

Languages English

Citizenship United States of America

Locale Columbus, OH

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.