



LEE HORNBERGER
ARBITRATOR AND MEDIATOR
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Profession

Arbitrator and Mediator

Professional Statement

Member National Academy of Arbitrators. Former Chair ADR Section Michigan Bar. Distinguished Service Award and Bashara Award SBM ADR Section. Editor Emeritus *Mi Dispute Res J.* Diplomate Member National Academy of Distinguished Neutrals. Former President Grand Traverse-Leelanau-Antrim Bar Association. Best Lawyers arbitration and mediation 2018-__. Super Lawyers ADR 2016- __. First Tier Northern Michigan Mediation Best Law Firms 2022-__. First Tier Northern Michigan Arbitration Best Law Firms 2019-20. While with US Army in Vietnam, awarded Bronze Star Medal and Army Commendation Medals. Unit awarded Meritorious Unit Commendation and Vietnam Gallantry Cross Unit Citation. B.A. and J.D. cum laude University of Michigan. LL.M. in Labor Law Wayne State University. Taught Labor Law and School Law adjunct Chase Law School.

Education

1966, B.A., University of Michigan.

1968, J.D. *cum laude*, University of Michigan Law School.

1982, LL.M. in Labor Law, Wayne State University Law School.

Bar Admissions

1969, Michigan.
1980, Ohio (inactive).

Court Admissions

1998, U.S. Supreme Court.
1970, U.S. Court of Military Appeals.
2003, U.S. Court of Appeals, Federal Circuit.
1973, U.S. Court of Appeals, Sixth Circuit.
1971, U.S. District Court, Northern District of Ohio.
1973, U.S. District Court, Western District of Michigan.
1978, U.S. District Court, Eastern District of Michigan.
1982, U.S. District Court, Eastern District of Kentucky.
1982, U.S. District Court, Southern District of Ohio.

Work History

2007-present, Arbitrator and Mediator, Traverse City, MI.
1982-07, Labor and Employment Attorney, Self-employed, Cincinnati, OH, and Traverse City, MI.
1979-82, Labor Attorney, The Kroger Co., Cincinnati, OH.
1974-79, Attorney at Dyer, Meek, Ruesegger and Bullard, Detroit, MI.
1971-74, Attorney, Office of the Solicitor, U.S. Department of Labor, Cleveland, OH.
1969-71, Officer, Military Police Corps, U.S. Army; Fort Gordon, Georgia; Indiantown Gap Military Reservation, PA; and Danang, Republic of Vietnam.

Distinctions

Member, National Academy of Arbitrators.
2022, Distinguished Service Award in recognition of significant contributions to field of dispute resolution, Alternative Dispute Resolution Section of State Bar of Michigan.
First Tier ranking in Northern Michigan for Mediation by *U.S. News – Best Lawyers®* Best Law Firms in 2022-__.
Second Tier ranking in Northern Michigan for Arbitration by *U.S. News – Best Lawyers®* Best Law Firms in 2022-__.
Best Lawyers of America 2020-__ for arbitration and mediation.
Second Tier ranking in Northern Michigan for Mediation by *U.S. News – Best Lawyers®* Best Law Firms in 2021.
First Tier ranking in Northern Michigan for Arbitration by *U.S. News – Best Lawyers®* Best Law Firms in 2019 and 2020.
2019, Hero of ADR Award, SBM ADR Section.
2018, *Best Lawyers of America* 2018 and 2019 for arbitration.
2016-__ Michigan Super Lawyers lists in alternative dispute resolution.
2017, Albert Nelson Marquis Lifetime Achievement Award.
2017, Diplomat Member, The National Academy of Distinguished Neutrals.
2015, Hero of ADR Award, SBM ADR Section.
2014, George N. Bashara, Jr. Award, SBM ADR Section.
2009, Pinnacle Award, Conflict Resolution Services.

2009, Certificate of Appreciation, Community Mediation Services.
2009, Northern Michigan's A-List of Attorneys, *Traverse Magazine*.
1995, "The Verdict: Town's Top Attorneys." *Cincinnati Magazine*.
1983, Peer Review Rated AV in *Martindale-Hubbell*.
1970-71, While with U.S. Army in Vietnam awarded Bronze Star Medal, Army Commendation Medals, and Vietnam Service Medal with two bronze service stars; unit awarded Meritorious Unit Commendation and Vietnam Gallantry Cross with Palm Unit Citation Medal.
1968, American Jurisprudence Award in Restitution.

Memberships and Affiliations

State Bar of Michigan.

Immediate Past Chair, ADR Section (2018-19).

Chair, ADR Section (2017-18).

Chair-Elect, ADR Section (2016-17).

Representative Assembly (2010-16).

Member, National Academy of Arbitrators.

Fellow, American Bar Foundation.

Fellow, Michigan State Bar Foundation.

Editor Emeritus, *The Michigan Dispute Resolution Journal* (2013-18).

Grand Traverse-Leelanau-Antrim Bar Association.

President (2007-08)

President-Elect (2006-07).

Treasurer (2005-06).

Chair, ADR Committee (2012-17).

Diplomate Member, The National Academy of Distinguished Neutrals.

Professional Resolution Experts of Michigan.

Grand Traverse County Board of Canvassers (2007-16).

Chair, Traverse City Human Rights Commission (2015-16).

Arbitrator with FMCS, Forum, MERC, NFA, NMB, and OERB.

Fellow of American Bar Foundation.

Experience

Arbitrator, hearing officer, and mediator experience. 35 years+ labor and employment law experience representing government, individuals, labor organizations and management, including grievance arbitration and contract implementation. Speaks and writes on ADR issues. Editor Emeritus, *The Mich Dispute Res J*. Former President of Grand Traverse-Leelanau-Antrim Bar Association; Hearing Officer, Grand Traverse Band of Ottawa and Chippewa Indians; Little Traverse Bay Bands of Odawa Indians Hearing Officer list; Hearing Referee, Michigan Civil Rights Commission; former member of Grand Traverse County Board of Canvassers; and former Chair of Traverse City Human Rights Commission. Former adjunct professor Salmon P. Chase College of Law, labor law and school law, and University of Cincinnati, administrative law and civil rights law. Author, "Historic Moments in Negotiation," *Mich Bar J* (May 2019); "Alternative Dispute Resolution Theme Introduction," *Mich Bar J* (June 2015); and "Employment Discrimination Law in Michigan," *Mich Bar J* (September 2003). Co-author, "Settlement Agreements for Employment Termination Cases," *Practical Litigator* (March 2010).

Alternative Dispute Resolution Experience

Member, National Academy of Arbitrators. Diplomate Member, The National Academy of Distinguished Neutrals. Professional Resolution Experts of Michigan (PREMi). Arbitrator with AAA, FINRA, FMCS, MERC, NAF, NAM, NFA, and NMB. Former Hearing Referee, Michigan Civil Rights Commission. Mediator with Michigan Circuit Courts and AAA. Hearing Officer, Grand Traverse Band of Ottawa and Chippewa Indians; Little Traverse Bay Bands of Odawa Indians Hearing Officer list; Arbitrator Hamilton County Common Pleas Court (Ohio) 1985-02, and volunteer mediator 1998-99. Disputes mediated include administrative, age discrimination, assault and battery, bailment, business dissolution, buy-sell, collection, compensation, condominium, construction, conversion, custody, deposit, disability, dog-bite, easement, entertainment, equal pay, False Claims Act, foreclosure, fraud, insurance, invasion of privacy, land contract, landlord-tenant, landscaping, legal malpractice, logging, mechanic's lien, medical malpractice, Michigan Consumer Protection Act, mold, national origin discrimination, no-fault, nuisance, over payment, parenting time, personal injury, pregnancy discrimination, probate, property division, public body, real estate, receivership, religious discrimination, restitution, retaliation, riparian rights, sex discrimination, sexual harassment, shareholder rights, sovereign immunity, time-share, tortious interference, trade secret, transportation, trespass, tribal, Truth in Lending Act, and veterinary services. Disputes arbitrated include arbitrability, attendance, attorney fees, collection, commercial, commissions, compensation, construction, constructive discharge, Consumer Protection Act, contract, conversion, corporation, COVID, discharge, disobedience, discrimination, employment, expungement, Fair Credit Billing Act, forum selection, fraud, insurance, internet, medical leave, Michigan Uniform Securities Act, Michigan Uniform Trade Secrets Act, non-compete, paid time off, performance, personal injury, promissory estoppel, retaliation, safety, Securities Exchange Act, suspension, The Defend Trade Secrets Act, Wage and Fringe Benefits Act, and warranty cases.

Published Awards

24-1 ARB ¶8355; 24-1 ARB ¶8317; 23-2 ARB ¶8290; 2023 LA 428; 2023 LA 407; 2023 LA 72; 23-1 ARB ¶8181; 2023 LA 26, 2022 LA 203, 2022 LA 162, 2022 LA 130, 2022 LA 98, 2022 LA 21, 2022 LA 16, 2021 LA 265, 2021 LA 28, 21-1 ARB ¶7791, 2020 LA 1466, 2020 LA 1277, 2020 LA 1268, 2020 LA 1080, 20-1 ARB ¶7618, 139 LA 1721, 139 LA 1462, 139 LA 771, 139 LA 181, 138 LA 1765, 138 LA 1295, 137 LA 1424, 137 LA 231, 134 LA 1108, 133 LA 1324, 133 LA 1277, 133 LA 41, 132 LA 1798, 132 LA 1242, 132 LA 1089, 131 LA 1401, 131 LA 945, 131 LA 415, 130 LA 1363, 129 LA 300, 128 LA 749.

Issues Arbitrated

Absenteeism, age, arbitrability, bargaining unit work, bonus fringe benefits, conduct (off-duty/personal), COVID, demotion, disability, discipline (discharge), discipline (non-discharge), discrimination, drug/alcohol offenses, fringe benefits, gender, grievance mediation, health/hospitalization, hiring practices, holiday pay, holidays, insurance, job classification and rates, job performance, job posting/bidding, jurisdictional dispute, layoffs/bumping/recall, leave, management rights, merit pay, national origin, official time, overtime pay, past practices, pension and welfare plans, pension claim (federal statute), promotion, race, religion, retirement, safety/health conditions, seniority, severance pay, sexual harassment, strikes/lockouts/work stoppages/slowdowns, subcontracting/contracting out, tenure/reappointment, unilateral, vacation, vacation pay, violence or threats, wages, work hours/schedules/assignments, working conditions/work orders

Industries Arbitrated

Advertising, aluminum, automotive, bakery, banking, beverage, broadcasting, building products, canning, cement, coal, communications, construction, dairy, education, electronics, entertainment/arts, food manufacturing/proc/service, foundry, healthcare, hospital/nursing home, hotels/motels/casinos/resorts, lumber, machinery, maritime, meat packing, metal fabrication, mining, nuclear energy, office workers/clerical, organizations, packaging, pharmaceuticals, plastics, police and fire, printing and publishing, prison guard, public sector grievance, pulp and paper, railroads, real estate, restaurants, retail stores, rubber/tire, shipbuilding/dry-dock, stone/quarry, transportation, trucking and storage, utilities, warehousing.

Alternative Dispute Resolution Training

FMCS, Arbitrating in Federal Sector, 2022; Administered v. Ad Hoc Arbitration, AAA, 2022; Direct and Cross Examination in Labor Arbitration, AAA, 2022; Process Essentials for AAA Arbitrators, 2022; AAA Dealing with Pro Se Party in Mediation and Arbitration, 2020; Managing Arbitrations with Pro Se Parties, 2019; Case Finances: What Arbitrators Need to Know, 2019; Developments in Arbitration Law: Practice Focused Cases, 2019; Exercises for Improving Impartiality: Becoming Better Arbitrator, 2019; Arbitration Awards - Safeguarding, Deciding and Writing Awards, 2019; Exercises for Improving Impartiality: Becoming Better Arbitrator, 2019; Does FAA Preempt State Laws Banning Mandatory Arbitration of Sexual Harassment Claims?, 2019; AAA Arbitrator Performance and Demeanor - Meeting Participant Expectations, 2018; SBM ADR Section Annual Meeting, 2017; The National Academy of Distinguished Neutrals 2017 Advanced Mediation Training; AAA Motion Practice Under AAA Rules, 2017; SBM ADR Section Annual Meeting, 2016; AAA Protecting Your Award from Appellate Challenge, 2016; ABA and FINRA Utilizing Mediation to Navigate Perils of Electronic Discovery in Arbitration, 2016; How to Increase Chances of Reaching Successful Mediation Settlement Agreement, 2016; SBM ADR Section Annual Meeting, 2015; FMCS and NAA 2015 Arbitrator and Advocate Symposium; SBM ADR Section ADR Summit, 2015, 2016, and 2017; AAA Labor Arbitrator Best Practices: What You Can Do to Raise Your Game 2015; AAA Labor Arbitration Advocate's Views of Remedies, 2014; AAA Is that Really a Direct Order? Tough Challenges with Insubordination Issues, 2014; AAA Recent Trends in Challenging Arbitrator Authority, 2014; AAA Dishonesty in Workplace-Conundrums for Advocates and Arbitrators, 2013; SBM ADR Section, Advanced Mediation Training, 2015 and 2013; AAA Disclosure, Vacatur, Sanctions, and Arbitrator Authority, 2013; AAA LCAs, 2012; NCM Advanced Mediator, 2012; AAA How to Become More Innovative Neutral or Advocate: Applying Cutting Edge Innovation Management Techniques to Your ADR Practice, 2012; MERC Fact Finder and 312 Arbitrator, 2011; AAA Due Process Dilemmas: How Far to Go in Name of Fairness, 2011; US DC WD Michigan, Advanced Mediator, 2012, 2011, 2010, 2008, 2007; NFA Arbitrator, 2009; NFA Pre-Hearing, 2009; NCM Advanced Mediator, 2009; AAA Arbitration Roadmap: Efficient and Cost Effective Arbitration, 2008; AAA Ensuring Clients' Interests are Addressed in Mediation, 2008; ICLE Arbitration, 2008; ICLE Collaborative Law, 2008; AAA Labor Arbitrator II: Advanced Case Management, 2007; NAA Due Process, 2007; AAA Labor Arbitrator, 2006; AAA Managing Cases Involving Pro Se Parties, 2006; FMCS Labor Arbitrator, 2006; NYSE Arbitrator, 2006; Domestic Relations Mediation, 2005; Domestic Violence Protocol, 2005; AAA Safeguarding, Deciding and Writing Awards, 2005; Pepperdine Law School, Straus Dispute Resolution Institute, Handling Difficult Employment, Malpractice and PI Cases, 2005; AAA Employment Arbitrator II: Advanced Case Management, 2004; AAA Arbitrator I- Fundamentals of Arbitration Process, 2004; ICLE Advanced ADR, 2004; CRS Agreement Drafting,

2004; ICLE Advanced Mediation, 2003; NASD Arbitrator, 2003; CRS Court Mediator, 2003; CRS Confidentiality, 2003; Advanced Mediator, 2003; CRS Ethics, 2003; ICLE Advanced ADR, 2003; ICLE Mediation, 2002; Hamilton County, OH, Mediator; Collaborative Law; NASD Duty to Disclose; NASD Expungement.

Publications

"Michigan Case Law Concerning Use of Emails in Alternative Dispute Resolution," MI BAR J, June 2024.

"Court of Appeals Enforces Labor Arbitration Award," LEL LAWNOTES, Spring 2024.

"Mich Court of Appeals Reverses Circuit Court Vacatur of Public Sector Labor Arbitration Award," MI DISPUTE RES J, Winter 2024.

"Mediation Confidentiality," MI DISPUTE RES J, Fall 2023.

"Mich Arbitration and Mediation Case Law Update," MI DISPUTE RES J, Fall 2023.

"Mich Judicial Review of Arbitration Issues," LEL LAWNOTES, Fall 2023.

"Mich Court Rulings on Mediation," LEL LAWNOTES, Summer 2023.

"Mich Arbitration and Mediation Case Law Update," MI DISPUTE RES J, Summer 2023.

"Review of Mich Appellate Decisions Since June 2021 Concerning Mediation," MI FAMILY LAW J, May 2023.

"Review of Mich Appellate Decisions Since July 2022 Concerning Arbitration," MI FAMILY LAW J, March 2023.

"*Mich AFSCME Council 25 v Wayne Co: Steelworkers Trilogy, Mich Family, and Gavin Epic*," MI DISPUTE RES J, Winter 2023.

"Mich Arbitration and Mediation Case Law Update," MI DISPUTE RES J, Winter 2023.

"Reflections on Civility and Ethics," MI BAR JOURNAL, February 2023.

"*Mich AFSCME Council 25 v Wayne Co – Steelworkers Trilogy, Michigan Family, and Gavin*," OAKLAND CO LEGAL NEWS, January 31, 2023.

"Mich Court Rulings on Mediation," LEL LAWNOTES, Winter 2023.

"State Judicial Deference – Or Not – To Labor Arbitration Awards," LEL LAWNOTES, Winter 2023.

"Reflections on Civility and Ethics," OAKLAND CO LEGAL NEWS, December 27, 2022.

"Lee Hornberger Acceptance Speech for ADR Section Distinguished Service Award," MI DISPUTE RES J, Fall 2022.

"Mich Arbitration and Mediation Case Law Update," MI DISPUTE RES J, Fall 2022.

"Review of Mich Appellate Decisions Concerning Arbitration," MI FAMILY L J, October 2022.

"The Successful Post-Hearing Brief in Labor Arbitration," MI DISPUTE RES J, Summer 2022.

"Mich Arbitration and Mediation Case Law Update," MI DISPUTE RES J, Summer 2022.

"Successful Post-Hearing Brief in a Labor Arbitration," LITIGATION J, Spring/Summer 2022.

"Mich Supreme Court Enforces Mediation Confidentiality," OAKLAND CO LEGAL NEWS, December 28, 2021.

"Cognitive Biases and Representing Clients," MI FAMILY L J, December 2021.

"Mich Arbitration and Mediation Case Law Update," MI DISPUTE RES J, Fall 2021.

"Mich Appellate Decisions Concerning Arbitration and Mediation," MI FAMILY L J, September/October 2021.

"Appreciation for Doug Van Epps," MI DISPUTE RES J, Spring 2021.

"Mich Arbitration and Mediation Case Law Update," LEL LAWNOTES, Winter 2021.

"Successful Opening Statement in a Labor Arbitration," LITIGATION J, Fall 2020.

"Giving an Effective Labor Arbitration Opening Statement," LEL LAWNOTES, Summer 2020.

"Mich Arbitration Case Law Update," LEL LAWNOTES, Winter 2020.
 "Review of Mich Appellate Decisions Concerning Mediation," MI FAMILY L J, March 2020.
 "Review of Mich Appellate Decisions Concerning Mediation," LITIGATION J, Winter 2020.
 "Historic Moments in Negotiation," MI B J, May 2019.
 "Chair's Corner," MI DISPUTE RES J, Fall, 2018.
 "Chair's Corner," MI DISPUTE RES J, Summer 2018.
 "Chair's Corner," MI DISPUTE RES J, Spring 2018.
 "Chair's Corner," MI DISPUTE RES J, Winter 2018.
 "Some Reflections on Automatic Mediation," MI DISPUTE RES J, Winter 2018.
 "Mich Supreme Court Decisions About Arbitration," LEL LAWNOTES, Summer 2017.
 "Review of Mich Decisions Concerning Arbitration," LITIGATION J, Winter 2017.
 "Mediator-Arbitrator Conduct After Arbitration and Mediation," MI FAMILY L J, March 2017.
 "Due Process Protocol," MI DISPUTE RES J, April 2017.
 "Due Process Protocol" GENERAL PRACTITIONER, Jan/Feb 2017.
 "Mediation: Answer for Contentious Issues" TRAVERSE CITY RECORD-EAGLE, Oct 2, 2016.
 "Effective Use of Mediation" LEL LAWNOTES, Winter 2015.
 "Mich Family Law ADR Update" MI FAMILY L J, Nov 2014.
 "Mich ADR Case Law Update" ADR QUARTERLY, July 2014.
 "Pre-Award Suit Concerning Arbitrator Selection" GENERAL PRACTITIONER, March 2014.
 "Arbitration or Mediation" TRAVERSE CITY BUSINESS NEWS, Dec 2013.
 "*Nassar* But-For Decision" GENERAL PRACTITIONER, Sep 2013.
 "ADR Update" LEL LAWNOTES, Fall 2012.
 "Mediation Law Update" GTLA NEWSLETTER, Summer 2012.
 "Case Evaluation" GENERAL PRACTITIONER, Sep 2012.
 "Supreme Court Ministerial Exemption Decision" GENERAL PRACTITIONER, March 2012.
 "*Staub* Decision," GENERAL PRACTITIONER, Sep 2011.
 "ADR Update" LEL LAWNOTES, Summer 2011.
 "Vietnam Labor Code Leave Provisions" LEL LAWNOTES, Winter 2011.
 "ADR Law" LEL LAWNOTES, Spring 2010.
 Co-author, "Employment Settlement Agreements" PRACTICAL LITIGATOR, March 2010.
 "ADR Law" LEL LAWNOTES, Fall 2009.
 "*Gross* Age Discrimination Decision" GTLA NEWSLETTER, Fall 2009.
 "Case Evaluation" GTLA NEWSLETTER, Summer 2009.
 "*Crawford* Retaliation Decision" GTLA NEWSLETTER, Spring 2009.
 Contributor, DRAFTING EMPLOYMENT AGREEMENTS and POLICIES, ALI-ABA, 2008.
 "Due Process Protocol" LEL LAWNOTES, Fall 2007.
 "Arbitration and Mediation" CHAMBER NEWS, April 2007.
 "Mediation for General Practitioner" GENERAL PRACTITIONER, Nov 2006.
 "Mediation Preparation" MI LAWYERS WEEKLY, Sep 4, 2006.
 "Mediation Reflections" ADR NEWSLETTER, Aug 2006.
 "Unemployment Compensation Settlements" LEL LAWNOTES, Spring 2006.
 "Police-Fire Arbitration" MI LAWYERS WEEKLY, March 6, 2006.
 Co-author, "Settlement Agreements (Part II)," LEL LAWNOTES, Winter 2006.
 Co-author, "Settlement Agreements (Part I)" LEL LAWNOTES, Fall 2005.
 Co-author, "HIPAA in Mediation" ADR NEWSLETTER, Oct 2005.
 "Promissory Estoppel" MI LAWYERS WEEKLY, March 21, 2005.
 "Pre-Dispute ADR" ADR NEWSLETTER, Feb 2005.
 "Employment Discrimination Law" MI BAR J, Sep 2003.

"Civility and Ethics" LABOR AND EMPLOYMENT LAWNOTES, Summer 2003.
"Dealing With EEOC" NORTHWEST MI BUSINESS NEWS, April 2003.
"Disability Discrimination Law" MI LAWYERS WEEKLY, Nov 18, 2002.
"Unemployment Compensation Law" BUSINESS COURIER, Oct 20, 2000.
Co-author, "Age Discrimination" OHIO TRIAL, Winter 1999.
"Sexual Harassment" OHIO SCHOOL L J, July 1991.
"Age Discrimination" 1989 DETROIT COLLEGE OF LAW R 667, 1989.
"Wrongful Discharge Decisions" 15 NORTHERN KY L R 303, 1988.
"When Contractor Can Become Primary Employer" 12 CAPITAL UNIV L R 195, 1982.
"Occupational Safety and Health Act" 21 CLEVELAND ST L R 1, 1972.
"Title I of Landrum-Griffin Act" 6 IDAHO L R 77, 1969.

Speaking Engagements

"ADR Case Law Update," Oakland Co Bar Association ADR Committee, 2024.
"ADR Law Update," SBM ADR Section virtual ADR Annual Conference, 2023.
Co-panelist, "*Mich AFSCME Council 25 v Wayne Co*," American Arbitration Association, 2023.
"Employment Arbitration Case Law Update," American Arbitration Associate, 2023.
Panelist, "*Mich AFSCME Council 25 v Wayne Co*," SBM ADR Section, 2023.
"ADR Law Update," SBM ADR Section virtual ADR Annual Conference, 2022.
"*Mich AFSCME Council 25 v Wayne Co*," Oakland Co Bar Association ADR Committee, 2022.
Co-panelist, "Ins and Outs of Employment and Labor Arbitration for Arbitrators and Advocates," SBM ADR Section, 2022.
Co-panelist, "ADR Diversity Virtual Lunch," SBM ADR Section and SBM AIL Section, 2022.
"Using Science of Settlement to Better Represent Clients," ICLE Family Law Institute, 2021.
"ADR Law Update," SBM ADR Section virtual ADR Annual Conference, 2021.
"Impact of Virtual Hearings," Labor and Employment Relations Association Annual Meeting, 2021.
"Impact of Virtual Hearings," Mich Supreme Court Judicial Conference, 2021.
Co-panelist, "ADR Diversity Virtual Lunch," SBM ADR Section and SBM AIL Section, 2021.
"Advanced Mediator Training," U.S. District Court, Western District of Mich, 2021.
"ADR Law Update," SBM ADR Section virtual ADR Annual Conference, 2020.
"Arbitrator Opening Statements in Zoom Arbitration," NAA Mich Regional Education Series.
"Using Zoom Waiting Room and Security Features," NAA Mich Regional Zoom Series.
"ADR Law Update," SBM Family Law Section Winter Conference, Jamaica, 2020.
"ADR Law Update," SBM ADR Section Annual ADR Conference, Plymouth, MI, 2019.
"ADR Law Update," Conflict Resolution Services, Traverse City, MI, 2019.
"Advanced Labor Arbitration," American Arbitration Association, Novi, MI, 2017.
"Drafting Enforceable MSAs," Family Mediation Council, Plymouth, MI, 2017.
"Representing Clients in Mediation," SBM ADR Section, Grand Rapids, MI, 2017.
"ADR Law Update," ICLE Family Law Institute, Plymouth, MI, 2016.
"ADR Law Update," SBM ADR Section Annual ADR Conference, 2015 (Traverse City); 2016 (Grand Rapids); 2017 (Plymouth); and 2018 (Traverse City).
"ADR Law Update," Professional Resolution Experts of Michigan, Northwestern Michigan College, Traverse City, MI, 2016.
"ADR Law Update," SBM Small Firm Section and SBM ADR Section, Detroit Mercy Law, 2016.
"ADR Law Update," SBM Family Law Section Winter Conference, PR, 2015.
"Mediator Ethics," GTLA Bar Association, 2015.
"How Judges Treat Mediated Agreements," CRS, 2012.

"Ethics," Community Mediation Services, Gaylord, MI, 2010.
"ADR," GTLA Bar Association, 2007, 2008, and 2009.
"ADR," Northwestern Michigan College and Traverse City Area Chamber of Commerce, 2007.
"Mediating Employment, Malpractice, and PI Cases," GTLA Bar Association, 2005.
"Settlement Agreements" ICLE LEL Institute, 2005.
"Discrimination Law," Lorman, 2005.
"Non- Compete Covenants," GTLA Bar Association, 2004.
"Disability Discrimination Law," Lorman, 2004.
"Privacy Law," GTLA Bar Association, 2004.
"Toussaint," ICLE LEL Institute, Troy, MI, 2004.
Commentator, "ADA and FMLA Update," ICLE, Traverse City, MI, 2004.
"Employment Discrimination Law," Lorman, Traverse City, MI, 2003.
"Ethics, Etiquette, and Ego in Practice of Law," Vail, CO, 2003.
"Ethics," NBI, Cincinnati, OH, 2002.
"Disability Discrimination Law," GTLA Bar Association, 2002.
"Affirmative Action," Cincinnati Bar Association, 2002.
"Ethical Issues," Cincinnati Bar Association, 2002.
"Wrongful Discharge," NBI, Cincinnati, OH, 2002.
"Ethics," NBI, Cincinnati, OH, 2001.
"Employee Discipline: Hot Topics in School Law," Lorman, Cincinnati, OH, 2001.
"Sovereign Immunity," NBI, Cincinnati, OH, 2001.
"Employment Laws," NBI, Cincinnati, OH, 2001.
"New Federalism," Civil Rights Seminar, Cincinnati Bar Association, 2001.
"Ethics," NBI, Cincinnati, OH, 2001.
"Ethics," National Business Institute, Cincinnati, OH, 2000.
"Law Office Management," Cincinnati Bar Association, Cincinnati, OH, 2000.
"Small Firm Practice," University of Cincinnati College of Law, Cincinnati, OH, 2000.
"Employee Discipline," Lorman, Cincinnati, OH, 2000.
"Sovereign Immunity," Jamaica, 1999.
"Employee Handbooks," National Business Institute, Cincinnati, OH, 1999.
"Computer Discovery," Cincinnati Bar Association, Cincinnati, OH, 1999.
"Supreme Court Decisions," Cincinnati Bar Association, Cincinnati, OH, 1999.
"Employee Discipline," Lorman, Cincinnati, OH, 1999.
"Civil Rights," Cincinnati Bar Association, Cincinnati, OH, 1999.
"Americans with Disabilities Act," ADD Council, Cincinnati, OH, 1998.
"Americans with Disabilities Act," Employment Law Institute, University of Kentucky College of Law, Lexington, KY, 1998.
"Civil Rights Cases," Cincinnati Bar Association, Cincinnati, OH, 1998.
"Americans with Disabilities Act," AJOA, 1997.
"Law Office Practice," Cincinnati Bar Association, Cincinnati, OH, 1997.
"Employee Discipline," Lorman, Cincinnati, OH, 1997.
"Ethics," Cincinnati Bar Association, Cincinnati, OH, 1996.
"Ethics and Professional Responsibility," Employment Law Institute, University of Kentucky Law School, Lexington, KY, 1996.
"Employment Law," Salmon P. Chase College of Law, Highland Heights, KY, 1996.
"School Law," Salmon P. Chase College of Law, Highland Heights, KY, 1996.
"Recent Legislation," Cincinnati Bar Association, Cincinnati, OH, 1995.

“Mediation,” Las Vegas, NV, 1995.
“Mock Sexual Harassment Trial,” Cincinnati Bar Association, Cincinnati, OH, 1995.
“Sexual Harassment,” Cincinnati Bar Association, Cincinnati, OH, 1995.
“Employment Discrimination,” NEH, Cincinnati, OH, 1994.
“Sexual Harassment,” National Education Network, Cincinnati, OH, 1994.
“Statutes of Limitation,” Cincinnati Bar Association, Cincinnati, OH, 1994.
“Civil Rights Act of 1991,” National Education Network, Cincinnati, OH, 1993.
“Civil Rights Act of 1991,” Cincinnati Bar Association, Cincinnati, OH, 1992.
“Civil Rights Act of 1991,” Cincinnati Bar Association, Cincinnati, OH, 1991.
“Examination of Witnesses,” Cape Cod, MA, 1991.
“Sexual Harassment, Ohio State Bar Association, Cincinnati, OH, 1991.
“Americans with Disabilities Act,” Cincinnati Bar Association, Cincinnati, OH, 1991.
“Expungement Law,” Cincinnati Bar Association, Cincinnati, OH, 1991.
“Fee Agreements in Employment Cases,” Tahoe, CA, 1990.

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