

**Current Employer**

Warner Law

**Profession**

Mediator, Arbitrator, Attorney

**Alternative Dispute Resolution Experience**

- AAA Commercial Panel - Arbitrator, Mediator
- AAA Employment Panel - Arbitrator, Mediator
- AAA Consumer Panel – Arbitrator
- Financial Industry Regulatory Authority (FINRA) – Arbitrator
- Equal Employment Opportunity Commission (EEOC) – Mediator
- National Academy of Distinguished Neutrals, Roster
- National Arbitration and Mediation - Arbitrator, Mediator
- International Institute for Conflict Prevention and Resolution - CPR - Arbitrator, Mediator
- US District Court for the Northern District of Ohio Panel of Neutrals
- Elected Chairman of the Alternate Dispute Resolution Section of the Cleveland Metropolitan Bar Association
- Cuyahoga County Court of Common Pleas - Arbitrator, Mediator
- Private Practice Arbitration and Mediation
- Elected as a Fellow of the American Bar Association's Dispute Resolution Committee
- Recognized as one of Ohio's "Super Lawyers" for 15 years
- Recognized in the "The Best Lawyers in America" for a number of years
- Elected Chairman of the Litigation Section of the Cleveland Metropolitan Bar Association
- Chosen by Partners to be the Chairman of a mid-sized law firm's Litigation Practice

- Named to Leadership Cleveland Class of 2016
- Appeared on the cover and in a feature article in Attorney At Law Magazine.

ADR Topics Include, But Not Limited To:

**COMMERCIAL**

Breach of contract  
Shareholder disputes  
LLC membership disputes  
Minority shareholder issues  
Partner disputes  
Breach of fiduciary duty  
Breach of operating agreement  
Mergers and acquisitions/joint ventures  
Fraud  
Real estate/leasing  
Product liability  
Construction  
Franchise  
Warranty

**EMPLOYMENT**

Discrimination  
Breach of contract  
Trade secret  
Noncompete  
Non-solicitation  
Confidentiality  
Trade Secrets  
Executive Compensation/Incentive Compensation  
Constructive Discharge  
Hostile Work Environment  
Title VII  
FLSA  
ADA

FMLA

**OTHER**

Consumer

Insurance

Personal Injury

Professional liability

Probate/Trust and Estate

FDCPA

TCPA

Class Action

**Alternative  
Dispute  
Resolution  
Training,  
Presentations  
and Writing**

Training:

- Harvard Law School's Advanced Mediation Workshop –invitation only international workshop
- American Arbitration Association course entitled “Mediator Essentials: Skills for Facilitating Negotiated Agreements.” A vigorous, fast-paced, four-day, thirty-two (32) hour course held in New York City addressing all aspects of mediation, with an emphasis on difficult mediation issues.
- Also received training through the American Arbitration Association, as a member of the Cuyahoga County Common Pleas Court's Panel of Mediators, as a Member of the American Bar Association's Section of Dispute Resolution, as a member of the Alternative Dispute Resolution Section of the Cleveland Metropolitan Bar Association, as a mediator for the Equal Employment Opportunity Commission (EEOC) as an arbitrator with the Financial Industry Regulatory Authority (FINRA) and through many continuing legal education seminars

Presentations:

- The Unique Nature of Employment Mediation

- ABC's of ADR: Best Practice Guide For Litigators & Neutrals
- Becoming an ADR Neutral
- Mediation Advocacy for Litigators – What You Need To Know For A Successful Mediation
- What I Hate About ADR Professionals and What I Hate About ADR Advocates
- The Core Values of Mediation Ethics
- Crisis in the Courts Paves the Way for Early Dispute Resolution
- Is the US Government Souring on Arbitration
- Non-competes Under Attack
- The Gender Wage Gap and Women's Unique Compensation Issues
- Important Contract Clauses To Consider

Articles:

- Unlike Anything Else - The Unique Nature of Employment Mediation
- The Advantages Of Alternative Dispute Resolution In The Insurance Industry
- Mediation Advocacy for Litigators – Steps to a Successful Mediation
- The Core Values of Mediation Ethics
- Mediation and the Mediator's Proposal
- Arbitration of Disputes, Fairer, Faster, Better
- Many Factors Support Early Mediation of Business Disputes
- Crisis in the Courts Paves the Way for Early Dispute Resolution
- Commercial Litigation Trends
- Things to Consider When Consulting With Clients Who Wish To Start A Business Together
- Dozens of blog posts are available at [warnerlawyer.com](http://warnerlawyer.com)

**Work History**

- WARNER LAW  
Owner – 2020 – Present

- HUFFMAN, HUNT, KLYM & WARNER, LLC, Named Member (Partner) – 2018 – 2019
- CAVITCH, FAMILO & DURKIN CO., L.P.A. Member (Partner) - 2009 – 2017
- SPIETH, BELL, McCURDY & NEWELL CO., L.P.A. Member (Partner) - 2002 – 2009 Associate - 1999 – 2002
- UNITED STATES COURT OF APPEALS, SIXTH CIRCUIT, THE HONORABLE ALICE M. BATCHELDER, Judicial Law Clerk - 1997 – 1998
- CLEVELAND MARSHALL COLLEGE OF LAW, Adjunct Professor – 1995
- CONGRESSMAN ROBERT LAGOMARSINO, Legislative Staff, Nineteenth District of California – 1989 - 1990
- CONGRESSMAN RICHARD T. SCHULZE, Legislative Staff, Fifth District of Pennsylvania – 1986 – 1989

## **Experience**

Almost thirty (30) years of experience as an employment and business/commercial litigator and personal injury, insurance experience. Previously served as the Chairman of the Litigation Section of the Cleveland Metropolitan Bar Association and also served as Chairman of a midsized, well respected business law firm's Litigation Group. Also served as a law clerk with the Honorable Alice M. Batchelder of the United States Court of Appeals for the Sixth Circuit and as an Adjunct Professor at the Cleveland Marshall College of Law.

## **Education**

SYRACUSE UNIVERSITY COLLEGE OF LAW, J.D., May 1993  
 Graduated with Honors; Syracuse University Law Review - Senior Board Member, Parliamentarian - One of only six selected for publication, 43 Syracuse Law Review 901 (1992); Teaching Assistant - One of only sixteen chosen to instruct first year law students in four-credit legal writing and research course

INDIANA UNIVERSITY OF PENNSYLVANIA, B.A. Political Science, May 1986

Graduated with Honors; Political Science Student  
Advisory Council, President, 1985-86; Phi Kappa Psi  
Fraternity, President, 1986