

General Experience (Continued): Knows all of the statutory issues of proof, having been required to meet burdens of proof on numerous occasions as an advocate.

Experience as a Mediator: I have served as Mediator in dozens of employment disputes in a wide variety of industries from entertainment to airlines to railroads and mass transit to basic steel. I have also served as a Mediator in commercial cases involving securities, power plants, personal injuries, and health care. I have also served on the Cook County Court-Annexed Major Case Civil Mediation Program since its creation in 2004.

As a former City Councilman, I mediated numerous disputes between community organizations and the city. As a Labor Attorney in my early career, I mediated disputes within labor organizations and between labor and management.

Representative Issues Handled as a Mediator: In employment matters, the issues that I have mediated range from wages and other issues relating to working conditions; alleged race, sex, disability, and age discrimination; post-discharge payouts of commission; defamation and rights after a merger of two seniority lists.

My commercial cases have ranged from issues involving the building of a power plant, damages in a personal injury matter, and community concerns about development.

In the securities area, I have mediated issues involving commissions owed, reimbursement of expenses, and alleged churning of accounts.

As a practicing Attorney since 1974, I have mediated hundreds of cases ranging from divorce to personal injury to employment to criminal to labor.

Multi-Party Mediation Experience: None.

Years of Practice as a Mediator: 26

Total Number of Cases Mediated: 230

Mediation Experience as an Advocate or Party: I have practiced law since 1974 and during the early years before I was a full-time Neutral, I handled hundreds of cases on behalf of plaintiffs and defendants in areas ranging from employment to divorce to personal injury to criminal to labor. In many of those cases, the attorneys were sent for mediation and I represented my parties as an advocate throughout the proceeding. I was able to closely observe the mediator or judge in those cases and I learned a great deal about the alternative dispute resolution process. I still use some of those same techniques that I picked up from those professionals a generation ago.

Mediation Philosophy: My mediation philosophy is to be relatively facilitative at the outset, but as the time progresses, I become much more evaluative. I have found that parties generally want me to use my extensive experience as an Arbitrator and Fact-Finder (since 1978) to assist them in finding an ultimate solution to their dispute. I expect the parties to show up prepared and with full authority to resolve a matter so that when the time comes after a long mediation process, we can “close the deal.”

I truly believe in closure and try to sell the importance of that concept to my parties. I am not shy to give my opinion when I am asked, but I will keep silent in that regard until I am confident that the parties are ready to reach an agreement and desire my thoughts on the issue.

Alternative Dispute Resolution Training: Attended AAA Mediator Retreat, Denver, Colorado, March 2000; AAA Employment Arbitrator Training, New York, New York, December 1999; Center for Employment Dispute Resolution Mediation Training; at least a dozen semiannual 3-day Mediation Training Conferences run by the International Academy of Mediators since 1996; taught at various ADR seminars sponsored by the Labor Arbitration Institute, the American Arbitration Association, Loyola University, and the Federal Mediation and Conciliation Service.

Professional Licenses: Licensed Attorney in the State of Illinois since 1974; admitted to practice in the United States Supreme Court, United States District Court for the Northern District of Illinois, United States Court of Appeals – Sixth, Seventh, and Eighth Circuits; Federal Trial Bar.

Professional Associations: Distinguished Fellow and Founding Member, International Academy of Mediators; Member, National Academy of Arbitrators; American Bar Association; Illinois State Bar Association; Chicago Bar Association; National Association of Railroad Referees; College of Labor and Employment Lawyers (Fellow); Certified Mediator, International Mediation Institute (IMI); Neutral Co-Chair, American Bar Association Section of Labor and Employment Law, State and Local Government Bargaining and Employment Law Committee.

Education: University of Michigan, B.A. with Distinction – May 1969; University of Denver, Graduate School – 1960-1970; Northwestern University, M.A. – June 1972; Northwestern University, School of Law, J.D. – June 1974.

Awards and Honors: Elected to the College of Labor and Employment Lawyers – August 2005; named as a Super Lawyer in the State of Illinois in the area of Alternative Dispute Resolution – 2005 and 2006; elected to the National Academy of Arbitrators – 1994; elected as Fellow to the International Academy of Mediators – 1996.

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Publications and Speaking Engagements: Frequent speaker on Arbitration, Mediation, Fact-Finding, and Alternative Dispute Resolution at universities, for the Federal Mediation and Conciliation Service, Labor Arbitration Institute, and a variety of other venues.

Languages: English.

Citizenship: United States.

Locale: Chicago, Illinois; New York, New York.