

ARMANDO A. RODRIGUEZ-FEO

PROFESSIONAL HIGHLIGHTS

- Certified Circuit Civil and Appellate Mediator, as well as Qualified Arbitrator
- Former civil litigator and employment lawyer with nearly three decades of experience
- More than 27 years of military service (both active and reserve)
- Bilingual: fluent in both English and Spanish

CURRENT EMPLOYMENT

**MEDIATE FIRST, INC.
ORLANDO, FLORIDA**

DECEMBER 2023 – PRESENT

Florida Supreme Court-Certified Circuit Civil and Appellate Mediator/Qualified Arbitrator

- Florida Supreme Court-Certified Circuit Civil and Appellate Mediator (since 2021), affiliated with Mediate First, Inc., leveraging nearly three decades of legal experience to help parties resolve a broad range of disputes—including automobile liability, personal injury, wrongful death, premises liability, products liability, amusement and theme park-related claims, first- and third-party insurance and bad faith claims, civil rights matters, employment discrimination and harassment, wage and hour issues, Florida and federal whistleblower claims, cruise ship crewmember and passenger cases, contract disputes, and other commercial matters.
- Arbitrator with the American Arbitration Association, serving on both the Employment and Consumer Arbitration Panels.

U.S. NAVY RESERVE

MAY 2007 – PRESENT

Captain, Judge Advocate General's Corps

- Program Director for all facets of training and civil law for the entire 800+ strong Navy Reserve Law Program reporting directly to a one-star admiral.
- Former Chief Executive Officer of two Navy Reserve Region Legal Services Offices responsible for both the prosecution of military members in multi-state areas of responsibility and the provision of legal services to military commanders and service members.

PAST LEGAL EMPLOYMENT

**THE WALT DISNEY COMPANY
WALT DISNEY PARKS AND RESORTS U.S., INC.
LAKE BUENA VISTA, FLORIDA**

SEPTEMBER 2012 – DECEMBER 2023

Assistant Chief Counsel, Litigation and Employment

- Former vice president-level executive attorney for a Fortune 50 company responsible for dispensing business-oriented legal advice, internal written guidance, and counsel to business management.
- In-house litigator who had a broad portfolio of litigation and other disputes, including those relating to contract disputes, personal injury, cruise line, and labor and employment cases.
- Personally negotiated pre-trial personal injury and employment cases while managing outside counsel in state and federal litigation; actively represented the company in mediations and settlement talks.

- Lead company counsel for U.S. Equal Employment Opportunity Commission investigations, Department of Labor wage and hour investigations, OSHA retaliation and other government investigations; successfully negotiated resolution of significant government claims.
- Proactively advised business leaders, including resort and theme park operations, cruise line, and vacation club segments on employment issues and compliance with applicable requirements, including WARN Act implications and managing reductions in force.

**U.S. DEPARTMENT OF JUSTICE, CIVIL DIVISION
COMMERCIAL LITIGATION BRANCH, WASHINGTON, DC**

MARCH 2007 – SEPTEMBER 2012

Trial Attorney

- Litigated contract and employment cases before the U.S. Court of Federal Claims and the U.S. Court of Appeals for the Federal Circuit; cases involved contract disputes, bid protests, labor disputes, and appeals of personnel actions, including petitions for review of decisions of the Merit Systems Protection Board and appeals of Court of Appeals for Veterans Claims decisions; entered appearance in more than 70 federal cases.
- First-chaired multiple civil trials and argued numerous appeals in federal courts.
- Handled extensive discovery in litigated cases and argued dispositive motions to the court.
- Defended federal agencies in response to more than 25 petitions to the U.S. Court of Appeals for the Federal Circuit for review of employment decisions.
- Negotiated multiple million-dollar settlements and engaged in alternative dispute resolution.

U.S. NAVY ACTIVE DUTY

JUNE 1997 – APRIL 2007

Lieutenant Commander, Judge Advocate General's Corps

- While on active duty from 1997-2007, worked as a civil litigation attorney, employment counsel, criminal defense counsel, prosecutor, and general counsel while serving aboard ships and major shore installations in the United States, Europe, Latin America, and the Middle East.
- Prepared advisory legal memoranda on litigation issues for the Secretary of the Navy and other senior officials on behalf of the Navy Judge Advocate General.

EDUCATION

- Juris Doctor, *cum laude*, University of Miami School of Law, Coral Gables, Florida (1996)
- Bachelor of Arts – English, Florida International University, Miami, Florida (1992)

LICENSES TO PRACTICE LAW AND COURT ADMISSIONS

- Florida
- New York
- District of Columbia
- U.S. Supreme Court
- U.S. District Courts for the Northern, Middle, and Southern Districts of Florida
- U.S. Court of Federal Claims