

Professional Resume

Robert L. Arrington

Current Employer-Title: Wilson Worley PC - Shareholder

Profession : Attorney

Work History: Shareholder, Wilson Worley Moore Gamble & Stout, P.C. (Now Wilson Worley PC), 2005-present; Shareholder/Partner, Moore Stout Waddell & Ledford, P.C., 1975-05.

Experience : Engaged in employment law and litigation and in commercial litigation.

Employment Law Experience: Employment law experience includes employment discrimination (Americans with Disabilities Act, Title VII, Equal Pay Act, THRA, Age Discrimination in Employment Act, and Family and Medical Leave Act), employment contracts, retaliation, enforcement of covenants not to compete and similar covenants, employee handbooks, unemployment compensation, and workplace safety, for both plaintiffs and defendants. Has represented parties to wage and hour actions, including collective actions. This has been a large part of practice since 1982.

Commercial Litigation Experience: Commercial litigation practice includes construction, lien priority, bankruptcy, collection, foreclosure, deficiency cases, inducement of breach of contract, suretyship bonding, franchise, mechanic's lien enforcement, contaminated property actions, breach of contract, corporate and partnership dissolution, shareholder derivative suits, enforcement of real estate restrictive covenants, title insurance claims, real estate commissions, and lender liability, both for plaintiffs and defendants. Co-counsel in class actions involving issues of class certification, including appropriate membership of class, and ability of representative Plaintiffs to represent class. I have also tried will and trust contests.

Alternative Dispute Resolution Experience

Employment Cases: Has served as arbitrator in employment claims of disability, national origin, race, gender and age discrimination, as well as claims of FMLA violations, breach of employment contract, and retaliation. Have heard more discrimination claims than any other single category.

Commercial Cases: Has also served as arbitrator in franchise, consumer credit, breach of shareholders' agreement, breach of corporate fiduciary duty, other breach of contract, whistleblower, medical malpractice and insurance coverage disputes (including title insurance).

Arbitration Cases as Advocate: Served as arbitration counsel in sales commission, commercial contract, construction, unfair competition, traditional labor, and employment discrimination disputes. I have litigated the enforcement of arbitration awards in court.

Mediation: Has served as mediator in employment discrimination claims, breach of contract claims, lender liability claims, personal injury claims, claims of breach of non-solicitation covenants and breach of non-compete agreements, wage and hour claims, business buyout claims, and product liability claims.

General: Member of the American Arbitration Association Commercial Roster for commercial and employment disputes since 2001. Added to AAA Class Action Roster, 2012. Legal advisor for arbitration panels, North East Tennessee Association of Realtors. Member, approved panels of arbitrators and mediators for the U.S. District Court, Eastern District of Tennessee. Listed as General Civil Mediator under Rule 31 of the Rules of the Tenn. Supreme Court, by the Tennessee ADR Commission.

Alternative Dispute Resolution Training Faculty, Dispositive Motions in Arbitration: Best Practices for Advocates & Arbitrators 2015; NADN Advanced Mediation Training Retreat, 2013; AAA Webinar, Arbitrators Conducting Legal Research: Good Idea or Bad?, 2013; AAA Webinar, What's a Respondent Like You Doing in a Place Like This? Confronting Arbitrability and Jurisdiction Issues in Arbitration, 2013; Faculty, AAA Webinar, All aTwitter About Social Networking: Impact on Arbitration Practice, Procedure and Cases, 2012; ABA Webinar, Successfully Navigating Arbitration Through Hearing and Award, 2012; AAA Webinar, Drafting Mediation Settlements that Stick, 2011; National Academy of Distinguished Neutrals, Advanced Mediator Training, 2011; AAA Webinar, Arbitrator Boundaries: What are the Limits of Arbitrator Authority?, 2011, 2009; Faculty, AAA/ICDR Neutrals Conference, 2010; AAA Webinar, Electronic Discovery in Arbitration: What You Need to Know, 2010; AAA Webinar, Current Issues in Employment Arbitration: The Arbitration Fairness Act of 2009 Legislation and Recent Court Decisions, 2009; AAA Webinar, Will Traditional Litigation Strategies Work in Employment Arbitration - Ask the Experts, 2009; AAA Webinar, Understanding and Addressing Bias in the Workplace, 2009; ABA Dispute Resolution Section, 9th Annual ADR in Bloom- Politics and Collaboration in the Nation's Capital, 2007; Tennessee, General Civil Mediation Training, 2006; AAA Neutrals Conference, 2006, 2004; Private Dispute Resolution Services, LLC, 40-Hour General Civil Mediator training, 2006; AAA Pro Se: Managing Cases Involving Self-Represented Parties (ACE002), 2005; AAA Arbitrator Update 2004, 2001; AAA Arbitration Awards: Safeguarding, Deciding & Writing Awards (ACE001), 2003; AAA Employment Arbitrator II Training: Advanced Case Management Issues, 2002; AAA Arbitrator I Training: Fundamentals of the Arbitration Process, 2002. Several audio seminars concerning employment arbitration, and challenging arbitration awards. Employment Mediation Strategies: From Selection to Resurrecting the Faltering Mediation; The Many Faces of Arbitration: What Litigators and Corporate Lawyers Need to Know; Arbitration of Employment Disputes: Emerging Issues; Understanding and Addressing Bias in the Workplace; Hall Street v. Mattel: The FAA's Grounds of Review are Preserved - Or Are They?; Best Practices in Commercial Arbitrations; Mediator Techniques in Overcoming Psychological Barriers to Resolution; Achieving Efficiency with Fairness in Arbitration: How to Strike the Balance; ADR in the New Workplace: Raising the Bar on Employment Dispute; An Arbitrator's Guide to Avoiding Vacatur; A Key to Skillful Mediation: Coaching Attorneys to Plan Their Negotiations; Don't Like The Arbitral Award? Options and Obstacles for Expanded Review; New Approaches to Dispute Resolution: Mediation & Arbitration Strategies for Litigators & Neutrals; ABA Ethical Issues in the Mediation and Settlement of Class and Collective Actions; TBA, New Approaches

to Dispute Resolution: Mediation & Arbitration Strategies for Litigators & Neutrals.

Professional Licenses Admitted to the Bar: Tennessee, 1975; U.S. District Court, Eastern District of Tennessee 1976; U.S. Court of Appeals, Sixth Circuit 1981.

Professional Associations: American Bar Association; Tennessee Bar Association (ADR Section); Federal Bar Association; Kingsport Bar Association (Treasurer, Vice President, President).

Education : University of North Carolina (AB, Journalism-1972; JD-1975).

Publications and Speaking Engagements

PUBLICATIONS: "An Arbitrator's Guide to Social Networking Issues in Labor and Employment Cases," DISPUTE RESOLUTION JOURNAL, January 2012; "Tips for Advocates in Arbitration," TENNESSEE BAR JOURNAL, June 2009; "Surviving the Arbitration Panic Attack," Delta Theta Phi Paper Book, July 2008; "Employment Dispute Resolution - An Idea Whose Time Has Come?" TENNESSEE BAR JOURNAL, September/October 2001; "A Lawyer's Dream, a Client's Nightmare," TENNESSEEBAR JOURNAL, November/December 1997; "The Dirty Little Secret About Summary Judgment," TENNESSEE BAR JOURNAL, September/October 1994; "I Admit Your Former Testimony Is Admissible - As an Admission," TENNESSEE BAR JOURNAL, September/October 1994; "CLE at the Office," TENNESSEE BAR JOURNAL, August/September 1993.

SPEAKING ENGAGEMENTS: "Dispositive Motions in Arbitration" AAA webcast, April, 2015, "Regulation of Social Media," Tenn. Bar Association, Oct. 2011; "Hot Issues in Arbitration," Tennessee Bar Association, May 2011; "Arbitration 101," Tennessee Bar Association, webcast, 2010; AAA Webinar, All aTwitter About Social Networking: Issues and Implications in Employment Dispute Resolution, 2010 and 2012; "Arbitration Fairness Act-Pros, Cons & Alternatives," Tennessee Bar Association, 2010; presenter, "Arbitration - ABC's and Hot Issues," Kingsport and Washington County Bar Associations, Tennessee Bar Association, 2008.