CHRISTOPHER M. SHULMAN

EDUCATION

Stetson University College of Law, St. Petersburg, FL — Juris Doctor ***cum laude***, May 1991
Honors and Activities: Research Editor, STETSON LAW REVIEW
Published Law Review Case Note; won Leeman Award for best student writing
Public Service Fellow; Judicial Intern – U.S. District Court (Magistrate Judge)

Rutgers University, New Brunswick, NJ — Bachelor of Arts in Political Science, May 1987

PROFESSIONAL

Appointed:
Florida Supreme Court Mediator Qualifications and Disciplinary Review Board (2017 – date)
Florida Public Employees Relations Commission Impasse Special Magistrate (2019 – date)
Pinellas County Wage Theft Special Magistrate (2015 – 2026)
Appeals Referee, Hillsborough County Employee Discipline Appeal Process (2019 – date)
Florida Supreme Court Online Dispute Resolution (ODR) Workgroup (2018 – 2021)
Florida Supreme Court ADR Rules and Policy Committee (2011 – 2020)
Florida Supreme Court Mediator Ethics Advisory Committee (2000 – 2008)
Hearing Officer, Hillsborough County Childcare Licensing Board (2001 – 2012)
Florida Bar Clients' Security Fund Committee (1994 – 2003; Chair, 1998 – 1999)

Admitted:
The Florida Bar (Fla. Bar No. 955980; member since 1992)
United States Circuit Court of Appeals for the Eleventh Circuit
United States District Court, Middle and Southern Districts of Florida

Member:
National Academy of Arbitrators (Member, Southeast Regional Chair, 2022 – date)
Chartered Institute of Arbitrators (Member "MCIArb" credential, 2025 – date)
New Era ADR Board of Advisors and ADR Panelist (2020 – date)
National Association of Distinguished Neutrals (Member, 2010 – date)
Florida Circuit Civil Mediator Society (State Committee Member and Panelist, 2004 – date)
Florida Bar Labor & Employment Law Section (1992 – date; Exec. Council, 2023 – date))
Florida Bar ADR Section (2010 – date; Exec. Council, 2023 – date))

Certified:
Florida Circuit, Family, and County Court Mediator (No. 8542CFR)
Florida Qualified Court-Appointed Arbitrator
Florida Dispute Resolution Center Primary Mediator Trainer and Provider (County; Circuit)
Florida Dispute Resolution Center Primary Arbitration Trainer and Provider

Panels/Rosters:
U.S. District Court, Middle District of Florida (Mediator and Arbitrator)
Federal Mediation and Conciliation Service (Labor Arbitrator)
American Arbitration Association/ICDR (Large & Complex Case, Commercial, Employment and Labor Arbitrator Panels)
National Mediation Board, Railway Labor Act Roster of Arbitrators
Labor Arbitrator "Permanent" Panels: IRS/ NTEU National Panel, USDHHS/NTEU, DC Panel; Consolidated Nuclear Security, LLC/Atomic Trades and Labor Council, AFL-CIO; State of Florida/Florida State Fire Service Association; APWU/USPS (FL Districts 1 and 2); State of Florida/PBA (FHP/LEU/SSU)
Labor Relations Connection, Inc. (Labor Arbitrator)
Pennsylvania Bureau of Mediation, Department of Labor and Industry (Labor Arbitrator)

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HTTPS://SHULMANADRLAW.COM

ADJUDICATORY/ARBITRATION EXPERIENCE (in-person and online/video hearings)

American Arbitration Association (2005 – date)
776 Employment, Labor, Commercial, Large & Complex, or Consumer Panel disputes

AHLA Dispute Resolution Service (2017 – date)
11 Employment Arbitrations pending or heard

Federal Mediation and Conciliation Service/Private Engagement (2004 – date)
501 Labor Arbitration Cases in arbitration or heard

Florida Circuit and County Courts (1997 – date)
467 arbitrations of county civil or circuit civil court cases; 39 Juvenile Arbitrations/Teen Court Proceedings (Circuit and County-Court Diversion Juvenile Arbitrations)

Hearing Officer/Hearing Examiner/Special Magistrate/Appeals Referee (2002 – date)
584 quasijudicial evidentiary hearings, including 16 Florida PERC Special Magistrate Impasse (public-sector interest arbitration) Proceedings

Private Party or Permanent Roster Arbitrations or Hearings (1999 – date)
28 Federal Sector labor arbitrations; 4 NMB RLA arbitrations; 197 private arbitrations (employment, contract, escrow, peer review, securities industry disputes)

Federal Agencies (contractor or subcontractor) (2000 – date)
1179 recommended Final Agency Decisions (FADs) on federal-employee EEO Complaints

New Era ADR, Inc. (2024 – date)
192 Consumer/Commercial disputes

MEDIATION EXPERIENCE (in-person and online/video conferences)

Florida Circuit, Family, and County Courts (1996 – date)
2524 mediations of circuit and county court cases, including employment, breach of contract, mortgage foreclosure, injunctive relief, consumer protection, collections, personal injury, liability and casualty, etc.), and family court cases (post-judgment modification co-mediations)

United States District Court or United States Bankruptcy Court (M.D. Fla.) (2002 – date)
657 mediations of employment, consumer, civil rights, business, or insurance claims

Private Party (Pre-Suit) Disputes (2002 – date)
991 mediations of private, pre-suit disputes (AAA and private party matters: employment, breach of contract, consumer protection, family law, business/commercial, personal injury, homeowner association, securities industry, and community)

New Era ADR, Inc. (2020 – date)
13 employment disputes

Equal Employment Opportunity Commission/FEPA (1998 – 2008)
187 mediations of employment discrimination claims before EEOC, or state/local EEO Agencies

Florida Department of Financial Services (2003 – 2011)
98 Insurance, Hurricane, Continuing Care mediations

EEO/EMPLOYEE RELATIONS INVESTIGATION EXPERIENCE

MD-110 Federal Agency EEO Investigations (contractor or subcontractor) (2000 – date)
160 Complaints investigated; reviewed 172 matters investigated by others

Private Sector and Local Government (EEO/Employee Relations Complaints) (1994 – date)
79 matters investigated and resolved

SCHOLASTIC AFFILIATIONS

Stetson University College of Law, St. Petersburg, FL (August 2006 – present)
Adjunct Faculty – Teaching "Negotiation and Mediation" and "Mediation Skills Training"; previously taught "Negotiation, Mediation and Arbitration."

Keller Graduate School of Management, Tampa, FL (November 1999 – August 2009)
Senior Adjunct Faculty – Teaching graduate-level Business Law, Employment Law, and Business Negotiation; revised curriculum nationwide for Keller's Employment Law class.

National-Louis University, Tampa, FL (June 1996 – December 2001)
Adjunct Faculty – Teaching graduate-level Labor Law; Employment Law; Business Law/Ethics.

EMPLOYMENT

Shulman ADR Law, P.A., Tampa and Riverview, FL (April 2014 – present)
President – Providing alternative dispute resolution services (mediation, arbitration, and facilitation) including labor and employment law and all other areas of substantive law; providing estate planning and probate/trust administration services; providing mediator certification training and initial court-appointed arbitrator training; providing Equal Employment Opportunity (EEO) neutral investigation and federal-sector decision writing services; and providing training in Harassment Prevention.

Christopher M. Shulman, P.A., Tampa, FL (February 2003 – April 2014)
President – Providing alternative dispute resolution services (mediation, arbitration, and facilitation) including labor and employment law and all other areas of substantive law; also providing mediator certification training and initial court-appointed arbitrator training.

EEO Solutions, Inc., Tampa, FL (July 1999 – April 2014)
Principal – Providing Equal Employment Opportunity (EEO) investigation and federal-sector decision writing services. Also providing training in EEO investigation (including MD-110 annual refresher) and Harassment Prevention.

JDG Associates, Inc., Tampa, FL (March 2001 – January 2005 (employee & subcontractor))
Investigator/Reviewer – Conducting private-sector and federal-sector investigations of EEO complaints; drafting proposed Final Agency Decisions for federal-sector EEO complaints; preparing and conducting annual MD-110 required EEO refresher course; reviewing 75 other investigators' reports of investigation and Final Agency Decisions for legal sufficiency and high-quality work.

Eckerd Youth Alternatives, Inc., Clearwater, FL (September 2000 – August 2002)
Director of Employee Relations – Responsible for employer's compliance with federal and state employment laws; resolution of employee grievances; oversight of outside counsel on employment and other matters; and advising

management team as to proper employee coaching and discipline, for a 1400-employee organization with 36 work sites across eight states.

Frank Hamilton & Associates, P.A., Tampa, FL (March 1998 – August 2000)
Associate Attorney – Representing individual, union, and management clients in labor and employment, civil rights, and personal injury matters in federal and state courts as well as administrative fora; mediation and arbitration as neutral.

Law Office of Christopher M. Shulman, Tampa, FL (June 1995 – March 1998)
Sole Practitioner – Representing individual and management clients in labor and employment; civil rights; general contract and corporate matters; mediation of disputes as neutral.

Labor Attorney, City of Lake Worth, Lake Worth, FL (April 1994 – May 1995)
In-house labor counsel – Representing management in collective bargaining, EEO and wage investigations, administrative and civil litigation.

Frank Hamilton & Associates, P.A., Tampa, FL (November 1991 – March 1994)
Associate (law clerk until 1992 Bar Admission) – labor and employment law; civil rights.

PUBLICATIONS

"Spoken of But Rarely Seen: Prehearing Discovery Is the Unicorn of Labor Arbitration," *The Checkoff*, Vol. LXVI, No. 2, at 13 (Florida Bar Labor and Employment Section (October 2026))

"External Law in Labor Arbitration: Wait – There's More than the Collective Bargaining Agreement to Consider?" (co-authored with Heidi B. Parker), 100 FLA. B.J., No. 3, at 30 (May/June 2026)

"Labor Arbitrator Lists: Changes at FMCS should lead to consideration of AAA," *The Checkoff*, Vol. LXIV, No. 3, at 10 (Florida Bar Labor and Employment Section (April 2025))

"Case Notes," *The Checkoff*, Vol. LXIV, No. 3, at 14 – 15 (Florida Bar Labor and Employment Section (April 2025))

"Changing the face of ADR: a call for Greater Diversity among the ADR profession," (co-authored with Jeanne Charles and Dorsey Miller), 97 FLA. B.J., No. 5, at 34 (Sep/Oct 2023)

Contributing author/editor, *Employment Mediation Supplement*, FLORIDA MEDIATION BEST PRACTICES HANDBOOK, 3d edition, Hillsborough County Bar Association (September 1, 2023)

"Senate Bill 256: Legislature Enacts BIG Changes Affecting Public Sector Unions," *The Checkoff*, Vol. LXII, No. 3, at 1 (Florida Bar Labor and Employment Section (August 2023))

"Managing Arbitration in Light of *Managed Care*," *The Checkoff*, Vol. LXI, No. 2, at 1 (Florida Bar Labor and Employment Section (February 2022))

"*Outokumpu Stainless USA, LLC*: the Supreme Court applies state law to allow arbitration of international agreement dispute by nonsignatory," *The Checkoff*, Vol. LX, No. 2, at 5 (Florida Bar Labor and Employment Section (January 2021))

"VIDEO ARBITRATION OF LABOR OR EMPLOYMENT ISSUES: How to Have Meaningful Arbitration Proceedings in the Era of COVID-19 and Social Distancing," Special Issue: Practicing in a Pandemic (Florida Bar Labor and Employment Section (May 2020))

"Waivers of Collective Actions in Employment Arbitration: the Supreme Court makes an *Epic* decision," *The Checkoff*, Vol. LVIII No. 1, at 1 (Florida Bar Labor and Employment Section (October 2018))

"Wage Theft Ordinances: There's a New Sheriff in Town," *The Checkoff*, Vol. LV No. 2, at 1 (Florida Bar Labor and Employment Section February 2016)

"Enhanced Enforceability: Florida Arbitration Agreements Under the Revised Florida Arbitration Code," *The Checkoff*, Vol. LIV No. 2, at 1 (Florida Bar Labor and Employment Section March 2015)

"Revised Florida Arbitration Code: Arbitration Face-Lift," Hillsborough County Bar Association *Lawyer*, Vol. 24, No. 4, at 46 (February 2014)

THE NUTS AND BOLTS OF RUNNING YOUR MEDIATION PRACTICE (Christopher M. Shulman, P.A. 2008)

"Circuit Civil Mediation Is Not Just for Lawyers Anymore," Hillsborough County Bar Association *Lawyer*, Vol. 18, No. 6, at 43 (February 2008)

"Having Your ADR Cake & Eating It, Too: MED-ARB & ARB-MED," Hillsborough County Bar Association *Lawyer*, Vol. 16, No. 7, at 42-43 (April 2006)

"Circuit Mediator Certification: Not Just for Lawyers Anymore?" Hillsborough County Bar Association *Lawyer*, Vol. 16, No. 4, at 16-17 (December 2005)

"Mandatory and Voluntary ADR of Homeowner Association Disputes," Hillsborough County Bar Association *Lawyer*, Vol. 16, No. 2, at 12-13 (October 2005)

"Advancing Successful Mediation: The Mediation Confidentiality and Privilege Act," Hillsborough County Bar Association *Lawyer*, Vol. 15, No. 2, at 22-23 (October 2004)

"Voluntary Trial Resolution: Tailor-Made for Employment Claims," *The Checkoff*, Vol. XLII, No. 3, at 5 (Florida Bar Labor and Employment Section May 2004)

"Voluntary Trial Resolution: Revision 7 Relief?" Hillsborough County Bar Association *Lawyer*, Vol. 14, No. 7, at 40-41 (April 2004)

"Non-Binding Arbitration: a Primer and a Proposal," Hillsborough County Bar Association *Lawyer*, Vol. 14, No. 3, at 44-45 (November 2003)

Cave Canem – Police Department Liability and Equitable Standing Under 42 U.S.C. § 1983, 19 STETSON L. REV. 973 (1990)

PRESENTATIONS, TRAININGS & EXPERT TESTIMONY

Primary Trainer, "Court-Appointed Arbitrator Training," November 13, 2026, ZOOM

Co-Presenter, "Mediation and Settlement Conferences Best Practices: How to Get Ready to Get the Best Possible Deal," Florida Bar Business Law Section Webinar, June 25, 2026, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," June 12, 2026, ZOOM

Presenter, "Arbitration of Employment Claims: Tips for Success and Traps for the Unwary," Florida Bar Labor and Employment Section Podcast (*podcast recording, February 10, 2026*)

Primary Trainer, "Court-Appointed Arbitrator Training," January 30, 2026, ZOOM

Panelist, "Ethics and Professionalism in Mediation," Hillsborough County Bar Association, January 7, 2026

Panelist/Facilitator, "Arbitrator/Advocate Roundtable," National Academy of Arbitrators Southeast Regional Arbitration Conference, November 11, 2025, Savannah, GA

MC and Organizer, National Academy of Arbitrators Southeast Regional Arbitration Conference, November 11, 2025, Savannah, GA

Group Facilitator, "The Voice of the Mediation Client: How to Effectively Speak to Decision Makers During Mediation," Florida Bar ADR, Labor and Employment, and Trial Lawyers Sections, September 10, 2025, ZOOM

Co-Presenter, "Developing a 100% Neutral Practice: Ethical Considerations and Practical Answers to Common Obstacles," Florida Bar ADR Section, July 18, 2025, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," July 11, 2025, ZOOM

Primary Trainer, "Circuit Civil Mediator Certification Training," June 28 – July 2, 2025, ZOOM

Faculty and Presenter, "Mediation Mentorship Academy," Florida Bar ADR Section, May 1 – 2, 2025, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," March 7, 2025, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," December 6, 2024, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," August 2, 2024, ZOOM

Panelist, "Arbitration in the Federal Sector," NAA Annual Meeting and Educational Conference, Boston, May 10, 2024

Panelist, "Mediator Shortlists and Arbitrator Panels: Conversations about Diversity in ADR in the U.S. and Florida," Nova Southeastern Law School (Davie, FL), March 6, 2024

Moderator, "Hot Topics in State/Local Government Arbitration," NAA SE Regional Conference, Tampa, March 2, 2024

Co-Presenter, "Labor Arbitration Advocacy Training," NAA SE Regional Conference, Tampa, March 1, 2024

Co-Presenter, "Nonbinding Arbitration Hearings: Learn How or Get Left Behind," Florida Bar ADR Section CLE Seminar, January 22, 2024, ZOOM

Primary Trainer, "Circuit Civil Mediator Certification Training," January 3 – 7, 2024, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," December 1, 2023, ZOOM

Panelist, "The Future of Labor and Employment Arbitration," 49th Florida Bar Public Employment Relations Forum, October 19 – 20, 2023, Orlando, FL

Primary Trainer, "Court-Appointed Arbitrator Training," October 6, 2023, ZOOM

Primary Trainer, "Circuit Civil Mediator Certification Training," July 21 – 23, 29 – 30, 2023, ZOOM

Primary Trainer, "County Mediator Certification Training," June 9 – 11, 2023, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," April 21, 2023, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," April 11, 2023, Tampa, FL

Faculty, "Mediator Mentoring Academy," Florida Bar ADR Section, February 24 – 25, 2023, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," February 20, 2023, ZOOM

Panel Presenter, "Arbitrating Labor and Employment Claims," Sarasota County Bar Association, November 17, 2022, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," September 23, 2022, ZOOM

Presenter, "Non-Binding Arbitration: Making it Work," Florida Bar ADR Section Retreat, September 17, 2022

Primary Trainer, "Court-Appointed Arbitrator Training," May 20, 2022, ZOOM

Primary Trainer, "Circuit Civil Mediator Certification Training," April 1 – 3, 9 – 10, 2022, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," December 10, 2021, ZOOM

Primary Trainer, "Circuit Civil Mediator Certification Training," November 11 – 13, 20 – 21, 2021, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," August 20, 2021, ZOOM

Primary Trainer, "Circuit Civil Mediator Certification Training," June 2 – 6, 2021, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," May 21, 2021, ZOOM

Primary Trainer, "County Mediator Certification Training," May 14 – 16, 2021, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," January 22, 2021, ZOOM

Primary Trainer, "County Mediator Certification Training," December 4 – 6, 2020, ZOOM

Arbitrator Presenter, "Court-Connected Arbitration: Mandatory Non-Binding Arbitration and Binding Arbitration," Florida Bar ADR Section Arbitration Advocacy Institute, November 13, 2020, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," September 11, 2020, ZOOM
Primary Trainer, "Circuit Civil Mediator Certification Training," August 5 – 9, 2020, ZOOM

Presenter, "Mediator Ethics: Gonna Make you Sweat," 12th Judicial Circuit CME, June 30, 2020, ZOOM

Presenter, "Mediator Cultural Diversity," 12th Judicial Circuit CME, June 29, 2020, ZOOM

Primary Trainer, "County Mediator Certification Training," June 26 – 28, 2020, ZOOM

Primary Trainer, "Court-Appointed Arbitrator Training," May 29, 2020, ZOOM

Primary Trainer, "Circuit Civil Mediator Certification Training," February 5 – 9, 2020, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," January 31, 2020, Tampa, FL

Presenter, "Making the Most of Arbitration", January 24, 2020, Tampa FL
Primary Trainer, "Court-Appointed Arbitrator Training," October 18, 2019, Tampa, FL

Primary Trainer, "County Mediator Certification Training," September 6 – 8, 2019, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," July 10 – 14, 2019, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," June 7, 2019, Tampa, FL

Primary Trainer, "County Mediator Certification Training," March 22 – 24, 2019, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," February 1, 2019, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," January 18 – 22, 2019, Tampa, FL

Primary Trainer, "County Mediator Certification Training," October 19 – 21, 2018, Tampa, FL

Arbitrator Panelist, "Arbitration: Careful What You Ask For", Hillsborough County Bar Association Bench Bar Conference, October 3, 2018, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," June 29 – July 3, 2018, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," February 16, 2018, Tampa, FL

Primary Trainer, "County Mediator Certification Training," February 17 – 19, 2018, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," January 12 – 16, 2018, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," October 20, 2017, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," Dispute Resolution Center Conference, August 11, Orlando, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," July 5 – 9, 2017, Tampa, FL

Presenter, "How to get from here to there: Developing a Mediation Practice", April 19, 2017, Sarasota County Bar Association, Sarasota, FL

Presenter, "Avoiding Impasse" and "Diversity in Mediation", March 18 – 19, 2017, at Florida Academy of Professional Mediators Annual CME on the High Seas Conference

Primary Trainer, "Court-Appointed Arbitrator Training," January 20, 2017, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," January 3 – 7, 2017, Tampa, FL

Co-Presenter, "Winning Mediation Strategies for the Attorney and Adjuster", Professional Mediation Institute/Florida Workers' Compensation Institute Conference, August 22, 2016, Orlando, FL

Presenter, "Diversity in Mediation . . . It's not (just) what you think!", Professional Mediation Institute/Florida Workers' Compensation Institute Conference, August 22, 2016, Orlando, FL

Presenter, "Mediator Ethics – Gonna Make You Sweat", Dispute Resolution Center Conference, August 12, 2016, Orlando, FL

Primary Trainer, "Court-Appointed Arbitrator Training," Dispute Resolution Center Conference, August 11, 2016, Orlando, FL

Primary Trainer, "Court-Appointed Arbitrator Training," May 13, 2016, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," April 16 – 17, 22 – 24, 2016, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," February 12, 2016, Tampa, FL

Primary Trainer, "County Mediator Certification Training," January 15 – 17, 2016, Tampa, FL

Primary Trainer, "County Mediator Certification Training," November 6 – 8, 2015, Tampa, FL

Co-Presenter, "How to 'Win' at Mediation", Professional Mediation Institute/Florida Workers' Compensation Institute Conference, August 26, 2015, Orlando, FL

Primary Trainer, "County Mediator Certification Training," August 21 – 23, 2015, Tampa, FL

Co-Presenter, "Guardianship Mediation", Dispute Resolution Center Conference, July 31 – August 1, 2015, Orlando, FL

Primary Trainer, "Court-Appointed Arbitrator Training," Dispute Resolution Center Conference, July 30, 2015, Orlando, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," July 18 – 19, 24 – 26, 2015, Tampa, FL

Trainer/Presenter, "Managers' Employment Law and Harassment Prevention Training," Florida Municipal Power Agency, May 26, 2015, Orlando, FL

Trainer/Presenter, "Harassment Prevention Training," Florida Municipal Power Agency, May 26, 2015, Orlando, FL

Primary Trainer, "County Mediator Certification Training," January 11 – February 26, 2015, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Cert. Training," January 31 – February 8, 2015, Tampa, FL

Primary Trainer, "County Mediator Certification Training," January 17 – 19, 2015 Gainesville, FL

Primary Trainer, "Court-Appointed Arbitrator Training," September 19, 2014, Tampa, FL

Presenter, "Pros and Cons of Non-Binding Arbitration", Dispute Resolution Center Conference, August 15 – 16, 2014, Orlando, FL

Primary Trainer, "Court-Appointed Arbitrator Training," March 21, 2014, Tampa, FL

Presenter, "Revised Florida Arbitration Code: Arbitration in Florida gets a Face-Lift", Hillsborough County Bar Association, January 29, 2014, Tampa, FL
Primary Trainer, "County Mediator Certification Training," January 6 – 8, 2014 Tampa, FL

Presenter, "Family & Medical Leave Act Update", Tampa Bay Workforce Alliance, November 12, 2013, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," November 1, 2013, Tampa, FL

Panelist, "Mediator Ethics Plenary", Dispute Resolution Center Conference, August 10, 2013, Orlando, FL

Primary Trainer, "Court-Appointed Arbitrator Training," Dispute Resolution Center Conference, August 8, 2013, Orlando, FL

Primary Trainer, "County Mediator Certification Training," February 21 – 23, 2013 Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," February 1, 2013, Tampa, FL

Presenter, "Developing a Mediation Practice", Stetson University College of Law's *2013 Solo Practice Institute*, January 31, 2013, Tampa, FL

Presenter, "Trends in Arbitration: Why Do Employers Often Lose Discipline Cases?", Florida Public Employer Labor Relations Association (FPELRA) 39th Annual Training Conference, January 29, 2013, Orlando, FL

Primary Trainer, "Court-Appointed Arbitrator Training," October 5, 2012, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," July 25 – 29, 2012, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," March 19 – 23, 2012, Tampa, FL

Primary Trainer, "County Mediator Certification Training," June 7 – 9, 2012 Tampa, FL

Trainer/Presenter, "Managers' Employment Law and Harassment Prevention Training," Florida Municipal Power Agency, February 2, 2012, Orlando, FL

Trainer/Presenter, "Harassment Prevention Training," Florida Municipal Power Agency, February 2, 2012, Orlando, FL

Presenter, "The Business and Marketing of a Mediation Practice" and "Ethical Dilemmas", Hillsborough County Bar Association Annual CME Seminar, February 21, 2012, Tampa, FL

Presenter, "Mediator Ethics: Quo Vadimus?", Florida Academy of Professional Mediators, Tampa FAPM Exchange, October 28, 2011, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," October 18 – 22, 2011, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," Dispute Resolution Center Conference, August 25, 2011, Orlando, FL

Primary Trainer, "County Mediator Certification Training," August 18 – 20, 2011, Tampa, FL

Trainer, "Harassment Prevention Training," for two private employers (names withheld) training over 2900 employees and managers: April 2010 – April 2012

Primary Trainer, "County Mediator Certification Training," July 25 – 27, 2011, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," July 1, 2011, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," May 31 – June 4, 2011, Tampa, FL

Primary Trainer, "County Mediator Certification Training," April 4 – 5 & 12, 2011 Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," March 25, 2011, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," February 22 – 26, 2011, Tampa, FL

Panelist, "Making the Most of Mortgage Foreclosure Mediation", Florida Bar Real Property, Probate, and Trust Law Section Seminar, February 10, 2011, Tampa, FL

Primary Trainer, "County Mediator Certification Training," January 28 – 30, 2011, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," January 3 – 7, 2011, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," October 13 – 17, 2010, Tampa, FL

Primary Trainer, "County Mediator Certification Training," September 23 – 25, 2010, Tampa, FL

Primary Trainer, "Residential Mortgage Foreclosure Mediator Training," per Supreme Court Administrative Order AOSC09-54, Conant Mediation Center, Ft. Myers, FL, August 28, 2010

Panelist, "Mediator Ethics", Florida Academy of Professional Mediators Summer 2010 Mediation Symposium, August 21, 2010, Orlando, FL

Primary Trainer, "Residential Mortgage Foreclosure Mediator Training," per Supreme Court Administrative Order AOSC09-54, UF Levin School of Law, Gainesville, FL, August 3, 2010

Primary Trainer, "Court-Appointed Arbitrator Training," July 23, 2010, Tampa, FL

Primary Trainer, "Residential Mortgage Foreclosure Mediator Training," per Supreme Court Administrative Order AOSC09-54, Orange County Bar Association, July 20, 2010

Primary Trainer, "Circuit Civil Mediator Certification Training," July 14 – 18, 2010, Tampa, FL

Primary Trainer, "Residential Mortgage Foreclosure Mediator Training," per Supreme Court Administrative Order AOSC09-54, Palm Beach County Bar Association, June 18, 2010

Primary Trainer, "Residential Mortgage Foreclosure Mediator Training," per Supreme Court Administrative Order AOSC09-54, Hillsborough County Bar Association, June 15, 2010

Primary Trainer, "Residential Mortgage Foreclosure Mediator Training," per Supreme Court Administrative Order AOSC09-54, Palm Beach County Bar Association, June 1, 2010
Primary Trainer, "County Mediator Certification Training," May 18 – 20, 2010, Stetson University College of Law, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," May 14, 2010, Tampa, FL

Primary Trainer, "Residential Mortgage Foreclosure Mediator Training," per Supreme Court Administrative Order AOSC09-54, Pensacola, FL, April 17, 2010

Primary Trainer, "Residential Mortgage Foreclosure Mediator Training," per Supreme Court Administrative Order AOSC09-54, Sunrise, FL, April 9, 2010

Primary Trainer, "Residential Mortgage Foreclosure Mediator Training," per Supreme Court Administrative Order AOSC09-54, Treasure Island, FL, April 3, 2010

Primary Trainer, "Circuit Civil Mediator Certification Training," April 21 – 25, 2010, Tampa, FL

Primary Trainer, "Residential Mortgage Foreclosure Mediator Training," per Supreme Court Administrative Order AOSC09-54, Hillsborough County Bar Association, March 10, 2010

Lecturer, "Continuing Mediator Education: Mediator Trends in a Changing Environment", Hillsborough County Bar Association, February 18, 2010

Primary Trainer, "Court-Appointed Arbitrator Training," February 12, 2010, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," January 27 – 31, 2010, Tampa, FL

Mediation Panelist, "Loan Modification and Workout Town Hall Meeting", Hillsborough County Bar Association, January 19, 2010

Primary Trainer, "County Mediator Certification Training," January 7 – 9, 2010, Stetson University College of Law, Gulfport, FL

Primary Trainer, "Court-Appointed Arbitrator Training," November 13, 2009, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," October 7 – 11, 2009, Tampa, FL

Lecturer, "Nuts and Bolts of Running Your Mediation Practice", Florida Supreme Court's Dispute Resolution Center's Annual Conference for Mediators and Arbitrators, August 20 – 21, 2009, Orlando, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," August 12 – 16, 2009, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," August 7, 2009, Tampa, FL

Primary Trainer, "County Mediator Certification Training," July 16 – 18, 2009, Tampa, FL

Trainer/Presenter, "Mediator Ethics", CMEWorks Teletraining, June 9, 2009

Primary Trainer, "Court-Appointed Arbitrator Training," May 8, 2009, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," April 27 – May 1, 2009, Tampa, FL
Trainer/Presenter, "Avoiding Impasse", CMEWorks Teletraining, April 14, 2009

Primary Trainer, "County Mediator Certification Training," April 16 – 18, 2009, Tampa, FL

Trainer/Presenter, "Mediator Ethics", CMEWorks Teletraining, March 24, 2009

Primary Trainer, "Circuit Civil Mediator Certification Training," March 6 – 10, 2009, Jacksonville, FL

Primary Trainer, "Court-Appointed Arbitrator Training," March 5, 2009, Jacksonville, FL

Trainer/Presenter, "Managers' Employment Law and Harassment Prevention Training," Florida Municipal Power Agency, February 10 and 26, 2009, Orlando, FL

Trainer/Presenter, "Harassment Prevention Training," Florida Municipal Power Agency, February 10, 2009, Orlando, FL

Primary Trainer, "Court-Appointed Arbitrator Training," November 14, 2008, Tampa, FL

Primary Trainer, "County Mediator Certification Training," November 6 – 8, 2008, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," October 23 – 27, 2008, Tampa, FL

Primary Trainer, "Court-Appointed Arbitrator Training," September 26, 2008, Tampa, FL

Lecturer, "County Mediator Ethics in 2008: Now What?", and Facilitator, Post-Plenary Group Discussion on Domestic Violence Awareness in Mediation, Florida Supreme Court's Dispute Resolution Center's 17th Annual Conference for Mediators and Arbitrators, August 29 – 30, 2008, Orlando, FL

Primary Trainer, "Court-Appointed Arbitrator Training," August 22, 2008, Tampa, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," July 24 – 28, 2008, Jacksonville, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," June 16 – 20, 2008, Tampa, FL

Primary Trainer, "County Mediator Certification Training," May 15 – 17, 2008, Tampa, FL

"The Hearing from an Arbitrator's Perspective", NPELRA Labor Relations Academy II, April 13, 2008, Clearwater, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," March 26 – 31, 2008, Jacksonville, FL

Trainer/Presenter, "Managers' Employment Law and Harassment Prevention Training," Florida Municipal Power Agency, February 20, 2008, Orlando, FL

Trainer/Presenter, "Harassment Prevention Training," Florida Municipal Power Agency, February 20, 2008, Orlando, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," February 14 – 18, 2008, Tampa, FL

Primary Trainer, "County Mediator Certification Training," January 23 – 25, 2008, Tampa, FL
Panelist, "The Shape of Things to Come: Legal and Ethical Trends in Mediation," Florida Association of Family and Conciliation Courts (AFCC), Annual Conference, November 2 – 3, 2007, Orlando, FL

Primary Trainer, "Circuit Civil Mediator Certification Training," October 12 – 16, 2007, Tampa, FL

Panelist, "The Search for Truth: How Arbitrators Determine Witness Credibility," National Academy of Arbitrators, Southeast Regional Conference, February 23 – 24, 2007, Atlanta, GA

Presenter, "Dealing with and Defusing Workplace Conflict", Consumer Credit Counseling Services, Regional Employee Training, October 18, 2006, Tampa, FL

Panelist, Ethics Plenary, and Lecturer, "Nuts and Bolts of Running a Successful ADR Practice", Florida Supreme Court's Dispute Resolution Center's Annual Conference for Mediators and Arbitrators, August 25 – 26, 2006, Orlando, FL

Guest Lecturer/Assistant Trainer, "Guardianship Mediation Training," Stetson University College of Law, January 12 – 13, 2006, St. Petersburg, FL

Panelist, Ethics Plenary, and Lecturer, "Mediating Cases under Challenging Circumstances" and "Mandatory ADR of Homeowner Association Disputes", Florida Supreme Court's Dispute Resolution Center's Annual Conference for Mediators and Arbitrators, August 26 – 27, 2005, Orlando, FL

Guest Lecturer, "LAW 3120 – Alternative Dispute Resolution", Stetson University College of Law, June 18, 2005, St. Petersburg, FL

Panelist, "Advocacy in Mediation", Hillsborough County Bar Association Young Lawyers' Division State Trial Court Seminar, June 17, 2005, Tampa, FL

Guest Lecturer/Assistant Trainer, "Guardianship Mediation Training," Stetson University College of Law, June 1 & 4, 2005, St. Petersburg, FL

Panelist/Training Coordinator, "Alternative Dispute Resolution 2005 Update", Hillsborough County Bar Association Alternative Dispute Resolution Committee, May 20, 2005, Tampa, FL

Expert Witness, Mediator Qualifications Board Proceeding MQB 2003-003, accepted as expert on Mediator Ethics by Hon. Dee Anna Farnell, Circuit Judge, Sixth Judicial Circuit, April 21, 2005, Clearwater, FL

Panelist, "Homeowner Association Dispute Resolution – New Mandatory Processes" as part of *Seminar on Homeowner Associations and Community Development Districts*, Council of Neighborhood Associations (CONA), East Pasco Chapter, April 16, 2005, Wesley Chapel, FL

Panelist/Mock Arbitrator, "Labor Arbitration Advocacy", Labor Arbitration Services, Inc., March 17-18, 2005, Clearwater Beach, FL

"Mediating County and Circuit Cases Under Challenging Circumstances", Florida Academy of Professional Mediators, Inc., Advanced Mediation Seminar, February 12, 2005, Orlando, FL

Panelist/Training Coordinator, "The 2004 Mediation Confidentiality and Privilege Act: What Every Mediator and Attorney Needs to Know", Hillsborough County Bar Association Alternative Dispute Resolution Committee, November 9, 2004, Tampa, FL
"Recent Developments in County and Circuit Mediator Ethics", Florida Supreme Court's Dispute Resolution Center's Annual County Mediator Summit and Annual Conference for Mediators and Arbitrators, August 26 – 28, 2004, Orlando, FL

Mediator, "Mediation: An Examination of Management's Opportunities for Early Charge Resolution", U.S. Equal Employment Opportunity Commission Technical Assistance Program Seminar (TAPS), July 26, 2004, Tampa, FL

Panelist/Training Coordinator, "Voluntary Trial Resolution and Arbitration: Cure for Revision 7 Woes?", Hillsborough County Bar Association Alternative Dispute Resolution Committee, May 28, 2004, Tampa, FL

"HR Law Update", at Eckerd Youth Alternatives, Inc., May 18, 2004, Clearwater, FL

"Recent Developments in County and Circuit Mediator Ethics", Florida Academy of Professional Mediators, Inc., Advanced Mediation Seminar, April 17, 2004, Orlando, FL

"Wrapping Up the Investigation", as part of *Public Sector EEO Investigations*, Council on Education in Management, December 12, 2003, Orlando, FL

"EEO Law Update", as part of EEO Investigator 8-hour Refresher Course, JDG Associates, Inc., October 24, 2003, San Antonio, TX

"Career Advisors' Training – HR Hiring Law Update", at Eckerd Youth Alternatives, Inc., May 1, 2002, and July 2, 2003, Clearwater, FL

"ADR for HR Professionals", at Mid-Florida Chapter of the Society for Human Resource Management, May 8, 2003, Lakeland, FL

"Sexual Harassment Prevention Train-the-Trainer Training," at Eckerd Youth Alternatives, Inc., since February 2003, Tampa, FL

"ADA/Rehab Act Update", as part of EEO Investigator 8-hour Refresher Course, JDG Associates, Inc., November 8, 2002, San Antonio, TX

"Inside the Mediator Ethics Advisory Committee", at the 2002 Dispute Resolution Center County Mediator Summit, August 21, 2002, Orlando, FL

"Sexual Harassment Prevention", at Eckerd Youth Alternatives, Inc., (more than 50 times at various locations throughout Florida, North Carolina, Georgia, and New England, since January 2001 (updated as recently as August 2002))

"Diversity in Mediation", at Dispute Resolution Center Annual Conference for Mediators and Arbitrators, August 23 – 25, 2001, Orlando, FL

"HR Generalist Training: Employment Law and Investigation", at Eckerd Youth Alternatives, Inc., April 23, 2001, Clearwater, FL

"Legal Implications of Internet Recruiting", at the Institute of International Research's Internet Recruiting Strategy Conference, February 26 – 28, 2001, San Diego, CA