

FELICIA T. FARBER, ESQ.

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Attorney, Mediator, Arbitrator, Workplace Investigator, Instructor, Author

LEGAL / DISPUTE RESOLUTION EXPERIENCE

FARBER RESOLUTIONS LLC/ LAW OFFICES OF FELICIA T. FARBER, Hackensack, New Jersey

Sole Practitioner, Oct 1995 to Present

Litigation, Mediation and Arbitration practice. Resolve all types of civil, family and commercial matters with expertise in business, labor and employment, construction, tort, personal injury, disability, property damage, contract, environmental, insurance, divorce, foreclosure, will contests, homeowners/condo/co-op associations, real estate, and medical malpractice. Workplace investigator, Educator, Trainer.

Court Approved Mediator, Sep 2004 to Present

Admitted to Roster of Mediators for Civil, General Equity and Probate Cases for the State of New Jersey. Mediate commercial, employment, contract, wills/estates, construction, insurance, and personal injury cases in six counties as part of Court-Annexed Mediation Program. Serve as Mediator Mentor for Civil Roster.

Civil Arbitrator Sep 2005 to Present

Certified as Civil Arbitrator through New Jersey Statewide Court-Annexed Arbitration Program; Currently serve as a Commercial/Contract Arbitrator for Union County and Bergen County Superior Courts.

Foreclosure Mediator Dec 2008 to Sep 2017

Mediated statewide foreclosure actions to facilitate mortgage modifications and prevent residential foreclosures through Administrative Office of the Courts and New Jersey Office of Dispute Settlement.

ESGR Ombudsman Jan 2010 to Present

Mediate disputes between National Guard and Reserve members returning from military service and their civilian employers for New Jersey Committee for Employer Support of the Guard and Reserve; Bestow Freedom and Patriot Awards upon deserving employers

FINRA Arbitrator Sep 2010 to Present

Serve as Non-Public Arbitrator for the Financial Industry Regulatory Authority arbitrating securities disputes

Early Intervention Mediator May 2011 to Present

Mediate New Jersey Early Intervention System disputes for the New Jersey Department of Health involving practitioner care, type and frequency of services, methodologies implemented, and costs.

EEOC Employment Mediator Dec 2012 to 2014

Evaluated and mediated workplace harassment and discrimination claims filed with the United States Equal Employment Opportunity Commission, Newark Office

Matrimonial Early Settlement Panelist Sep 2014 to Present

Assist matrimonial litigants in resolving pre- and post-judgment disputes in court mandated program for Bergen County Superior Court, Family Division

AAA Arbitrator & Mediator Sep 2017 to Present

Serve as Panelist on the American Arbitration Association National Roster of Arbitrators - Commercial and Consumer Divisions, as well as National Roster of Mediators

Certified Federal Mediator Nov 2017 to Present

Serve on the United States District Court for the District of New Jersey Panel of Certified Mediators and United States District Court Eastern District of New York Mediation Panel

Mental Health Advocacy Attorney Nov 2017 to 2019

Represent civilly committed mental health patients for the New Jersey Office of Public Defender

CPR Arbitrator & Mediator Mar 2021 to Present

Serve as Arbitrator and Mediator on the International Institute of Conflict Prevention and Resolution Panels of Distinguished Neutrals: Employment Disputes Panel-Northeast, Mass Claims Employment Panel, Environmental Panel, Pro Bono Panel, and New York City ADR Panel.

LAW OFFICES OF PAUL G. GARJIAN, Hackensack, New Jersey

Of Counsel, Jan 1997 to 2018

Provide legal advice on all aspects of civil, family and commercial cases including substantive law, civil procedure, discovery issues and trial strategy.

MIRMAN, MARKOVITS & LANDAU, P.C., New York, New York

Associate, Jun 1992 to Feb 1994

Extensive trial work and courtroom experience in all phases of tort litigation with heavy concentration in products liability, medical malpractice, construction, premises and automobile suits.

JOHN ANTHONY BONINA & ASSOCIATES, P.C., Brooklyn, New York

Associate, Apr 1991 to May 1992

Involved in all aspects of plaintiffs' civil litigation with a concentration in medical malpractice, including motion practice, depositions and all phases of discovery

TEACHING / PROFESSIONAL EXPERIENCE

WILLIAM PATERSON UNIVERSITY, Wayne, New Jersey

Instructor, Summer 2018, 2019; Spring 2012

Developed and taught Negotiation & Conflict Resolution and Mock Trial courses

Taught segment of Basic Civil Mediation Course at University's Center For Continuing Education

NEW JERSEY ASSOCIATION OF PROFESSIONAL MEDIATORS, Montclair, New Jersey

Instructor/Trainer, Nov 2013 to Present

Created and taught Ethics and Professionalism plenary sessions of the 2013, 2017 and 2018 New Jersey Association of Professional Mediators Annual Conferences; Advisor and Coach in annual Basic Civil Mediation Training Programs; Ambassador; Civil Apprentice Program Mentor

NEW JERSEY OFFICE OF DISPUTE SETTLEMENT, Newark, New Jersey

Instructor, Fall 2012 to Jul 2017

Conducted Advanced Civil Mediation Training seminars for experienced mediators, attorneys and retired judges. Trained summer law interns

BERGEN COUNTY BAR ASSOCIATION, Hackensack, New Jersey

Lecturer/ Moderator, Spring 2011

Instructed attorneys in two-day mediation advocacy course approved for certification credits by the New Jersey Board for Continuing Legal Education

Judge, Jan 2012 to 2019

Serve as judge in annual Vincent J. Apruzzese High School Mock Trial Competition sponsored by the Bergen County Bar Association and the New Jersey State Bar Foundation

BENJAMIN N. CARDOZO SCHOOL OF LAW, New York, New York

Judge, 2011

Served as judge for oral advocacy portion of 2011 Paulsen Intramural Moot Court Competition

STENOTYPE ACADEMY & COLLEGE OF PARALEGAL STUDIES, New York, New York

Instructor, September 1993 to August 1994

Taught the following courses to paralegal students: Contract Law, Drafting Legal Documents, Notary Public, Oral Communication Concepts and Skills.

BOSTON EDISON COMPANY, Boston, Massachusetts

Computer Engineering Systems Analyst/ Trainer, Jun 1986 to Jan 1988

Supervised the operation of the System Control Center for the Greater Boston Metropolitan Area electrical power grid; Conducted training seminars for daily dispatchers on new radio wave technology.

EDUCATION

BENJAMIN N. CARDOZO SCHOOL OF LAW, New York, New York

J.D., June, 1990 Accelerated Entry Program

Activities: President, Phi Alpha Delta Law Fraternity, Intensive Trial Advocacy Program, Alumni Mentor

TUFTS UNIVERSITY, Medford, Massachusetts

Bachelor of Science in Electrical/Computer Engineering, May 1986

Honors: Dean's List

Activities: Lab Teaching Assistant; Math Tutor; Engineering Host Advisor

UNIVERSITY OF SUSSEX, Brighton, England, Spring 1985

BAR ADMISSIONS

New Jersey – 1991

New York – 1991

United States District Court for the Eastern District of New York – 1991

United States District Court for the District of New Jersey – 1991

PROFESSIONAL AFFILIATIONS

New Jersey Supreme Court Committee on Complementary Dispute Resolution & Arbitration Advisory Committee – 2016 to Present; Advisory Committee on Mediator Standards – 2018 to Present

United States District Court Eastern District of New York – EDNY ADR Advisory Council: 2020 to Present

New Jersey State Bar Association

Executive Committee Labor and Employment Law Section: 2019 to Present; Trustee Women In The Profession Section: 2017 to Present; Chair Dispute Resolution Section: 2016-17, Chair-Elect 2015-16, Vice Chair 2014-15, Board of Directors 2011-14, Legislative Coordinator 2013-18, Editor of *Neutralizer* Blog 2014-19, Boskey Award Committee 2015-2019

Frequent CLE and ICLE Moderator/Panelist 2016 to Present

Nominating Committee: 2014-15; General Counsel: 2015-2019

Family Law & Solo and Small Firm Sections; Medical Malpractice & Animal Law Committees

New Jersey State Bar Foundation - Editorial Advisory Board for *Legal Eagle* publication; Speakers Bureau American Bar Association

Women in Dispute Resolution New Jersey Regional Chair: 2020 to Present, Litigation Section, Dispute Resolution Section Employment Law Committee

New York City Bar – Member 1990 to Present

New Jersey Association of Professional Mediators

Vice President: 2020 to Present; Secretary: 2018-2020; Accredited Professional Mediator; Co-Chair of Annual Conferences: 2013, 2018, 2019, 2020; Civil Chair of 2019 and 2021 Spring Conferences; Public Grievance Mediator; Instructor Civil Apprenticeship Program, Coach/Mentor Civil Mediation Training

Bergen County Mediators Peer Consultation Groups, Civil and Family

Bergen County Bar Association – Construction and Dispute Resolution Committees

Women Lawyers in Bergen – Bylaws Committee

The Justice Marie L. Garibaldi American Inn of Court for ADR – Jeydel Award Committee

Sidney Reitman Labor & Employment Inn of Court

New Jersey City University Institute for Dispute Resolution – Chair of Steering Committee on Thought Leadership and Program Experiences: 2020-Present

SPEAKING ENGAGEMENTS

“Ethics in Mediation – 2021 NJAPM Annual Conference,” Panelist, New Jersey Association of Professional Mediators (NJAPM), Nov 2021

“ADR DAY Annual Conference: Civil Arbitration and Mediation,” Moderator, New Jersey Institute of Continuing Legal Education (NJICLE), Sep 2021

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- “Mediating Emotionally-Charged Cases,” Speaker, Union County Superior Court - New Jersey, Aug 2021
- “The Importance of Developing Cultural Competency in ADR,” Speaker, Justice Marie L. Garibaldi American Inn of Court for Dispute Resolution, Jul 2021
- “Top Ten Tips for Mediating Business Disputes; Mediating Rule 1.40 Cases: Common Problems and How to Handle Them; Moderator/Speaker, NJAPM, May 2021
- “Cyber Dangers & Consequences,” Speaker, New Jersey State Bar Foundation, Apr 2021
- “Cultural Competency in Alternative Dispute Resolution,” Panelist, NJAPM, Mar 2021
- “The Dangers of Cyber Behaviors,” Speaker, Women Lawyers in Bergen, Mar 2021
- “Diversity in ADR,” Speaker, Association of Corporate Counsel – New Jersey, Mar 2021
- “Negotiating From A Position of Strength Webinar,” Speaker, NJAPM, Feb 2021
- “Employment Arbitration Agreements in New Jersey: The Evolution Continues,” Panelist, NJICLE, Nov 20
- “2020 NJAPM Annual Conference,” Moderator/Panelist, NJAPM, Nov 2020
- “Effective Mediator Strategies in a Remote World,” Panelist, NJICLE, Sep 2020
- “Hot Tips in Labor & Employment Law,” Panelist, NJICLE, Jun 2020
- “Ethics in ADR: The Ultimate Guide for New Jersey Attorneys,” Panelist, NJICLE, Nov 2019
- “Mediator Ethics,” Program Creator and Panelist, NJAPM Annual Conference, Nov 2019
- “Legal Consequences of Sexting, Cyberbullying & Cyber-harassment,” Speaker, Montclair State University, Nov 2019
- “Mediating Emotionally Charged Disputes,” Speaker, New York Law School, Oct 2019
- “What Attorneys and Parties want from Their Mediators,” Moderator and Co-Chair, NJAPM Fifth Annual Civil & Divorce Seminar, Jun 2019
- “Mediating Sexual Harassment Cases,” Guest Speaker, American Bar Association Dispute Resolution Section Employment Committee Quarterly Meeting, May 2019
- “19th Annual Continuing Education Mediation Seminar,” Panelist, Superior Court of New Jersey, Union County, May 2019
- “Ethical Concerns in ADR: Getting to ‘Yes’ without Getting into Trouble,” Program Creator and Panelist, New Jersey State Bar Association Annual Conference, May 2019
- “Women, Business & Conflict,” Moderator and Co-Chair, New Jersey City University School of Business Institute of Dispute Resolution, Dec 2018
- “Common Civil Mediation Mistakes of Attorneys & Mediators,” Creator and Presenter; “Ethics Plenary Session,” Panelist; NJAPM Annual Conference, Nov 2018
- “Ethics Challenge Game Show in ADR,” Creator and Presenter, New York State Bar Association Fall Conference, Oct 2018
- “The Legal Aspects of Sexting & Cyberbullying,” Presenter, Rutgers New Jersey Medical School, Oct 2018
- “Ethical Traps Attorneys, Mediators & Arbitrators Need to Avoid in ADR,” Moderator and Panelist: Wilson Elser Moskowitz Edelman & Dicker LLP, Sep 2018; Dispute Resolution Section NJSBA, Mar 2018; Garibaldi American Inn of Court for Dispute Resolution, Jan 2018; NJSBA Annual Conference, May 2017

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- “Mediate That! A Rule 1:40 Primer for Employment Lawyers,” Panelist, NJICLE, Jan 2018
- “Ethics For All,” Presenter and Moderator, NJAPM Annual Conference, Nov 2017
- “Handling Animal Issues Through ADR: What Every Lawyer Should Know,” Moderator, NJICLE, Nov 2016
- “Mediation Advocacy,” Panelist, New Jersey State Bar Association Annual Conference, May 2016
- “Judiciary Foreclosure Mediation Program in New Jersey,” Presenter, New Jersey Association of Professional Mediators Bergen Peer Group, Jun 2014
- “Ethics Challenges for Mediators,” Presenter, NJAPM Annual Conference, Nov 2013
- “Intro to Mediation & Alternative Dispute Resolution,” Presenter, William Paterson University, May 2012
- “What Can Mediation Do For You and Your Clients?” Two-Part Seminar, Presenter, Bergen County Bar Association, Apr, May 2011

AWARDS & PUBLICATIONS

- 2019 James B. Boskey—ADR Practitioner of the Year—Award Recipient, *bestowed by NJSBA*
- “Becoming A Culturally Competent Neutral,” *New York State Bar Association Dispute Resolution Lawyer*, Vol. 14, No. 2, 2021
- “Gender Equity in 2020,” Progress But Still a Long Way To Go,” *Women in the Profession Section Newsletter*, Vol. 2, No. 1 — Fall 2020
- “Mediating Sexual Harassment and Discrimination Disputes” *New Jersey Lawyer Magazine*, April 2020
- “Gender Equity in 2019,” *Women Lawyers in Bergen Newsletter*, Fall 2019
- “Harassment in an Online World,” *New Jersey Lawyer Magazine*, October 2019
- “10 Tips For Foreclosure Mediators.” *Mediation News* – publication of NJAPM, Spring 2012
- “Top 10 Reasons to Mediate v. Litigate.” *Women Lawyers in Bergen Newsletter*, Fall 2011

MEDIA CITATIONS

- Henig, Jeffrey. “NJCU’s Institute for Dispute Resolution Hosts Int’l Video Conference on Building the Future of Global Business.” *HudsonTV.com*, 17 Sep. 2020
- Lynn, Kathleen. “When owners aren’t free agents: Town houses, condos can stymie choices.” *The Record - Real Estate Section*, 22 Jul. 2012, p. R-1.
- Lent, Liz. “Working Towards a Resolution: Mediation and Avoiding the Costly Lawsuit,” *The New Jersey Cooperator – The Condo, HOA & Co-op Monthly*, 5 Jul. 2012

INTERESTS/SKILLS

- Microsoft Office Suite
- Author: Young adult & legal suspense novels; Holocaust biography and documentary; Children’s books
- Jewish Family Services of North Jersey – Holocaust Advisory Committee 2010-present; Board of Directors 2010-16; Chair Mentoring Committee 2012-14; Chair Bylaws Committee 2014-16
- Watercolor Artist
- Certified Pet Therapy Handler
- Brown Belt in Krav Maga

PROFESSIONAL TRAINING

- “Dealing With Pro Se Litigants & Difficult Clients,” Sidney Reitman Labor & Employment Inn of Court, Oct 2021
- “Collaborative Law and ADR,” Garibaldi American Inn of Court in Dispute Resolution, Oct 2021
- “Best Practices: Roundtable on Different Approaches to Arbitration,” New York State Bar Association (NYSBA) Sep 2021

"Mediation Programs in Federal Courts in New York," New York Law School, Sep 2021
 "ADR Day Annual Conference Civil Arbitration & Mediation" New Jersey State Bar Association (NJSBA) Sep 2021
 "Dealing With Cyber Attacks, The Financial Industry and You – What You Need to Know to Protect Your Clients' Information," NJSBA, Aug 2021
 "Union County Annual Mediation Seminar," Union County Superior Court, Aug 2021
 "FINRA Arbitration: Advice From the Experts," NYSBA, Jun 2021
 "NJAPM Sixth Annual Civil & Divorce Mediation Seminar," New Jersey Association of Professional Mediators (NJAPM), Jun 2021
 "Cutting Edge Issues in Commercial Arbitration," New York Law School, Apr 2021
 "Ageism and Diversity," Women Lawyers in Bergen, Apr 2021
 "2021 AAA-ICDR Panel Conference," American Arbitration Association (AAA), Mar 2021
 "Use of Experts and Expert Testimony in Employment Litigation," Sidney Reitman Labor & Employment Inn of Court, Feb 2021
 "Cultural Competency in ADR (Two-Part Program,)" NJAPM, Feb, Mar 2021
 "Diversity and Inclusion: Committing to Disability Inclusion in the Legal Profession," ABA, Jan 2021
 "The International Institute of Conflict Prevention and Resolution Annual Meeting 2021," CPR, Jan 2021
 "Agreements To Arbitrate," Garibaldi American Inn of Court in Dispute Resolution, Dec 2020
 "Fordham Conference on International Arbitration & Mediation," Fordham Law School, Nov 2020
 "The Good, The Bad, The Ugly of Virtual Arbitrations," AAA and NJSBA, Nov 2020
 "Panel-Appointed Experts Hot Tubbing: Arbitrator Debate," Silicon Valley Arbitration & Mediation Center, Nov 2020
 "Anti-Racism and the Mediator's Role," Eastern District New York/Columbia Law School, Nov 2020
 "2020 NJAPM Annual Conference," NJAPM, Nov 2020
 "NELA Annual Conference," New Jersey Chapter of the National Employment Lawyers Association, Oct 2020
 "Winning Communication Strategies: Building Rapport and the Strategic Art of Listening," The Justice Marie L. Garibaldi American Inn of Court for Dispute Resolution (Garibaldi Inn of Court), Oct 2020
 "Alimony and Cohabitation: How to Settle Complex Cases," NJAPM, Oct 2020
 "ADR from Near and Far–Dispute Resolution in a Socially Distant Environment, Mandatory Employment Arbitration Clauses - How to Draft, Enforce, Mediating and Arbitrating Family Cases Under the New Normal, Effective Cybersecurity Strategies for ADR Practitioners," NJ Institute of Continuing Legal Education (NJICLE), Sep 2020
 "Emotions: The Secret Path to Resolution," Garibaldi Inn of Court, Sep 2020
 "Hot Tips in Labor & Employment Law," NJICLE, Jun 2020
 "Issues in Residential Home Construction," Bergen County Bar Association (BCBA), Jun 2020
 "Construction Law Forum 2020," NJICLE, Jun 2020
 "Presumptive ADR in New York Courts," New York Law School, Jun 2020
 "Update on Federal & New Jersey Arbitration Law," Garibaldi Inn of Court, Jun 2020
 "ABA 22nd Annual Spring Conference: Special Powers of the Arbitrator & Tips for the Arbitration Hearing, Arbitration Law Update, Overcoming Mediation Cultural & Language Barriers, The Jazz of Mediation, Technology Enhanced Mediation & Ethics in ODR, Handling Mediation Unruliness & Appellate Mediation Innovations, Mediating the Political Divide," ABA, May 2020
 "Workplace Harassment Law: Update 2020," NJICLE, Apr 2020
 "International ADR: Around the World in 80 Minutes," Garibaldi Inn of Court, Apr 2020
 "Comparison of NJ and MD Court-Annexed Arbitration & Mediation Programs," Garibaldi Inn of Court, Feb 2020
 "Multiparty Environmental Disputes," Pollack Environmental Inn of Court & Garibaldi Inn of Court, Jan 2020
 "Construction Arbitration: Protecting Your Clients," BCBA, Nov 2019
 "Ethical Challenges in ADR," NJICLE, Nov 2019
 "NYSBA Dispute Resolution Fall Meeting: Future of ADR," NYSBA, Oct 2019:
 "Mediation Manipulation," US District Court for the Eastern District of New York & Columbia Law School, Oct 2019
 "Commercial Arbitration Training – 3 Days," NYSBA, Jun 2019
 "ADR Day 2019: Arbitration Ethics, Getting Past Impasse, International Commercial Arbitration, DR in Sexual Harassment Cases, View from Federal & State Benches," NJSBA, Jun 2019
 "NJSBA Annual Meeting in AC: Trends in the Enforceability of Arbitration Agreements, US Supreme Court from the Inside, Settlement Negotiation Tools in Workplace Mediation, Responding to Allegations of Ethical, Criminal or Sexual Misconduct, Modification & Termination of Alimony, Family Law Bench Bar Conference" NJSBA, May 2019
 "NYSBA Arbitration Program," Fordham Law School & NYSBA, Mar 2019
 "Technology in ADR," NJSBA, Mar 2019
 "Ethical Guidelines in Handling Third Party Litigation Funding," Garibaldi Inn of Court, Mar 2019

"NYSBA Annual Meeting 2019: Navigating ADR Through the #MeToo Movement & the Legislative Response, The Power of Inclusion: Treating Others Well Enhances Our Well-Being," NYSBA, Jan 2019
"Electronically Stored Information - What Neutrals Need to Know," Garibaldi Inn of Court, Jan 2019
"Cybersecurity, Privacy & Metadata for Mediators," Bergen Mediators' Peer Consultation Group, Dec 2018
"Arbitrator Performance," American Arbitration Association, Sep 2018
"Multiparty Mediations," Garibaldi Inn of Court, Sep 2018
"Mixing Modes: Interplay Between Mediation, Evaluation and Arbitration," Garibaldi Inn of Court, May 2018
"Mediation of New Jersey Employment Law Cases: A Trial Lawyer's Perspective," NJICLE, May 2018
"Union CDR 18th Annual Continuing Education Mediation Seminar," Supreme Court of NJ Board of CLE, May 2018
"4th Annual Civil and Divorce Mediation Seminar," NJAPM, Apr 2018
"Arbitrator Retraining," Passaic County Bar Association, Mar 2018
"Gain the Edge! Negotiation Strategies for Lawyers," NJICLE, Dec 2017
"Arbitration Technopolis: Tips, Tools and Technology," New York International Arbitration Center, Nov 2017
"Hot Topics in Special Education Law 2017," NJICLE, Oct 2017
"Developments and Trends in International ADR," Garibaldi Inn of Court, Sep 2017
"Arbitration Fundamentals & Best Practices for AAA Arbitrators," American Arbitration Association (AAA) Sep 2017
"Important Economic Divorce Considerations," Bergen Mediators' Peer Consultation Group, Aug 2017
"2017 Family Law Summer Institute," NJICLE, Jul 2017
"Guardianships of the Elderly: Legal and Ethical Issues," Women Lawyers in Bergen, Jun 2017
"Advanced Civil Mediation Training," New Jersey Office of Dispute Settlement (NJODS), Jun 2017
"6-Hour Divorce Supplemental Training," NJAPM, May 2017
"Ethical Traps Attorneys Need To Avoid in ADR," NJSBA Annual Conference, May 2017
"Implicit Bias and How to Combat It," Garibaldi Inn of Court, Apr 2017
"How to Handle the Fallout from Badly Drafted Arbitration and Mediation Clauses," NJSBA and AAA, Apr 2017;
"National Employment Lawyers Association New Jersey Chapter Annual Conference," NJICLE, Apr 2017
"How Insurance Companies Settle Claims," Garibaldi Inn of Court, Mar 2017
"Is Consumer Arbitration Giving Business Arbitration a Black Eye?" Garibaldi Inn of Court, Jan 2017
"FINRA Securities Arbitration," NJCU School of Business IDR, Dec 2016
"New Jersey Arbitration Trends," Garibaldi Inn of Court, Nov 2016
"Commercial Damages – Cost Benefit Analysis," NJSBA, Oct 2016
"Hostage Negotiation Tools for Mediators & High-Risk Conflict Resolution," Garibaldi Inn of Court, Oct 2016;
"Global Pound Conference," NYC, JAMS, Sep 2016
"Conflict Resolution Symposium: Conflict in the Workplace," NJAPM, Jul 2016
"NJCU ADR & IMI Day: International Mediation Today, Handling the Challenge of Implicit Bias in ADR," Jun 2016
"Secrets of Effective Negotiation," NJSBA, Mar 2016
"Preparing for Complex Business or Construction Mediation," NJAPM, Jun 2015

In addition, from 1997-2015, attended numerous programs, seminars and training in various substantive areas pertaining to civil, commercial and family litigation, negotiation and dispute resolution.