

**JILL HAMILL SOPHA, J.D., SHRM-SCP**

*Attorney Mediator*

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**PROFESSIONAL EXPERIENCE**

**SOPHA MEDIATION LLC**

*Owner and Managing Director*

**April 2016 – Present**

As a full-time attorney mediator, Jill combines her legal experience with her passion to help parties find resolutions to disputes and litigation through mediation.

Jill has 25 years of experience practicing as an attorney. She has crafted resolutions to hundreds of disputes ranging from informal complaints to administrative charges and state and federal litigation.

Jill is a member of the National Association of Distinguished Neutrals (NADN). NADN is a professional association of ADR professionals, and membership is by invitation only. All Academy members have been found to meet stringent practice criteria, and are amongst the most in-demand neutrals in their respective states. Click [here](#) to see Jill's NADN profile.

Jill is also a member of the nationally recognized Association of Attorney Mediators (AAM). AAM is a group of self-selected dispute resolution professionals who meet qualification and ethical standards for their practice. For disputes covered by the American Arbitration Association (AAA), Jill is on the panel of AAA-approved employment mediators.

In addition to her mediation practice, Jill is an Adjunct Professor at Marquette Law School, where she teaches law students how to effectively advocate for their clients in a "Mediation Advocacy" workshop. Jill has also co-taught a "Negotiation" workshop, and is an Adjunct Professor at the University of Wisconsin – Milwaukee's School of Continuing Education where she teaches Human Resource professionals on conducting investigations and employment law basics.

Jill is a frequent speaker on topics involving mediation, with a particular focus on avoiding and resolving conflict and litigation.

**MARQUETTE UNIVERSITY LAW SCHOOL**

*Adjunct Professor, Mediation Advocacy and*

*Negotiations (co-taught with Professor Andrea Schneider)*

**August 2017 - Present**

**UNIVERSITY OF WISCONSIN –MILWAUKEE,**

<b>SCHOOL OF CONTINUING EDUCATION</b> <i>Adjunct Professor, Conducting HR Investigations and Employment Law for the HR Professional</i>	<b>December 2017 - Present</b>
<b>RESOLUTE SYSTEMS, INC.</b> <i>Contract Mediator</i>	<b>2016- Present</b>
<b>WISCONSIN SPECIAL EDUCATION MEDIATION SYSTEM (WSEMS)</b> <i>Contract Mediator</i>	<b>2017-Present</b>
<b>HARLEY-DAVIDSON MOTOR COMPANY</b> <i>Chief Counsel, Human Resources</i>	<b>January 2003 – April 2016</b>

Jill acted as the primary strategic and day-to-day legal advisor and problem-solver responsible for ensuring fairness, consistency and defensibility of all employment actions. Specifically, Jill:

- handled all HR-related litigation, administrative charges, DOL inquiries, OSHA citations, government audits and other employment-related inquiries and disputes
- guided HR professionals daily to ensure legal compliance as well as fairness and consistent application of HR policies for thousands of employees globally
- developed and implemented the Company’s global HR Compliance program
- led a team of HR professionals responsible for HR service delivery and acted as a day-to-day advocate for fair and consistent treatment of employees

<i>Contractor/Consultant – Employment Law</i>	<b>2001-2002</b>
<b>REINHART BOERNER VAN DEUREN S.C. – Madison, WI</b> <i>Associate – Labor and Employment</i>	<b>1999–2001</b>
<b>NEAL GERBER &amp; EISENSBERG LLP – Chicago, IL</b> <i>Associate – Labor and Employment</i>	<b>1998-1999</b>
<b>KATTEN MUCHIN ROSENMAN LLP – Chicago, IL</b> <i>Associate – Labor and Employment and Litigation</i>	<b>1996 – 1998</b> <b>Summer 1995</b>

### EDUCATION AND BAR ADMISSIONS

#### UNIVERSITY OF WISCONSIN LAW SCHOOL, J.D., 1996

- Degree Awarded *cum laude*
- Senior Editor, Wisconsin International Law Journal

## **UNIVERSITY OF WISCONSIN BUSINESS SCHOOL, BBA (Business Administration), 1993**

- Degree Awarded with Distinction

### **WI 1996**

- U.S. District Court, Eastern District of WI 2001
- U.S. District Court, Western District of WI 2001

### **IL 1996 (currently inactive in IL)**

- U.S. District Court, Northern District of IL 1996

## **CERTIFICATIONS**

- **Wisconsin Special Education Mediation System (WSEMS) Mediator Training (5 days)**  
– September 2017
- **Mediating the Litigated Case (6 days); Strauss Institute at the Pepperdine School of Law, Malibu CA** – August 2016
- **Center for Conflict Resolution’s 40-Hour Performance-Based Mediation Skills Training** – April/May 2016
- **Society for Human Resource Management – Senior Certified Professional (SHRM-SCP)** – 2015

## **PROFESSIONAL BOARD POSITIONS AND MEMBERSHIPS**

- **National Association of Distinguished Neutrals (NADN);** click [here](#) to see Jill’s NADN profile.
- **American Arbitration Association (AAA) Employment Mediator Panel**
- **Association of Attorney Mediators (AAM)**
- **Wisconsin Bar Association (WBA)**
  - Labor and Employment Law Section, Chair Ex-Officio (2021-22)7Chair (2020 – 21), Vice-Chair (2019 - 20), Secretary/Treasurer (2018 - 19); Board of Directors (2017 – Present)
  - Dispute Resolution Section, Board of Directors (2017 – 20)

- **American Bar Association (ABA)**
  - Labor and Employment Law Section, Member
  - Dispute Resolution Section, 2017 Regional Coordinator for Mediation Week
  - Women in Dispute Resolution (WIDR), Member
- **Milwaukee Bar Association (MBA)**
  - Labor and Employment Section, Co-Chair (2107 - 20)
- **Eastern District of Wisconsin Bar Association (EDWBA)**
- **Association of Women Lawyers (AWL)**
- **Wisconsin Association of Mediators (WAM)**
- **Labor and Employment Relations Association (LERA)**
- **Society of Human Resource Management (SHRM)**

#### **VOLUNTEER BOARD EXPERIENCE**

**META HOUSE, Board Engagement Director (2019 – Present), Board Member (2015 – Present)**

Meta House is a Milwaukee-based non-profit organization that provides unique treatment settings and a continuum of care to meet the needs of women and their children during the process of recovery from drug and/or alcohol abuse.

**PEARLS FOR TEEN GIRLS, INC., Board Member (2005 - 14)**

PEARLS is a Milwaukee-based non-profit organization that serves at-risk girls. PEARLS helps girls achieve in school, avoid teen pregnancy, and use their personal power to achieve their goals and dreams.