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EDUCATION

Degrees:

Diploma, International Arbitration, Chartered Institute of Arbitrators, 2016,
Juris Doctor, King Hall, University of California, Davis, 1974
B.A. San Francisco State College, 1970

Post Graduate Certificates

Certificate in International Arbitration, Columbia Law School, New
York/Chartered Institute of Arbitrators, 2015
Mediator Certificate, National Center Associates, Washington, 1987
Hastings College of The Law (University of California, San Francisco), College
of Trial Advocacy, 1977

LEGAL

Karlton, Blease and Vanderlaan, 1974-1975
Private Practice 1975-Present
California State Bar Association No. 63254
Admitted to United States District Court, Eastern District of California

ALTERNATIVE DISPUTE RESOLUTION

Serves on or has been appointed to the following Alternative Dispute Resolution Panels:

Roster Of Eminent and Qualified Experts (conflict prevention and post-conflict peace-building), United Nations Department of Political Affairs
American Arbitration Association National Panel of Arbitrators
(Commercial and Construction Panels)

American Arbitration Association National Panel of Mediators (Commercial and Construction Panels)
American Arbitration Association Large, Complex Case Panel
Arbitrator and mediator, Financial Industry Regulatory Authority (jurisdiction over cases from the National Association of Securities Dealers, New York Stock Exchange, American Stock Exchange & Pacific Stock Exchange)
Mediator, Internal Revenue Service, Defense Department Office of Hearings and Appeals
Arbitrator, National Futures Association
Arbitrator, National Center for Dispute Settlement
Arbitrator, Sacramento County Superior Court
Arbitrator, Yolo County Superior Court
Arbitrator, El Dorado County Superior Court
Arbitrator, Placer County Superior Court
Arbitrator, Nevada County Superior Court
Mediator, Alameda County Superior Court
Arbitrator and Mediator, Western Center for Alternative Dispute Resolution (1988-1992)
Facilitator in “Partnering” and other dispute avoidance and conflict prevention Systems
Neutral, Federal Deposit Insurance Corporation
Neutral, Resolution Trust Corporation
Conciliator, California Department of Agriculture/AAA for grower organization collective bargaining disputes with processors.

JUDICIAL

Settlement Conference Neutral/Judge *pro tem*, Superior Court, State of California, County of Sacramento

Appellate Mediator-Arbitrator, Alternative Dispute Resolution Process:
Remediation Plan in Federal Class Action: *In Re The Prudential Insurance Company of America Sales Practices Litigation*, No. 95-4704 (D.N.J.).

Administrative Law Judge *pro tem*, California Office of Administrative Hearings

ADR COMMITTEES & WORK GROUPS

Fellow, Chartered Institute of Arbitrators
California Dispute Resolution Council, Board of Directors (2013-)
American Bar Association:
Dispute Resolution Section Ethics Committee, International Committee
International Law Section Arbitration Committee, Mediation Committee
Construction Industry Forum Division 1 (ADR)

California State Bar Association ADR Committee (2008-2012) International sub-committee chair (2009-2012) (Appointed by Bar Board of Governors to advise on ADR issues affecting California lawyers)

Bench- Bar Committee on ADR (Sacramento County, a working committee to Integrate ADR procedures into the Court system)

California State Bar ADR Leader's Roundtable

Advisory Committee, Sacramento Mediation Center

Co-Chair Sacramento County Bar Association ADR Section (2002-2003)
Founding Chair, 1990.

Chair, California Mediation Week, 1993, Co-Chair, 1999 (Sacramento)
Founding Chair, Sacramento County Bar Association ADR Committee, now ADR section. (1990-1992)

American Arbitration Association Advisory Committee, Sacramento

Conflict Resolution Resource & Research Institute (CRI), Washington:
Development of training materials for international ADR programs training.

Legislative sub-committee, National Arbitration Forum.

Associated General Contractors of California Legal Advisory committee.

PROFESSORSHIPS AND SYMPOSIA

Adjunct Professor, University of the Pacific Mc George School of Law:
Arbitration, fall semesters, Mediation, Spring semesters, 2014 – 2017

Presenter, "When Emotions ARE the Issue" podcast for Women In Dispute Resolution, a division of the American Bar Association Dispute Resolution Section, July, 2019.

Presenter, "Conflicts are Emotional Disputes are Factual" Association of Attorney Mediators Annual Meeting, June 2019.

Panelist: "Alternative Dispute Resolution Adequacy of Disclosures" Association of Attorney Mediators Advanced Training, 2017.

Panelist: "Will Your Neutrals' Disclosures Meet Party Expectations?" American Bar Association Dispute Resolution Section Annual Meeting, Spring 2017.

Presenter: “The State of Court Annexed Alternative Dispute Resolution in Africa” on Panel *Governance Reform and Conflict Resolution*, Center for African Peace and Conflict Resolution 25th Annual Africa/Diaspora Conference, 2016.

Presenter, “ADR Ethics: Hot Topics and Old Chestnuts,” American Bar Association Dispute Resolution Section Annual Spring Conference, 2016

Presenter, “Construction ADR” Sacramento County Bar Association Construction Law Section, January 2016

Presenter, “Arbitration 2015: The Biggest Issues in Arbitration Today” California State Bar Association 88th Annual Meeting. October, 2015

Presenter, “Annual Legal Update” to the Sacramento County Bar Association Alternative Dispute Resolution Section, June 2015.

Panel Chair, 24th Annual Africa/Diaspora Conference, Center for African Peace and Conflict Resolution, panel topic: Women, Church and Family, Case Studies. Conference theme: The African Family: Traditions, Transitions and Transformation. April, 2015

Presenter, “Tips for International Commercial Mediation” American Bar Association Dispute Resolution Section, April 2015.

Presenter, “ADR For Business Lawyers” Business Law Section, Sacramento County Bar Association February 2015.

Presenter, “International Best Practices in Court-Annexed Mediation,” Fourth International African Peace and Conflict Resolution Conference, Johannesburg South Africa, July 2014

Panelist: “Special Roundtable: Exploring Negotiation and Mediation Prospects, Options and Strategies in the ‘Boko Haram’ Conflict in Nigeria” 23rd Annual Africa/Diaspora Conference, Center for African Peace and Conflict Resolution at California State University, Sacramento. Conference theme: Rethinking & Managing Ethnic and Religious Relations in Contemporary Africa/Diaspora: Past Experiences, Present Realities and New Directions, April 2014.

Presenter: “Conducting ADR Processes and Facilitation Through Interpreters” at session “Breaking Through Cultural and Language Barriers” American Bar Association ADR Section Annual Meeting, April, 2014.

Presenter: Annual Case Law Update, Sacramento County Bar Association ADR Section, February 2014.

Presenter: “ADR in the Electronic Age,,” American Bar Association Dispute Resolution Section, 2013.

Presenter: “ADR,” a multi-session education program for practicing lawyers focused on mediation and arbitration, Orrick, Nash & Gump (private sector CLE provider), 2012.

Presenter: “Video and Telephone Mediations: Success in the Technology Age” California State Bar Association 85th Annual Meeting, 2012. Encore presentation to Sacramento County Bar Association ADR Section, 2013.

Presenter: “ABA’s Got Talent” American Bar Association Dispute Resolution Section Annual Spring Meeting, 2012.

Presenter: Annual Case Law Update presented to the Sacramento County Bar Association Alternative Dispute Resolution Section, 2012.

Presenter: “IT and ADR” at the seminar “The Use of Information Technology and ADR” sponsored by The Sacramento County Bar Association, California Lawyers for the Arts, The Center for African Peace and Conflict Resolution and California State University, Sacramento, November 2011.

Presenter: “A Comparison of the Ghana Alternative Dispute Resolution Act and the Uganda Arbitration and Conciliation Act,” Third International Conference on African Peace and Conflict Resolution. Conference sponsored by The Ghana Association of Chartered Mediators and Arbitrators and The Center for African Peace and Conflict Resolution, July, 2011.

Panelist: “The 2010 Ghana ADR Act” 20th Annual International Conference of the Center for African Peace and Conflict Resolution, 2011.

Presenter: “Maximizing Effectiveness Through Alternative Dispute Resolution” Placer County Bar Association Granlibakken Conference, 2011.

Presenter: “Conducting an Effective and Efficient Arbitration”, California State Bar Association 83rd Annual Meeting, 2010.

Presenter: “You’ve Avoided the Old Traps, Now Watch For The New Pitfalls” update on ADR case law, Sacramento County Bar Association ADR Section, March 2010.

Presenter: “Lessons From the Third World: What Civil Wars and Ethnic Conflicts Have in Common with Your Mediation (It’s simpler than you think)” Sacramento County Bar Assn ADR Section, October 2007

Presenter “A Special World Bank ADR Project: Compilation of Case Studies Database and Lessons on Alternative Dispute Resolution Mechanisms in Post-Conflict Contexts” Sixteenth Annual International Conference, Center for African Peace and Conflict Resolution, 2007 with Profs. Ernest Uwazie and Patrick Cannon.

Created and presented two CD audio continuing legal education programs, “How to Represent your Client in ADR” and “The Federal Arbitration Act,” Spring 2006, Ulrich, Nash, & Gump.

Panelist & seminar chair, “How to build a full time practice as a neutral” Sacramento County Bar Assn ADR Section, 2003

Panelist: “Experience in West Africa, Lessons Learned” Eighth Annual International Conference, Center for African Peace and Conflict Resolution, 1999

Presenter: “Mediation in Other Countries” Annual Conference of the American Society of Professional Mediators, 1998

Presenter: “Ethical Situations in Cross-Cultural Negotiating” 50th annual Conference, California Parks and Recreation Society/National Recreation and Park Association, 1998.

Presenter: “International Mediation” Society of Professionals in Dispute Resolution International section, 1998.

Presenter: “Skills building and conflict management models”, panel: Conflict resolution in Africa, Center for African Peace and Conflict Resolution, sixth annual Conference on the African Diaspora. Conference theme: African and African American organizations in the US: An agenda for political- economic empowerment in the 21st century, 1997.

Presenter: “Why This One Worked”, an analysis of the St. Petersburg, Russia Conflict Resolution Center as the only viable program in Russia at the time. Society of Professionals in Dispute Resolution Annual Meeting, 1996.

Presenter: “Construction Industry Partnering”, symposium on community decision making and collaborative processes, Placer County, 1996.

“Peacemaking,” address presented to symposium celebrating the 50th anniversary of the United Nations, San Francisco State University, 1995

Presenter: American Bar Association Forum on the Construction Industry 11th Annual Meeting, 1995, “Partnering the Design- Build Project.”

Presenter: "Everything You Wanted to Know About Alternative Dispute Resolution, a User's Guide" Sacramento County Bar Association, 1995

Presenter: "Mediation Ethics" California State Bar Association, ADR Leader's Roundtable, 1994

Presenter: "The Partnering Concept" Construction Financial Management Association, July 28, 1994

ADR & TQM: Presentation, annual convention of Sacramento Area Council for Total Quality, 1994

Presenter: "Alternative Dispute Resolution Versus Adverse Actions" Annual Training Conference of Personnel Management Association of Aztlan, conference theme: "Latinos Preparing for the Twenty First Century." 1994

Panelist. "Partnering: A Dispute Prevention System" A special presentation by the American Arbitration Association, Dispute Resolution Services of Placer Co. & Solution Strategies, 1993

Panelist, "Court Mandated ADR" National Conference on Peace Making and Conflict Resolution, Portland, Oregon (1993).

Panelist, "The ABC's of Insurance Mediation" American Arbitration Association, Mediation and Arbitration Day, 1993

Panelist: California Mediation Week, (1993) "Peace Makers"

California State Bar Association "Community Law School", (Developer of Prototype ADR Curriculum in Real Property and Construction ADR for public Education) 1993

Presenter, "ADR" La Raza Lawyer's Association, (1992)

California State Bar Association Alternative Dispute Resolution Continuing Legal Education curriculum development. (Development of standardized curriculum for education California Lawyers in ADR, including trainer's training. Section Chair, ADR procedures) (1992)

Professor of Law, (ADR), Lincoln University the Law School, San Jose, California (1991-1996)

Visiting Professor of Law, California State University, Sacramento (1981-1982)

California State Bar Association Alternative Dispute Resolution Continuing Legal Education curriculum development. (Development of standardized curriculum for education California Lawyers in ADR, including trainer's training. Section Chair, ADR procedures) (1992)

Panelist, California Mediation Week, 1992, "Commercial Mediation"

Chair, California Mediation Week, (1991) Sacramento

Panelist, ADR, United States District Court, Eastern District of California Annual Meeting, (1990)

TRAINING NOTE:

All mediation trainings unless otherwise noted, include a significant portion of interest-based negotiation training as a mediator being a neutral facilitator of others' negotiations, the neutral mediator should have a thorough understanding of effective negotiation techniques.

DOMESTIC TRAININGS

Specialized topic training:

Presenter: Mediation Ethics: Confidentiality; Conflicts of Interest, Sacramento Mediation Center, 2018.

Sacramento Mediation Center, introductory mediation training, (2) 2008

Settlement Conference Neutrals' Training, (Training of court Appointed attorney neutrals holding pre-trial judicial settlement conferences.) Yolo County Courts, 2007.

American Lung Association/College of Thoracic Surgeons, 1997 (Negotiation)

State of Washington Department of Ecology, 1994 (Negotiation)

Certification trainings, (thirty eight to forty hours) on interest based negotiation and mediation, most accredited for continuing education credit by the California State Bar Association:

Summer Institute in Conflict Resolution, California State University, Sacramento, (sponsored by Sacramento County Bar Association ADR Section & Center for African Peace & Conflict Resolution) 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2015

Dispute Resolution Services of Placer County, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999

Nevada County Mediation Services, 1993, 1994, 1995, 1996, 1997

Lincoln University, The Law School, San Jose, CA, 1991, 1992, 1993, 1994, 1995, 1996

Advanced Mediation Training, Placer Dispute Resolution Services, 1995

Western Center for Alternative Dispute Resolution, 1991

INTERNATIONAL TRAININGS

Special Training Program: Developed and facilitated a culturally valid training program for multi-party complex mediation in a petroleum development context, presented in conjunction with the Third International Conference on African Peace and Conflict Resolution, Accra, Ghana, July 2011. Sponsored by the Ghana Association of Chartered Mediators and Arbitrators and the Center For African Peace and Conflict Resolution, funded by the Afri-Peace Foundation.

Development of court annexed mediation in Nigeria, 2009. Training and program development for integrating mediation into Nigerian courts. Sponsored by ADR Center, Italy with the Center for African Peace and Conflict Resolution.

ADR in Kenya: Development and presentation of ADR training for attorneys from Kenya and East African members of the Federación Internacional Damas Avogadas, Madrid (International Federation of Women Lawyers), including development of arbitration training program adapted to Kenyan statutes. Initial training presented 2004; follow up with additional training, mentoring and creation of "Settlement Week," July-August 2005. International Federation of Women Lawyers, Kenya, Center for African Peace and Conflict Resolution, funded by U.S. Department of State.

Arbitration development in West Africa: Developed and Presented *ab initio* curriculum, workbook, proposed procedures and rules of arbitration, training members of the Ghana Association of Chartered Mediators and Arbitrators in arbitration and developing arbitration as an alternative means of resolving legal disputes. Center for African Peace and Conflict Resolution, funded by United States Department of State, April 2003.

Court annexed ADR in Ghana, Developed and presented syllabus and curriculum to develop a court annexed settlement process for Ghanaian courts. Two groups were involved. The Judiciary, from the Supreme Court and Courts of Appeal through all trial courts participated in training and workshops, and a second group, court registrars (clerks) also had training workshops. Procedures, standards

and processes were developed along with evaluation criteria. Center for African Peace and Conflict Resolution, Funded by United States Department of State, January 2003.

Human Rights Mediation in West Africa. Curriculum development, training & mentoring of Human Rights Mediators in Nigeria. Center for African Peace & Conflict Resolution, Human Rights Commission of Nigeria, United States Peace Institute, 2002.

Introduction of Conflict Resolution in post-civil war Liberia: initial training of judges, attorneys: institution of ADR and ADR training process, Center for African Peace & Conflict Resolution, US Information Agency, 1999. (With David Kanga, Deputy Minister of Elections, Ghana, Co-facilitator.)

Conflict Resolution in West Africa, Training of Judiciary, Bar and Law Faculty, Nigeria, November 1998 Center for African Peace and Conflict Resolution, United States Embassy, Lagos.

Conflict Resolution in West Africa. Continued refinement of training curriculum, training domestic trainers, coaching developing mediation programs, and study evolution of process under local conditions in Ghana and Nigeria, with participation from Eritria, The Gambia, South Africa, Tanzania and Zimbabwe, plus training traditional rulers, Center for African Peace & Conflict Resolution, United States Information Agency, July, 1998.

Kaluga Institute of Municipal Government, Kaluga, Russia. Lecture series on ADR Mediation & the Courts, sponsored by California State University, Sacramento and the Russian American Program on Conflictology. 1998.

Conflict Resolution in West Africa. Center for African Peace and Conflict Resolution, sponsor. Funded by the United States Information Agency. Follow-up to 1996 training. Monitor, follow-up and additional training regarding the establishment of dispute resolution programs and ADR training in Ghana, Nigeria and Senegal. Provided additional curriculum and development. 1997

Inter-ethnic/inter-religious conflict resolution in Nigeria, Center for African Peace and Conflict Resolution, sponsor. Development of curriculum for trainings among various ethnic and religious groups. Funded by United States Peace Institute. 1997

Alternative Dispute Resolution in West Africa; advisor to program, curriculum development and training. Complete ADR, arbitration through mediation, sponsored by: Center for African Peace and Conflict Resolution, United States Information Agency. Training for judges, law faculty and lawyers from Nigeria, Senegal, and Ghana, 1996.

Developed mediation training curriculum in conjunction with American Arbitration Association for the Swedish College of Barristers, (1994)

College of Judicial & Social Sciences, Universidad Rafael Landivar, Guatemala City, Guatemala/Conflict Resolution Institute, 1994. Presentation of negotiation training; introductory mediation training courses, and development of culturally valid curriculum.

Conflict Resolution Institute, Washington, Russian/American Program on Conflictology: Program development and training of Russian ministry members. Lawyers, judges, etc. 1992, 1997

INTERNATIONAL SPECIAL PROJECTS

ADR & Rule of Law in the Philippines, a six component project: (1) Develop and present arbitration advocacy training for government lawyers based on Philippine arbitration law (2) develop and present arbitration advocacy training based on UNCITRAL rules, (3) prepare and present symposium on international best practices in tax court annexed mediation, (4) facilitate development of court-annexed methodologies for Court of Tax Appeals (5) facilitate workshop on arbitration ethics and conflicts of interest for government counsel, (6) Review and advise on proposed standard arbitration clauses for use by government counsel. American Bar Association Rule of Law Initiative, funded by USAID (United States Agency for International Development) October, 2013.

Development of court annexed mediation in Nigeria, 2009. Training and program development for integrating mediation into Nigerian courts. Sponsored by ADR Center, Italy with the Center for African Peace and Conflict Resolution.

Justice system assessment and development of ADR in Ethiopia: Working with the Minister of Justice, the judiciary, the Addis Ababa University Law Faculty, the Department of Peace and Securities Studies and non-governmental organizations, developed locally appropriate mediation and arbitration training program. Lead trainer, also mentoring African ADR neutrals trained by the Center for African Peace and Conflict Resolution as trainers and mentors. Needs assessment completed in August, 2007, *ab initio* training of trainers, December 2007/January 2008. Follow up training and court-sponsored "Settlement Week" July, 2008. Follow up evaluations January-February, 2009. Sponsored by United States Department of State.

Preparing The Gambia for ADR Phase II: Creation of the "ADR Secretariat," the administrative agency charged with certification of neutrals, oversight, administration of neutrals, hearings and cases, compiling statistics, etc. Created administrative regulations, ADR process rules and operations manuals for the Secretariat. Mentor to local ADR trainers developed in Phase I in their first local

training. October 2005. Under supervision and direction of the Honorable Stephen R. Brobbey, Chief Justice, Supreme Court of The Gambia, funded by the World Bank.

Preparing The Gambia for ADR Phase I: The General Assembly of The Gambia passed a comprehensive ADR act in 2005 in a country where ADR was practically non-existent. The program consisted of the creation and development of negotiation, mediation and conciliation training program as well as comprehensive arbitration training under the Alternative Dispute Resolution Act of The Gambia for lawyers, judges and government officials. August-September, 2005. Sponsored by the Honorable Stephen Brobbey, Chief Justice of the Supreme Court of The Gambia, Center for African Peace and Conflict Resolution, funded by the World Bank.

Mentoring mediators, observation, analysis and reporting the first “Settlement Week” in Ghana. Eighty previously trained mediators and judges trained in mediation settled one hundred eighty five cases in seven courts during five days. Center for African Peace and Conflict Resolution, United States Department of State. April 2003.

Develop Dispute Resolution Programs and procedures in Ghana in consort with local bar associations, American Chamber of Commerce, Ghana Bar Association, Public Affairs Office of U.S. Embassy (State Department), Center for African Peace and Conflict Resolution, June 2000.

Facilitate international conclave to develop Canons of Ethics for African Mediators, for Center for African Peace and Conflict Resolution, 1998.

Evaluation & analysis of mediation efforts in Post Communist Russia, Conflict Resolution Institute, Eurasia foundation, 1997.

PUBLICATIONS

Books

Author of chapter “International Best Practices in Mediation” for book: Peace and Conflict Resolution in Africa, Lessons and Opportunities, published by Cambridge Scholars, 2018.

Author of chapter “Drafting the Arbitration Clause” for book: Construction ADR, published by the American Bar Association Construction Industry Forum, 2014.

Author of chapter “A Comparative Analysis of ADR Legislations in Africa, Ghana and Uganda,” for book: Alternative Dispute Resolution and Peace-building in Africa, published by Cambridge Scholars, 2014.

Articles

ADR Humor or Horror Stories, “Newsletter of the American Bar Association Dispute Resolution Section Arbitration Committee.”2018 (Note: Issue devoted to novel and creative approaches to ADR) With Linda Michler, co-author.

Do Party Arbitrators Have Ethical Duties of Neutrality? “Dispute Resolution Magazine,” Vol. 17 No. 4, Summer, 2011 p. 28. (American Bar Association, ADR Section, pub.)

Telephone Mediation, “New York Dispute Resolution Lawyer,” volume 3, no. 2 Fall 2010 p. 40. (Dispute Resolution Section of New York State Bar Assn., pub.)

How To Draft an Arbitration Clause “Sacramento Lawyer,” June 2010

Comics Media in Conflict Resolution Programs: Are They Effective Promoting and Sustaining Peace? Volume 11, “Harvard Negotiation Law Review,” Spring 2006 p. 421. With Ellen Yamshon, Co-Author.

The Durable Transfer and Adaptation of the CRI Mediation Model in Post-Communist Russia, volume 3, “Harvard Negotiation Law Review.” Spring 1998 With Ellen Yamshon, Co-Author.

Emphasize Commonalities, Rather Than Differences, “Daily Recorder” (Legal Newspaper published in Sacramento, CA) September, 1997, reprinted San Jose Post Record, October 1, 1997.

Partnering for the Special Owner, “The Punch List” vol. 18, No. 2, Summer 1995.

American Bar Association Forum on the Construction Industry workbook article: “Partnering.” June, 1995.

ADR’s Dispute Future, “Daily Journal” (Legal newspaper published in Los Angeles and San Francisco) October 31, 1994.

Dial “M” for Mediation: The New Age of Dispute Resolution by Telephone & Electronic Communications “Dispute Resolution Journal” American Arbitration Association, March, 1991.

The Reporter, Pacific Energy Association Journal, five part series published 1993-1994: 1) New Techniques for Improving Your Bottom Line: ADR, 2) New Techniques: Arbitration, 3) New Techniques: Mediation, 4) New Techniques: Partnering, 5) New Techniques: Dispute Review Boards.

Alternate Dispute Resolution “Newsletter of the American Society for Training and Development” October 1992

American Style ADR is Becoming the World Standard “Claims People” (Insurance industry trade journal), December 1992

Unloved Alternative: Why There’s No Mediation Boom on Wall Street “Barron’s” National Business and Financial Weekly, August 17, 1992

Distinguishing Interests, Issues, and Positions, “Claims People”, February 1992

Is Out of Court Resolution Fair? “Docket”, (Sacramento County Bar Association Journal) March 1992

What is ADR? “Claims People”, July 1991 (Insurance industry trade journal)

Author of ten-column legal series for Sacramento Valley Labor News, 1982

PROFESSIONAL ORGANIZATIONS

California State Bar Association

Member, ADR Committee, International Subcommittee chair (2008-2012)

Sacramento County Bar Association

Member, Board of Directors 2009-

Mandatory Continuing Legal Education Committee Chair, 2005-2013

ADR Committee Founding Chair

ADR Section Co-Chair 2002-2003

ADR Section Education Committee Chair 2003-

American Arbitration Association (Member, advisory committee)

The Construction Industry Dispute Avoidance and Resolution Task Force (No longer active)

Associated General Contractors of California (associate member & Legal Advisory Committee)

American Bar Association

Dispute Resolution Section: Ethics Committee, International Committee, Arbitration Committee

Construction Industry Forum

International Law Section: Arbitration Committee

California Dispute Resolution Council, Board of Directors

Former member, California Applicants’ Attorneys Association

COMMUNITY

Former Chair, Natomas Community Planning Advisory Council (County land-use planning Board, appointed by the Board of Supervisors)

Former Board of Directors, California Multi-Cultural Park Foundation

Former Board of Directors, Midtown Business Association (1992)
Lieutenant Governor's Get Out the Vote Committee (1986-1992)
Former Negotiation Team and Executive Board, American Federation of Teachers
Local 1928 (AFL-CIO)

AWARDS

Artistic License Award presented by the California Lawyers for the Arts in recognition for ongoing commitment and contributions to the arts in California and *pro bono* conflict resolution in the arts community and industry.

Appreciation Award from Ghana Association of Certified Mediators and Arbitrators (GHACMA) "In appreciation of his immense support to GHACMA and the institution of Alternative Dispute Resolution (ADR) in Ghana." Presented by Her Ladyship Georgina Theodora Wood, Chief Justice of the Supreme Court of Ghana, 2011

President's Award, Sacramento County Bar Association, 2010

Named Northern California's Super Lawyer in ADR, 2010 – present

Honorable Harold B. Kalina Civil Justice Award, 2009

Africa Peace Award, 2001

California Mediation Week: "Peace Maker of the Year", 1994

LANGUAGES

English, Native Speaker
Spanish, Basic
Portuguese, (Brazilian) basic