

M. ANN ANDERSON
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EXPERIENCE

7-96 to present

Practice limited to serving as a neutral; mediator for all types of state, workers' compensation, and federal court matters; certified as a North Carolina Superior Court mediator in 1993. Representative cases mediated: all types of EEOC matters including discrimination on the basis of sex, race, age, national origin, and religion; FMLA; Wage Claims; Tort Claims; ADA; Wrongful Discharge; Sexual Harassment; Covenants not to Compete; USERRA; ERISA; Civil Rights Violations and other employment-related matters.

Arbitrator for employment matters: serving as an arbitrator for Cremin v. Merrill Lynch and Martens, et al v. Smith Barney, Inc.

1981 to 1996

Constangy, Brooks & Smith: Attorney handling a wide variety of employment litigation in both state and federal courts; responsible for litigation matters including discovery, depositions, strategy, mediation, and brief writing. Independent mediator for all types of civil cases. 1993-1996

Davidson County Community College: Full-time Instructor in the paralegal program on the Rockingham Community College campus; Presenter, Community College Instructor's Conference. 1991-1993

Womble, Carlyle, Sandridge & Rice: Attorney handling a wide variety of employment litigation matters in both state and federal courts; responsible for trying jury and nonjury matters in state and federal courts; arguments before the Fourth Circuit Court of Appeals, North Carolina Supreme Court, and North Carolina Court of Appeals; Editor, North Carolina Employment Law Newsletter; Partner, 1989 to 1991; Associate 1981-1989.

EDUCATION

Juris Doctorate with Honors 1981
School of Law, University of North Carolina at Chapel Hill
Member, N.C. L Rev; Research Editor, N.C. L Rev.

B.A. in Psychology 1976
University of North Carolina at Chapel Hill;

Mediation Training: Dispute Management Inc., completed 1993; U.S. Postal Service
Mediation Training, September 17-19, 2007. Contract Mediator Training by the EEOC,
March 30, 2001.

MEMBERSHIPS and COMMUNITY SERVICE

Past and Current:

Member, The College of Labor and Employment Lawyers (Elected June 8, 2019).

N.C. Dispute Resolution Commission: Member, 2010-2013; Chair, Mediator Certification
and Training Committee (2012 to 2013); Ex Officio Member (2014 to 2016).

Member, NC Academy of Superior Court Mediators (A Chapter of the National Academy of
Distinguished Neutrals. <https://www.ncmediators.org/>

N.C. Bar Association: Labor and Employment Section (Chair, 2017-2018; Council, 2016-
2018; CLE co-Chair 2016-2017). Member, Board of Governors 2008 to 2011. Committee
Memberships: Co-Chair, Lawyer on the Line 2013-2015; LOTL Supervisor of UNC
Students (2015-2016); Member, Succession Planning Committee (2014-2016); Member,
Access to Justice Leadership Council 2014 to 2016 (Bar Foundation); Member, Endowment
Committee 2012 to 2018 (Bar Foundation); Co-Chair, Legal Education and the Profession in
Transition April 2, 2013; Charters and By-Laws Committee Member, 2008-2010; Executive
Committee Member, 2009-2010; Nominations Committee Chair 2011; and Resolutions
Committee Chair, 2008-2009. Dispute Resolution Section (Member, Dispute Resolution
Council, 2000 to 2007; 2014 to present); Chair, Dispute Resolution Section (2006-2007); Co-
Chair CLE Committee 2015-2016; Co-editor, Dispute Resolution Newsletter (2001 to
2003); Treasurer, Dispute Resolution Section (2003-2004); Secretary, Dispute Resolution
Section (2004-2005); Vice Chair, Dispute Resolution Section (2005-2006);, Chair, Long-
Range Planning Committee of Dispute Resolution Council (2007-2008); Chair, Nominations
Committee (2018-2019). Co-Chair, Dispute Resolution Section Video Project for
Observations (2018). Trustee, North Carolina Bar Association Health Benefit Trust (2012-
2019) Member, BarCares of North Carolina, Inc., Director (2018-2021 term); North
Carolina Bar Foundation Oversight Committee, Member (2018-2019).

North Carolina Bar Foundation, Endowment Committee Chair (2019-present)

Board of Directors, Arbor Acres, A United Methodist Retirement Community 1993-2002;
Committee Chair, Personnel Committee; President, Board of Directors, 1998-2001; Vice
President, Pilot Mountain Foundation (2002-2003); Vice President, East Surry High School

Booster Club (2002 to 2003); North Carolina High School Athletic Association, Swimming Stroke and Turn Judge (2005-2007). Member, First United Methodist Church of Pilot Mountain (Committee Chair, Pastor Parish 2007-2009, Finance, 2010-2015).

Member, ABA Dispute Resolution Section Publications Board, 2015 to 2017.

Presenter: 17th Annual NC/SC Labor and Employment Law Meeting, October 2001; Presenter, Dispute Resolution Section Annual Meeting, April 2002; Presenter, Mediating Section 1983 Cases, Constitutional Rights & Responsibilities Section Annual Meeting, March 27, 2003; Presenter, Employment Law Update (Wake Forest University), October 3, 2003; Presenter, Effective Mediation, Civil Pre-Trial Practice, July 22, 2004; Presenter, Employment Law for Mediators, Dispute Resolution Section of the NC Bar Association Annual Meeting, May, 2006; Presenter, Fundamentals of Employment Law, NC Bar Association Foundation, June, 2006 (Greensboro, N.C.); Presenter, "Beware the Dreaded Impasse," Employment Law Roundtable: A Friday the 13th CLE Guaranteed Not to be Horror-ble!, North Carolina Advocates for Justice, February 13, 2009; Presenter, Mediation, Trial Tips from the Trenches, Joint Meeting, NC Association of Defense Attorneys and North Carolina Advocates for Justice, May 8, 2009; Presenter, 4th Annual CLE Institute in Chicago, ABA Labor and Employment Law Section, Mediation Workshop (Moderator), 11-4-10; Presenter, Mediating Employment Law Disputes: Are They Ready to Make Nice? 2012 Dispute Resolution Section Annual Meeting-February 24, 2012; Creative Leadership in Negotiation: Negotiation, Conflict, Resolution and Working on the Deal (Panel Member), Asheville, NC-April 27, 2012; Presenter, Settlement Strategies and Challenges, DRI (Defense Research Institute) Sexual Torts Seminar, November 13-15, 2013 Westin, San Diego, CA.; Panel Member, Moving Through Challenging Situations, *Interventions: Our State, Our Skills, Our Selves*, 2014 Dispute Resolution Section Annual Meeting (March 21, 2014), Greensboro, NC; Panel Member, How to Bring Calm to Chaos: Moving Forward in the Face of Challenging Circumstances? *2015 Dispute Resolution Section Annual Meeting* (January 30, 2015); Presenter, 38th Annual Bankruptcy Institute, November 6-7, 2015, "Mediation as Another Tool in the Consumer Lawyers Toolbox" (Pinehurst, NC); Panel Member, Best Practices for Plaintiff Lawyers at Mediation, Employment Law 2016, NCAJ (February 5, 2016 -Raleigh, NC); Planner for Dispute Resolution Section Annual Meeting and CLE, Navigating the Pathways of Alternative Dispute Resolution, 2016 Dispute Resolution Section Annual Meeting, Charlotte NC (February 19, 2016); Panel Member, Mediator Challenge, Thorny Issues and Ethical Minefields in Mediation and Arbitration, 2017 Dispute Resolution Section Annual Meeting (March 17, 2017, Pinehurst, NC); Presenter, Ethics in Mediation, Mediation, Arbitration, Focus Groups, Bad Faith, NC Advocates for Justice (March 31, 2017 Raleigh, NC); Scheduled Panel Presenter and Manuscript Author for the Panel, Overcoming Stumbling Blocks, Dispute Resolution Section Annual Meeting, Employment Law Panel (Charlotte, NC, March 22, 2019).

Publications: Member, ADR Book Committee Review Group, Alternative Dispute Resolution in North Carolina (2nd Ed. 2012); "The Western District's Pro Se Settlement Assistance Program: Mediation Assistance for Unrepresented Parties", *The Peacemaker*, Vol. 28, No. 2 (June 2014); "Mediation Procedures for the Paralegal, Paralegal Perspectives (NC Bar Association Publication), Vol. 12, No. 2 ; February 2009; Column, "Ms. Mannerly Mediator," *Dispute Resolution Newsletter* (NC Bar Association Newsletter), Vol. 23, No. 2 (January 2009); Regular Columnist, Ms. Mannerly Mediator, *The Peacemaker* (NC Bar

Association Dispute Resolution Publication); "A Summer Read That Will Pay Off," The North Carolina State Bar Journal Vol. 13, No. 2 (Summer 2008).

Videos: High Noon at the Mediation Table (2010 NCBA Dispute Resolution Section)(writer and director); The Mediation: Mediating Employment Law Disputes (February 24, 2012 NCBA)(writer and director); NC District Criminal Court Mediation <https://www.nccourts.gov/programs/district-criminal-court-mediation-program> (Narrator); Observation Video (joint project NCBA and NCDRC in production 2018-2019)(Joint script writer and producer).

Instructor: Mediation Training for Certified Mediators (March 2018 Wake Forest University School of Law; Ellen Gelbin Lead Trainer); Law of Higher Education, Appalachian State University, Fall Semester 2006 (Hickory Campus); Fall Semester 2007 (UNC School of the Arts Campus); Adjunct Instructor, Wake Forest University School of Law, Disability Law, Spring 2002.

Recognitions: 2019 NCBA Labor and Employment Law Section Distinguished Practitioner and Service Award; 2018 Judicial District 17B Centennial Award; 2015 UNC School of Law, Pro Bono Publico Alumnus of the Year Award; 2018 Super Lawyers, Alternative Dispute Resolution, Thomson Reuters; NC Bar Association, Dispute Resolution Section, Peace Award (2014); NC Lawyers Weekly 2013 Women of Justice Honoree for Litigation Practitioner Award; American Bar Foundation Fellow (June 2010); Best Lawyers in America in Dispute Resolution, Woodward & White (2007, 2008, and 2009; 2013 and various years); AV Rated, Martindale Hubbell.

Past Memberships and Activities: UNC School of Law, Board of Trustees; Secretary/Treasurer, Board of Trustees, Charles H. Stone Memorial Library; Pilot Mountain United Way; Sunday School Teacher, 2nd and 3rd Grades, First United Methodist Church of Pilot Mountain.

Volunteer Lawyer, Lawyer on the Line (2015-2016 Supervising attorney for UNC Law Students); Pop-up Pro Bono supervising attorney (March 3, 2016)

Mock Mediation, Wake Forest School of Law, Ellen Gelbin's course on Mediation (multiple years, the last being 2020)

Guardian ad Litem, Attorney Advocate (1996-1999).