



## Rebecca Callahan, Esq.

**Mediator – Arbitrator - Discovery Referee**

American Arbitration Association, Mediator / Arbitrator  
American College of E-Neutrals, Fellow  
College of Commercial Arbitrators, Fellow  
California Court of Appeal, 2<sup>nd</sup> District, Panel Mediator  
Orange County Bar Association, ADR Section, Past Chair  
Orange County Bar Association, Past Director  
Pepperdine University School of Law, Adjunct Professor  
Pepperdine / Straus American Inn of Court for Dispute  
Resolution, Founding Member & Secretary  
United States District Court, Central District of California,  
Panel Mediator

Ms. Callahan is a 30-year, AV rated attorney who has practiced in Orange County, California her entire career, and handled complex business litigation matters in state and federal courts throughout California and many out-of-state jurisdictions. This experience covered a broad spectrum of industries and subject matters – including business/commercial contracts, commercial lending, commercial leasing, equipment leasing, intellectual property, purchase and sale of businesses, partnership dissolution, financial elder abuse, employer / employee relations, franchisor-franchisee relations, real property purchase, sale and development, probate and wills and trusts disputes.

For the past 20 years, Ms. Callahan has been engaged in alternative dispute resolution work as a mediator, arbitrator, settlement advisor and arbitration consultant. She has been in the ADR trenches and knows how to put theory into practice. In this regard, Ms. Callahan is known for her advance preparation, creative thinking, high energy, and collaborative style, as well as her ability to bring difficult disputes to a close in an efficient, economic, thoughtful and fair manner.

Ms. Callahan is a recognized expert in the field of dispute resolution. She teaches Arbitration and Mediation as an adjunct professor at Pepperdine School of Law / Straus Institute, and is also on the Faculty of the American Arbitration Association University where she presents skills training courses on various arbitration and mediation topics. Additionally, Ms. Callahan speaks, writes and contributes to various advanced-topic book publications, workshops and projects aimed at advancing awareness and understanding of the many alternatives to litigation available to disputing parties and providing attendees with strategies and tools to be successful in mediation and arbitration as both neutrals and advocates. Most recently, Ms. Callahan has been invited to join the College of Commercial Arbitrators.

Ms. Callahan received her JD from the Cal Berkeley (Boalt Hall) and her undergraduate degree from USC. In 2007, she earned an LLM in Dispute Resolution from Pepperdine University School of Law / Straus Institute. She is a Past Chair of the ADR Section of the Orange County Bar Association and just completed a three-year term as an elected member of the Board of Directors of the Orange County Bar Association. She is currently serving as a founding member and Secretary of the Pepperdine / Straus American Inn of Court for Dispute Resolution. *[Continued on Next Page]*

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**AREAS OF SPECIALIZATION**

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- Banking & Finance
- Business/Commercial Contracts
- Business Dissolution & Windup
- E-Discovery Disputes
- Employment
- Wills and Trusts Disputes
- Financial Elder Abuse
- Fraud / Misappropriation / Tracing Disputes
- Insolvency & Bankruptcy Litigation
- Real Property

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**EDUCATION**

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University of California, Berkeley, J.D.  
University of Southern California, B.A.  
Pepperdine University School of Law / Straus Institute, LL.M. in Dispute Resolution

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**ALTERNATIVE DISPUTE RESOLUTION PANELS**

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American Arbitration Association, Large Complex Case Commercial Arbitration and Mediation Panels  
United States District Court / Central District of California, Panel Mediator  
Court of Appeal / Second District, Panel Mediator  
Orange County Superior Court, Panel Mediator

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**PROFESSIONAL ASSOCIATIONS**

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American College of E-Neutrals, Fellow  
College of Commercial Arbitrators, Fellow  
Orange County Bar Association  
Director 2014-2016  
ADR Section, Seminar Chair 2013-2015  
ADR Section, Chair 2013  
Pepperdine / Straus American Inn of Court for Dispute Resolution  
Founding Member 2017  
Executive Committee Member 2017-2019  
Secretary 2017-2019  
Peter M. Elliott Inn of Court, Past President

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**COURT ADMISSIONS**

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California Bar  
U.S. Supreme Court  
Ninth Circuit Court of Appeals  
Central District, U.S. District Court  
Eastern District, U.S. District Court  
Northern District, U.S. District Court  
Southern District, U.S. District Court

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**SKILLS TRAINER / LECTURER / PRESENTER**

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American Arbitration Association University, Faculty  
Pepperdine University School of Law / Straus Institute, Adjunct Professor  
Numerous Speaking Engagements – *[Please see below for recent speaking engagements]*

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**PERSONAL**

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Married to Rich Keys, an attorney and principal of Bidna & Keys APLC  
One son, Alex Keys, an entrepreneur / business owner  
Hobbies and interests include learning new language (Spanish) bridge, the gym and walking her dogs

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## RECENT SPEAKING ENGAGEMENTS

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Rebecca has been a speaker and skills trainer for over 20 years. The following are some of her more recent speaking and training engagements:

- “Striving for Excellence: Emotional Intelligence, Personalities and the Value-Driven Mediator” (SCMA Advanced Training Program, 2018)
- “Mediating the Litigated Case” (Pepperdine University School of Law/Straus Institute, Professional Skills Program 2018)
- “Mediator Tips / 5 thoughts and perspectives on things we can do to be better at promoting and bringing about the negotiated resolution of disputes” and “Lying in Mediation / What we as mediators can do to promote honesty and candor in our mediations” Five Thoughts and Perspectives Recent Developments in Arbitration, Mediation and Settlement” (Straus Institute, Advanced Training Program for Delegation of Judges and Attorneys from India, 2018)
- “Recent Developments in Arbitration, Mediation and Settlement” (OCBA-ADR Section and Pepperdine / Straus American Inn of Court, 2018)
- “Arbitration Theory and Practice” (Pepperdine University School of Law/Straus Institute, Spring 2018)
- “Settlement Building: Effective Techniques for Advancing the Ball and Keeping it Rolling” (American Arbitration Association, 2017)
- “Arbitration Theory and Practice” (Pepperdine University School of Law/Straus Institute, Fall 2017)
- “Attacking, Defending and Drafting Arbitration Clauses” (OCBA-Employment Law Section Spring Seminar, 2017)
- “Advanced Arbitration Skills,” four-day institute (USC-JAMS 2017)
- “Recent Developments in Arbitration, Mediation and Settlement” (OCBA-ADR Section, 2017)
- “Advanced Mediation Training / Settlement Building Skills” (U.S. District Court, 2017)
- “Mediation Theory & Practice” (Pepperdine University School of Law/Straus Institute, Fall Semester 2016)
- “Advanced Arbitration Skills,” inaugural five-day institute (USC-JAMS 2016)
- “STAR: A Systematic Approach to Mediation Strategies” (Pepperdine University School of Law/Straus Institute, 29<sup>th</sup> Professional Skills Program 2016)
- “Arbitration Theory and Practice” (Pepperdine University School of Law/Straus Institute, Spring Semester 2016)
- “The Full Pinocchio - Lying for the Sake of the Deal: Is it Ever OK to Lie in Mediation?” (AAA/ICDR Annual Conference, 2016)
- “Recent Developments in Arbitration, Mediation and Settlement” (OCBA-ADR Section, 2016)
- “The Distinguishing Features of Arbitration vs. Litigation in Banking Disputes” (OCBA – Banking Law Section, 2016)
- “Essential Skills for the New Mediator!” (American Arbitration Association University, 2016)
- “Impasse: Mediating in the Red Zone” (American Arbitration Association Webinar Program, 2015)
- “E-Discovery: Arbitration in a Digital World” (American Arbitration Association, 2015)
- “Mediating the Litigated Case” (Straus, 2015)
- “Mediation Advocacy: Negotiation Tips and Perspectives to Help You Up Your Game at Mediation” (Private MCLE Seminar, 2015)
- “Recent Developments in Arbitration and Mediation Law” (OCBA -ADR Section, 2015)
- “The Full Pinocchio: Lying for the Sake of the Deal: What zeal for the deal might cause parties, attorneys and/or the mediator to do!” (ABA-Dispute Resolution Section Spring Conference, 2015 and Southern California Mediation Association Annual Conference, 2015)
- “Essential Skills for the New Mediator!” (American Arbitration Association University, 2015)

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**RECENT SPEAKING ENGAGEMENTS-continued**

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- “Are You in the Red Zone? Strategies and Tips for Understanding and Dealing with Impasse” (Elliott Inn of Court, 2015)
- “Essential Skills for the New Mediator!” (American Arbitration Association University, 2014)
- “Conducting Research & Investigations: The Arbitrator’s Authority” (American Arbitration Association, 2014)
- “Principled Deliberations: Decision-Making Skills for Arbitrators” (American Arbitration Association, 2014)
- “Recent Developments in Arbitration and Mediation Law” (OCBA -ADR Section, 2014)
- “Mediation Theory & Practice” (Pepperdine University School of Law/Straus Institute, Spring Semester 2014)
- “Recent Developments in Arbitration and Mediation Law” (OCBA -ADR Section, 2014)
- “Mediation Theory & Practice” (Pepperdine University School of Law/Straus Institute, Spring Semester 2014)
- “Recent Developments in Arbitration and Mediation Law” (OCBA-ADR Section, 2013)
- “Essential Skills for the New Mediator!” (American Arbitration Association University, 2013)
- “Lying for the Sake of the Deal: What zeal for the deal might lead us or the other side or the mediator to do! (Elliott Inn of Court Program, 2012)
- “Are Your Secrets Safe in Mediation” (OCBA Commercial Law & Bankruptcy Section, 2012)
- “Follow the Money: Tips, Strategies and Special Issues Associated with Settling Insured Claims” (OCBA - Insurance Law Section, 2012)
- “The Well Wrought ADR Clause” (ABA-Dispute Resolution Section Annual Spring Conference, 2012)
- “Economy, Speed and Justice: What Neutrals, Forum Providers, Advocates and Parties Can do to Control and Reduce the Cost of ADR Processes (OCB -ADR Section, 2012)
- “Mediating in the 21<sup>st</sup> Century: Current Topics, Trends and Strategies” (American Bankruptcy Institute, 2012)
- “Mediation Theory & Practice” (Pepperdine University / Straus Institute, Spring Semester 2012)
- “Maximizing Efficiency and Economy in Arbitration: Challenges at the Preliminary Hearing” (American Arbitration Association, 2011)
- “When the Glass is Half-Filled with Emptiness: What to Do When Insolvency or Bankruptcy Become Issues in Mediation” (OCBA ADR Section, June 2010 and ABA Dispute Resolution Annual Conference, 2011)

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**RECENT ADR ARTICLES**

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Rebecca has been frequent contributor of articles to various publications. The following are some of her more recent articles:

- “Arbitration Clauses: Hot Questions & Cool Answers / A Contemporary Look at Drafting Considerations and Opportunities” – Part 2 (Orange County Lawyer, April 2017) PDF available at [www.callahanADR.com](http://www.callahanADR.com) under *Articles & Programs*
- “Arbitration Clauses: Hot Questions & Cool Answers / A Contemporary Look at Drafting Considerations and Opportunities” – Part 1 (Orange County Lawyer, February 2017) PDF available at [www.callahanADR.com](http://www.callahanADR.com) under *Articles & Programs*
- “Facework in Mediation: The Need for ‘Face’ Time” (Orange County Lawyer, September 2016) – PDF available at [www.callahanADR.com](http://www.callahanADR.com) under *Articles & Programs*
- “Effective Use of a Forensic Accountant in Mediating Commercial Fraud Disputes” (Chapter 15 of *Fraud and Forensics: Piercing Through Deception in a Commercial Fraud Case* regarding how to use a forensic accountant at mediation) (American Bankruptcy Institute, 2015)
- “Mediation Advocacy: Negotiation Tips and Perspectives to Help You Up Your Game at Mediation,” (Orange County Lawyer, July 2015) - PDF available at [www.callahanADR.com](http://www.callahanADR.com) under *Articles & Programs*
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## RECENT ADR ARTICLES-continued

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- "Reservation Points: A Perspective on Where the 'Real' Negotiation Begins" private publication/MCLE program handout (June 2015) – PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs
- "Piercing the Veil of Mediation" (LA Daily Journal, Guest Column, May 8, 2015) - PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs
- "Mediation Confidentiality: For California Litigants, Why Should Mediation Confidentiality be a Function of the Court in Which the Litigation is Pending?" 12 Pepp. Disp. Resol. L.J. 63 (2012) – PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs
- "What's Your Client's Case Worth?" private publication/brochure (Fall 2011) – PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs
- "Let the Games Begin: Supreme Court Invites Piecemeal Litigation and Procedural Gamesmanship: A Case Note on KPMP LLP v. Cocchi" Conflict Management / ABA-Litigation Section, website publication (2011)
- "It Takes Two to Tango: How to Get the Most Out of Mediation" Daily Journal Verdicts and Settlements (May 27, 2011)
- "What's Your Client's Case Worth for Purposes of Settlement," private publication/brochure (Summer 2011) - – PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs
- "How to Get the Most Out of Your Mediation," private publication/brochure (Spring 2011) – PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs
- "The Supreme Court Erects Another Roadblock to Challenging Arbitration: A Case Note on Rent-a-Center West, Inc. v. Jackson" Conflict Management / ABA-Litigation Section, website publication (2010)
- "The Supreme Court Erects Another Roadblock to Challenging Arbitration: A Case Note on Rent-a-Center West, Inc. v. Jackson" Conflict Management / ABA-Litigation Section, website publication (2010)
- "20 Questions re Commercial Arbitration," private publication/brochure (Winter 2010) – PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs
- "20 Questions re Mediation," private publication/brochure (Fall 2010) – PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs
- "Severability Rule Expanded: Supreme Court Holds that Parties' Agreement to Delegate Questions of Arbitrability Shall be Enforced, Including Those that Go to the Validity of the Arbitration Agreement Itself," American Bar Association / Litigation Section, website publication (2010)
- "California's New Ethics Standards: A Hot Bed of Controversy and Conflicting Decisions," 5 J. Am. Arb. 295 (2006) - PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs
- "Truth or Dare: California's New Ethics Standards for Private Arbitrators," Business Law News (Issue 1 2008);
- "Arbitration v. Litigation: The Right to Appeal and Other Misperceptions Fueling the Preference for a Judicial Forum" (2006 Thesis Paper), <http://law.bepress.com/expresso/eps/1248> - PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs
- "Facework in Mediation: The Need for A Little Face Time" (2005 Paper), <http://law.bepress.com/expresso/eps/837> - PDF available at [www.callahanADR.com](http://www.callahanADR.com) under Articles & Programs

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## **HONORS & AWARDS**

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Most Settled Mediations / Santa Ana Division (2002-2003 and 2006-2007 Bankruptcy Mediation Panel)  
Most Settled Mediations / Entire District, Santa Ana and San Fernando Valley Divisions (2005-2006 Bankruptcy Mediation Panel)  
Most Frequently Chosen Mediator / Santa Ana Division and San Fernando Valley Divisions (2002-2003 and 2005-2006 Bankruptcy Mediation Panel)  
Mediation with the Most Parties / Entire District (2005-2006 Bankruptcy Mediation Panel)

*Note: Of all the court panels Ms. Callahan has participated on, only the Bankruptcy Mediation Panel handed out awards and then did so only for a period of time.*

## **ADR TRAINING**

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Advanced Mediation (Straus Institute, 3-day certificate program, 2018)  
eDiscovery Negotiation Training: Practical Cooperative Strategies (The Sedona Conference, 2-day certificate program, 2018)  
Bench-Bar Experiences with the 2015 Discovery Proportionality Amendments (Duke Law Center for Judicial Studies, 1-day program, 2017)  
Arbitrating in a Digital World: Fair & Expeditious Management of Electronic Discovery! (American College of E-Neutrals and American Arbitration Association, 2-day certificate program, 2017)  
Advanced Mediation Training (U.S. District Court, 1-day program, 2017)  
Red Flags and Risk Areas: Challenges to Arbitrator Authority (American Arbitration Association, 2017)  
Advanced Mediation Training (U.S. District Court, 1-day program, 2016)  
Advanced Arbitration Skills (University of Southern California Law School, 5-day program, 2016)  
Resolving International Commercial Disputes (AAA/ICDR, 2-hour program, 2016)  
Advanced Mediation Training (U.S. District Court, 1-day program, 2016)  
The Full Pinocchio: Is it Ever OK to Lie in Mediation? (American Arbitration Association, 2016)  
Impasse: Mediating in the Red Zone (American Arbitration Association, 2015)  
E-Discovery: Arbitration in a Digital World (American Arbitration Association, 2015)  
Advanced Mediation Training (U.S. District Court, 1-day program, 2015)  
Principled Deliberations / Decision-Making Skills for Arbitrators (American Arbitration Association, 2014)  
Mediating the Litigated Case (Straus Institute, skills course, 2014)  
Recent Developments in Arbitration and Mediation Law (OCBA-ADR Section, 3-hour program, 2013)  
Early Dispute Resolution (OCBA-ADR Section, 1-hour program, 2014)  
Advanced Mediation Training (U.S. District Court, 1-day program, 2014)  
Recent Developments in Arbitration and Mediation Law (OCBA-ADR Section, 3-hour program, 2014)  
Conducting Research and Investigations: The Arbitrator's Authority (American Arbitration Association, 2014)  
Advanced Mediation Training (U.S. District Court, 1-day program, 2013)  
Med-Arb: Is it Appropriate for a Neutral to Mediate a Case and then Hear and Decide the Case as Arbitrator? (OCBA-ADR Section, 1-hour program, 2013)  
Follow the Money: Tips, Strategies and Special Issues Associated with Settling Insured Claims (OCBA-ADR Section, 1-hour program, 2012)  
Apology, Forgiveness and Reconciliation (Straus Institute, 1-day program, 2012)  
Neuroscience and Mediation (ABA Dispute Resolution Annual Conference, 1-hour program, 2011)  
Good Judgments: Improving Assessment and Advocacy in Negotiation (ABA Dispute Resolution Annual Conference, 1-hour program, 2011)  
Ethical Dilemmas in Mediation (ABA Dispute Resolution Annual Conference, 1-hour program, 2011)  
Strategic Negotiating Skills (Straus Institute, 20-hour skills course, 2011)  
Confronting Arbitrability and Jurisdiction Issues in Arbitration (American Arbitration Association, 2011)

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## **ADR TRAINING-continued**

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Managing the Arbitration Process for Efficiency and Economy Following the Preliminary Hearing (American Arbitration Association, 2011)

The Extent or Limit of Mediator Influence to Effect Settlement (American Arbitration Association, 2011)

Dealing with Delays in Arbitration (American Arbitration Association, 2010)

Mediating in the Red Zone (Straus Institute, 20-hour skills course, 2010)

Mediating Employment, Personal Injury and Professional Liability Cases (Straus Institute, 20-hour skills course, 2009)

Negotiating Litigated Disputes – From Practical to Tactical (American Arbitration Association, 2009)

Advanced Mediation Training (U.S. District Court, one-day seminar, 2009)

Fundamentals of Elder Mediation (Dana Curtis, three-day seminar, 2009)

Mediating the Complex Case (Straus Institute, 20-hour skills course, 2008)

Standards for Efficient and Cost Effective Arbitration (American Arbitration Association, 2008)

Best Practices in Commercial Arbitration (College of Commercial Arbitrators, 2007)

Mediation 120-hour Externship with Hon. Alexander Williams, III (Los Angeles Superior Court Settlement Judge), Hon. John Woolley, Ret. (JAMS), Dennis Torres (Pepperdine) (Pepperdine SOL LLM Program, 2006)

Religion and Dispute Resolution (Pepperdine SOL LLM Program, 2006)

International Commercial Dispute Resolution (Pepperdine SOL LLM Program, 2006)

Negotiation and Advocacy (Pepperdine SOL LLM Program, 2006)

Thesis Presentation Project (Pepperdine SOL LLM Program, 2006)

Arbitrator Level II Training (American Arbitration Association, 2006)

Cross-Cultural Negotiation (Pepperdine SOL LLM Program, 2006)

Arbitration Practice (Pepperdine SOL LLM Program, 2005)

Interviewing and Counseling (Pepperdine SOL LLM Program, 2005)

Communication and Conflict (Pepperdine SOL LLM Program, 2005)

Social Psychology of Conflict (Pepperdine SOL LLM Program, 2005)

Arbitrator Level I Training (American Arbitration Association, 2005)

Safeguarding, Deciding and Writing Awards (American Arbitration Association, 2005)

Arbitration 120-hour Externship with Carl Ingwalson and Thomas Pistone (Pepperdine SOL LLM Program, 2005)

Independent Study Thesis Project (Pepperdine SOL LLM Program, 2005)

Mediation Seminar Class (Pepperdine SOL LLM Program, 2005)

Negotiation Skills (Straus Institute, 20-hour skills course, 2004)

Advanced Mediation Training (Straus Institute, 20-hour skills course, 1998)

Basic Mediation Training for the United States Bankruptcy Court's Inaugural Mediation Panel (Straus Institute, 40-hour skills course, 1995)

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