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EDUCATIONAL BACKGROUND: University of Cincinnati, B.A. Economics, 1965; University of Cincinnati College of Law, J.D., 1968; Board of Editors, Cincinnati Law Review; Order of the Coif.

GENERAL LEGAL EXPERIENCE: More than thirty years experience as a trial attorney specializing in various types of litigation including corporate-business, real estate, personal injury, wrongful death, product liability, insurance, domestic relations, banking, commercial, bankruptcy, antitrust, building and construction, employment, and securities; former member of the Board of Directors and Chairman of the Litigation Department of the firm of Strauss & Troy, L.P.A.; civil and commercial arbitrator for the American Arbitration Association (AAA), the Center for Resolution of Disputes, Financial Industry Regulatory Authority (FINRA), and the National Arbitration Forum; privately selected arbitrator and mediator in civil, employment, commercial and domestic relations matters; served as attorney for various litigants (both for claimants and respondents) in arbitrations involving negligence, insurance, contracts, multi-employer pension plans, commercial disputes, securities, construction and employment matters; member of many legal and professional organizations and associations; recipient of the highest legal ability rating from Martindale Hubbell Law Directory; speaker at many legal seminars; and one of seven recipients of the 2005 and 2006 "Ohio Superlawyer" designation under the practice area of ADR Arbitrator/Mediator. Selected for inclusion in 2009-12 editions of *The Best Lawyers in America and Best Lawyers in Cleveland*, in the specialty of Alternative Dispute Resolution.

EMPLOYMENT LAW EXPERIENCE: Trial attorney in federal and state court litigation, including appellate courts, representing employees and employers; practice before government agencies including the NLRB, EEOC and OCRC; familiar with discrimination issues involving all statutory rights; negotiator of collective bargaining agreements in the paper converting and manufacturing industries and distribution industries; former adjunct professor of law at the University of Cincinnati College of Law in the field of arbitration and mediation; active lecturer at seminars in the fields of employment law, labor law and alternative dispute resolution; former member of the Board of Governors of the Industrial Relations Research Association (IRRA) (Cincinnati); member of IRRA Cleveland; Public Sector Labor Relations Association (PSLRA) (Past President); member of the Regional Advisory Board of the Labor Law Committee of AAA, Cincinnati office; member of AAA employment and labor panels; certified specialist in the field of labor and employment law by the Ohio State Bar Association.

LABOR ARBITRATION/MEDIATION EXPERIENCE: Practicing labor arbitrator since 1984 and mediator since 1997 in the public and private sectors with continuous selections from the panels of AAA and FMCS; listed on the panels of the National Mediation Board (NMB), Arbitration and Mediation Services (AMS), Ohio State Employment Relations Board (SERB), and the Ohio Office of Collective Bargaining (OCB); permanent panelist under existing collective bargaining agreements; experienced fact-finder, mediator and conciliator in the public sector under the panels of SERB; arbitrator of fair share determinations involving various labor organizations; recipient of the 1998 AAA Crystal Owl award and member of the National Academy of Arbitrators (NAA).