



RANDE S. SOTOMAYOR - BIOGRAPHICAL INFORMATION

With over 35 years of civil litigation, business, and dispute resolution experience, Rande Sotomayor takes a down-to-earth, common-sense approach to helping people solve problems and conflicts. Tenacious, intuitive, and with exceptional ability to perceive and manage the emotional component of any conflict, Rande's approach delivers consistently excellent results.

With significant trial, arbitration, and appellate experience, Rande has helped parties resolve hundreds of disputes, with specialties in the following subjects:

- **PERSONAL INJURY** (auto and other vehicular accidents, premises liability, pedestrians, family issues, product liability, public property)
- **INSURANCE** (ERISA benefits, disability, life, AD&D, coverage, general commercial liability, directors' and officers' coverage, additional insureds, home warranty)
- **REAL ESTATE** (commercial, residential, purchase/sale, nondisclosure, deposits, real estate development, mold, quiet title, HOA disputes, offer/acceptance, brokers and agents, construction, landlord/tenant, warranty of habitability, wrongful eviction, boundary disputes, neighbor disputes, eminent domain, land use, nuisance, lender liability, creditors' rights, property damage)
- **EMPLOYMENT** (wrongful termination, discrimination, wage and hour, accommodation, ERISA benefits and union issues, retaliation claims, workplace disputes, breach of contract, defamation, non-compete agreements, proprietary information and trade secrets)
- **BUSINESS/CONTRACTS** (partnership disputes, financial institutions, lending administration, predatory lending, family business, breach of contract, unfair trade practices, Business & Professions Code 17200, consumer, tort claims)
- **CIVIL RIGHTS & PUBLIC LAW** (excessive force, false arrest, assault and battery, dangerous condition of public property, federal, state, and local jurisdictions, First Amendment, residency restrictions, land use restrictions)

LEGAL AND ADR EXPERIENCE

2016 – 2020	Professional mediator/judge, International Chamber of Commerce (ICC) International Commercial Mediation Competition in Paris, France. Invited for 2019. Co-Coached Loyola Law School Mediation Team for 2019 and 2020 Competitions.
1999 – Present	Mediator, Conflict Management Consultant, Negotiation Advisor, and Arbitrator (over 280 hours of continuing mediation and arbitration education and training)
2010 – Present	Principal, Sotomayor Law – Mediator, Conflict Resolution Consultant, Negotiation Advisor, Attorney, and Arbitrator
2015 – Present	Panel Mediator, California Association of Realtors, Mediation Center for Consumers
2013 – Present	Panel Mediator, U.S. District Court for the Central District of California
2014 – 2017	Panel Mediator, Community Associations Institute – Greater Los Angeles Chapter
2004 – 2013	Mediator and Arbitrator, Los Angeles County Superior Court
2008 – 2010	Burke, Williams & Sorensen, LLP (following merger with Bannan, Frank & Terzian) – Partner in 85-attorney business & litigation law firm
1996 – 2008	Bannan, Frank & Terzian, LLP - Of Counsel & Partner in 12-attorney litigation law firm
1983 – 1996	Adams, Duque & Hazeltine - Associate & Of Counsel in 100-attorney business & litigation law firm



Sotomayor Law

Rande S. Sotomayor, Esq.

Mediation, Arbitration and Business Dispute Services



INDUSTRY RECOGNITION

- Fellow, International Academy of Mediators (invitation-only organization whose members adhere to the highest practice and ethical standards)
- Selected to elite international working group on training over 130 international mediators to judge and mediate the 2018 ICC International Commercial Mediation Competition in Paris, France
- Selected as one of five judges for the Final Competition Match at the 2018 ICC International Commercial Mediation Competition
- Selected for the 2017-2020 Southern California Super Lawyers lists in Alternative Dispute Resolution
- Martindale-Hubbell AV Preeminent Rating (Peer-Rated for Highest Level of Professional Excellence)
- Named a Top Attorney by *Pasadena Magazine*, 2016-2019.

EDUCATION

1983 – J.D., Washington University in St. Louis; Notes and Comments Editor, *Washington University Law Quarterly*

1980 – B.A., Duke University, *Magna Cum Laude*

PROFESSIONAL AND CHARITABLE ASSOCIATIONS

International Academy of Mediators; Los Angeles County Bar Association; Pasadena Bar Association; American Bar Association, Dispute Resolution Section; Southern California Mediation Association; IVAMS Arbitration & Mediation Services. Board Member, Pasadena Senior Center. Past Board Member, San Gabriel Chamber of Commerce. Past President, National Charity League, Pasadena Area Chapter.

PUBLICATIONS

- “The best worst thing to happen to California lawyers in 2019 - Disclosure to Clients of Mediation Confidentiality under Evidence Code Section 1129 Requires A Written Disclosure to Clients before Mediation,” *Advocate*, August 2019
- “Notre Dame and the forces in mediation,” *Los Angeles Daily Journal*, April 18, 2019
- “Transforming a Mediation into a Positive Outcome for All Parties,” *Los Angeles Lawyer*, July/August 2017
- “Effective Mediation Briefs,” *California Lawyer*, August 2014
- “Practical Advice for Getting Results in Business Mediation,” *Big News for Solo & Small Firms* (CA State Bar), Summer 2014

SPEAKING ENGAGEMENTS

- California Evidence Code Section 1129 – An Opportunity to Strengthen the Attorney-Client Relationship, San Gabriel Valley Bar Ass’n, May 2019
- Culture and Implicit Bias – Strategies to Improve Practice in Mediation and Beyond. Lewis Brisbois Bisgaard & Smith LLP, January 2019. Giovanniello Law Group, March 2019.
- Cross-Cultural Issues In Mediation: What Is Culture, Does It Affect Negotiations in Mediation, and How Can We Use It to Improve the Mediation Process and the Outcome? Western San Bernardino County Bar Association, September 2018.



- Mediation Basics: What, When, Who, & How? New Attorney Academy, Riverside County Bar Association & Riverside County Superior Court, February 2018
- Panel trainer of 130+ mediators from over 30 countries in judging and mediating at the 13th International Chamber of Commerce Commercial Mediation Competition in Paris, France, February 2018.
- Is Mediation Confidentiality Important To You? A Discussion of California's Proposed Exception for Alleged Attorney Malpractice, Pasadena Bar Association, December 2017.
- Cross-Cultural Issues in Mediation: What Is Culture, Does It Affect Negotiation in Mediation, and How Can Mediators Use It to Improve the Process and the Outcome? – ADR Program, U.S. District Court (C.D. Cal.) (MCLE), November 2017.
- How to Succeed in Mediation 2017 – MCLE presentation for the San Gabriel Valley Bar Association, November 2017.
- Real World Mediation Problems with Cross-Cultural Barriers – Guest lecturer in Loyola Law School class, Cross-Border & Cross-Cultural Dispute Resolution, October 2017.
- Transformative Moments in Commercial Mediation – Techniques for Success – Presented MCLE Workshop at the Southern California Mediation Association's 29th Annual Fall Conference, October 2017.
- Business Foundations: Conflict Consciousness, Mediation Mentality, & Resourceful Resolution – Guest Lecturer in undergraduate business class on Interpersonal Competence, Influence, & Development, March 2017.
- “THEORY of MED-ARB & ARB-MED: Why? Where? When?” International panel presentation as part of program entitled “MED-ARB/ARB-MED: MAKING DISPUTE RESOLUTION FASTER, CHEAPER, BETTER,” at the Chartered Institute of Arbitrators (CIArb), Toronto Chapter's Fall 2016 Symposium.
- Navigating Family and Divorce Issues in Psychotherapy, 2016. Panel presentation for marriage and family therapists to better understand their clients' experiences facing divorce, other family conflicts, mediation, legal processes, financial issues, and obstacles to decision-making. California Association of Marriage and Family Therapists, San Gabriel Valley Chapter.
- Resolution – What Happens When A Family Decides to Dissolve? – Guest Lecturer for undergraduate Psychology class in Divorce at California State University, Los Angeles, 2016.
- How to Succeed in Mediation, 2016. Presented MCLE program addressing issues including when to mediate, choosing a mediator, preparing for mediation, mediation confidentiality, joint sessions, dealing with unrepresented parties, mediator's proposals, and handling negotiations when cases do not resolve in mediation.
- Elder Care Planning Community Seminar, Arcadia, CA, 2016. Contributed discussion about mediation for families confronting conflict on issues of elder care, estate planning, and distribution of assets under wills and trusts.



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- Keeping Negotiations on Track – How to Manage Conflicts before Claims Arise, for Real Estate Professionals, 2015. Presented program on negotiating techniques to de-escalate conflict and create win-win deals; dealing with difficult personalities; handling emotions in negotiation; techniques to save a deal and lead to more referrals.
- Mediation Basics, 2015. Presenter & Moderator, San Gabriel Chamber of Commerce Legal Education Forum.
- Mediation Q & A, 2014. Presenter, San Gabriel Chamber of Commerce Legal Education Forum.
- Negotiation Tactics: “Puffing” vs. Misrepresentation in Mediation, 2014. Presenter, The Esquire Network
- What Is Mediation? Presenter, West Los Angeles Chamber Legal Education Panel, 2014.