

**RON ISROFF**  
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## ISROFF MEDIATION SERVICES, LLC – 2013-present

- Proven track record in bringing disparate parties together
- Effective guidance and detailed analysis
- Experienced in reconciling disputes
- Fair, Committed & Impartial

## ULMER &amp; BERNE LLP - 45 YEARS

- Management Committee
- Partners' Profit Allocation Committee
- Chair, Business Litigation Group
- Chair, Employment & Labor Group

## HONORS &amp; DISTINCTIONS

- Named "Lawyer of the Year" for Mediation by *The Best Lawyers in America*, 2016 for the Cleveland Ohio area
- AV Rated - Martindale-Hubbell
- Named to Ohio *Super Lawyers* for Alternative Dispute Resolution  
Named to *The Best Lawyers in America*®, Commercial Litigation; Litigation – Labor and Employment Law; Litigation – Intellectual Property; Alternative Dispute Resolution
- Named a "Leading Lawyer" by *Inside Business* magazine
- Fellow, Litigation Counsel of America

## PROFESSIONAL AFFILIATIONS

- American Bar Association (Litigation and Dispute Resolution Sections)
- Ohio State Bar Association (Litigation Section)
- Cleveland Metropolitan Bar Association (*Board of Trustees, past member; Certified Grievance Committee, past Chair*)
- The Foundation of The International Association of Defense Counsel (past *Board Member*)
- International Association of Defense Counsel (*Business Litigation Committee, past Chair*)
- 8th District Judicial Conference (*Life Member*)
- Employment Law Inn of Court (*founding Member*)
- Appointed, Federal Court Panel of Mediators, Northern District of Ohio
- Appointed, Cuyahoga County Court of Common Pleas Mediator

## DISPUTE RESOLUTION TRAINING

- Pepperdine University, Straus Institute for Dispute Resolution
- American Bar Association, Section of Dispute Resolution
- American Arbitration Association, approved neutral
- Federal Court (N.D. Ohio) Approved Panel of Neutrals
- National Law Firm Mediation Network
- EEOC Pro Bono Mediation Panel

## ADMISSIONS

- U.S. Supreme Court
- Ohio Supreme Court
- U.S. Court of Appeals, Sixth Circuit
- U.S. Court of Appeals, Seventh Circuit
- U.S. Court of Appeals, Federal Circuit
- U.S. District Court, Northern District of Ohio
- U.S. District Court, Southern District of Ohio
- U.S. District Court, Northern District of Texas
- U.S. Court of International Trade
- U.S. Tax Court

## EDUCATION

Boston University (B.S., 1964)

The Ohio State University Moritz College of Law (J.D., 1967)

## PUBLICATIONS & PRESENTATIONS

### **Presentations**

- "So What's It Worth," Cleveland Metropolitan Bar Association and Ohio State Bar Association's 50th Annual Midwest Labor and Employment Law Seminar
- "Litigation of Non-Competes and Restrictive Covenants," Cleveland Employment Law Inn of Court
- "Employment Liability Insurance: What It Is and What the Insurer Needs to Hear," Ohio State Bar Association's 49th Annual Midwest Labor and Employment Law Seminar
- "Crisis Management - A Lawyer's Perspective," Worldcom Public Relations Group
- "EEOC Mediation – A Win-Win Approach," EEOC Cleveland Area Seminar
- "Resolving Non-Competition Cases Before a Breach, With Views from the Bench", Recent Developments Ohio State Bar Association's 47th Annual Midwest Labor and Employment Law Seminar
- "Negotiation: Reaching Agreement on Your Terms", Ohio State Bar Association
- "Depositions: Techniques, Strategy and Control," Ohio State Bar Association
- "Winning the Battle of the Sensitive Hire (Without Going to Court)," PriceWaterhouseCoopers General Counsel Forum
- "Understanding Jurors," Ohio State Bar Association
- "Jury Selection - Employment Cases," Midwest Labor & Employment Law Seminar, Ohio State Bar Association
- "Litigating Non-Compete Cases In Ohio", PriceWaterhouseCoopers General Counsel Forum
- "Employment Law – An Update," American Corporate Counsel Association
- "The Elusive Non-Compete - Litigating Non-Compete Agreements", Ohio State Bar Association (
- "Protecting Your Valuable Trade Secrets," American Corporate Counsel Association

- "The Elusive Non-Compete," American Corporate Counsel Association
- "Litigating Non-Compete Agreements," Ohio State Bar Association
- "Non-Competition Agreements"
- "Timing and Selection of Expert Witnesses," Lorman Education Services
- "Protecting the (Trade) Secrets to Your Success," Ulmer & Berne Breakfast Forum
- "Employment Practice Liability Insurance," Ulmer & Berne Breakfast Forum
- "Walking the Workplace Privacy Tightrope," Council of Education in Management
- "Trade Secrets," Cleveland Bar Association Labor & Employment Law +
- "Trade Secrets," Ulmer & Berne
- "Discrimination and Harassment: What Every Employer Needs to Know", CPCU Society
- "Non-Compete Clauses," Ulmer & Berne
- "How the Law Can Protect Your Trade Secrets and Prevent Unfair Competition by Former Employees,"
- "Ethical Concerns Regarding Communications with Clients," International Association of Defense Counsel
- "How to Succeed at Mediation," Cleveland Bar Association
- "The Grievance Process, Cleveland Bar Association

#### SELECTED DECISIONS - FEDERAL COURT

- *Broadcast Music, Inc. v. Nolan Enters., Inc.*, No. 2:11-CV-705 2013 WL 143370 (S.D. Ohio Jan 11, 2013) (Copyright)
- *Broadcast Music, Inc. v. Leyland Co.*, No. 5:11CV2264, 2012 WL 5879838 (N.D. Ohio Nov. 21, 2012) (Copyright)
- *Phelps v. U.S. Metal Group*, No. 1:09-CV-1039, 2010 WL 816609 (N.D. Ohio March 4, 2010) (Securities)
- *Westfield Franklin Park Mall LLC v. Vanity Shop of Grand Forks, Inc.*, 642 F. Supp.2d 756 (N.D. Ohio 2008) (Real Estate)
- *Adcor Indus. v. Bevcorp LLC*, 2007 U.S. App. LEXIS 25102, 2007 FED App. 752N (6th Cir.) (6th Cir. Ohio 2007) (Employment - Trade Secret Litigation)
- *Walsh v. AT&T Corp.*, 2007 U.S. Dist. LEXIS 50972 (N.D. Ohio July 11, 2007) (Employment - Discrimination)
- *AT&T Corporation v. Lucas County*, 381 F. Supp. 2d 814; 2005 U.S. Dist. Lexis 16709 (Commercial Litigation)
- *In re Victoria Alloys, Inc.* 261 B.R. 424, 46 Collier Bankr. Cas. 2d 242, 37 Bankr. Ct. Dec. 213, 44 UCC Rep. Serv. 2d 722 \*Bankr. N.D. Ohio, Apr. 10, 2001) (No. 00-18761, ADV. No. 01-1045) (Court of International Trade)
- *Knoll v. American Tel. & Tel. Co.*, 176 F. 3d 359, 43 Fed. R. Serv. 3d 848, 1999 Fed. App. 0166P (6th Cir. (Ohio) May 11, 1999) (No. 97-3246, 97-3345) (Employment - Discrimination)
- *Glaverbel Societe Anonyme v. Northlake Marketing & Supply, Inc.*, 45 F. 3d, 1550, 1995-1 Trade Cases P 70, 891, 33 U.S.P.Q. 2d 1496 (Fed. Cir. (Ind.), Jan. 23, 1995) (No. 92-1316, 92-1317) (Patent Infringement/Unfair Competition)
- *Carter v. American Tel. and Tel. Co.*, 870 F. Supp. 1438, 75 Fair Empl. Prac. Cas. (BNA) 299, Pens. Plan Guide (CCH) P 23904T (S.D. Ohio, Dec. 16, 1994) (No. C-1-92-424) (Employment - Discrimination)
- *Lloyds Bank Plc. v. Lynch*, 702 F. Supp. 157 (N.D. Ohio, Aug. 05, 1988) (No. C86-2675) (Banking Litigation)
- *Jeannette Sheet Glass Corp. v. U.S.*, 803 F. 2d 1576, 8 ITRD 1353, 5 Fed. Cir. (T) 1 (Fed. Cir., Oct. 23, 1986) (No. 85-2455, 86-609) (Court of International Trade)
- *Broadcast Music, Inc. v. Peppermint Club, Inc.*, 1985 WL 6141, 229 U.S.P.Q. 534, 1986 Copr.L.Dec P 25, 939 (N.D. Ohio, Dec. 16, 1985) (No. C83-694, C-84-7535) (Copyright Infringement)
- *Jewel Companies, Inc. v. Westhall Co.*, 575 F. 2d 176, 198 U.S.P.Q. 584 (6th Cir.(Ohio), May 15, 1978) (No. 76-1764) (Trade Name Litigation)

- *Jewel Companies, Inc. v. Westhall Co.*, 413 F. Supp, 994, 198 U.S.P.Q. 432 (N.D. Ohio, Jan. 30, 1976) (No. C73-1150) (Trade Name Litigation)
- *Baumgold Bros., Inc. v. Allan M. Fox Co. – East*, 375 F. Supp, 807, 14 UCC Rep. Serv. 580 (N.D. Ohio, Dec. 20, 1973) (No. C71-322) (Commercial Litigation)

#### SELECTED DECISIONS - STATE COURT

- *McWreath v. Cortland Bank*, No. 2010-T-0023, 2012 WL 2522933, 2012-Ohio-3013 (Ohio Ct. App. June 29, 2012) (Banking Procedures)
- *Century Bus. Servs., Inc. v. Barton*, 2011-Ohio-5917, 197 Ohio App. 3d 352, 967 N.E.2d 782 (8th Dist. 2011) (Employment - Non-Compete)
- *Morgan Stanley Dean Witter Commercial Fin. Servs., Inc. v. Sutula*, 126 Ohio St.3d 19, 929 N.E.2d 1060, 2010-Ohio-2468 (Ohio 2010) (Employment - Discrimination)
- *Gateway Park, L.L.C. v. Ferrous Realty Ltd.*, No. 91082, 2008 WL 5050023, 2008-Ohio-6161 (Nov. 26, 2008) (Real Property)
- *Marks v. Morgan Stanley Dean Witter Commercial Fin. Servs.*, No. 88948, 2008 WL 1747224, 2008-Ohio-1820 (Ohio Ct. App. Apr. 17, 2008) (Employment - Discrimination)
- *Kundtz v. AT&T Solutions, Inc.*, Franklin App. O5AP-1045, 2007 – Ohio – 1462 (Employment - Discrimination)
- *Ferchill v. Beach Cliff Board of Trustees*, 162 Ohio App. 3d 144 (Ohio App. 8th Dist., July 7, 2005) (No. 2005-Ohio-3475) (Trust Litigation)
- *Turchyn v. Nakonachny*, 157 Ohio App. 3d 284 (Ohio App. 8th Dist., May 27, 2004) (No. 2004 – Ohio – 2692.) (Ecclesiastical Litigation)
- *Standards Testing Laboratories, Inc. v. Zaino*, 100 Ohio St. 3d 240, 797 N.E. 2d 1278, 2003 - Ohio - 5804 (Ohio, Nov. 12, 2003) (No. 2002-1420) (Sales Tax Litigation)
- *WFMJ Television Inc. v. AT&T Federal Systems-CSC*, 2002 WL 1376033 (Ohio App. 7 Dist., June 13, 2002) (No. 01 CA 60) (Telecommunications)
- *Ritchie v. Weston, Inc.*, 143 Ohio App. 3d 176, 757 N.E. 2d 835 (Ohio App. 8 Dist., May 14, 2001) (No. 77637) (Real Estate Broker Litigation)
- *Deegan v. McGarry v. Med-Cor*, 125 Ohio App. 3d 449, 708 N.E. 2d 1029, (Ohio App. 8th Dist., Jan. 26, 1998) (No. 71588, 71633) (Class Action)
- *Metaullics Sys. Co. L.P. v. Molten Metal Equip. Innovations, Inc.*, 110 Ohio App. 3d 367, 674 N.E. 2d 418 (Ohio App. 8 Dist., Cuyahoga County, May 20, 1996) (No. 68598) (Employment - Trade Secrets)
- *Spremulli's Am. Serv. v. Cincinnati Ins. Co.*, 68 Ohio St. 3d 1223, 628 N.E. 2d 1387, 1994-Ohio-311 (Ohio, Mar 23, 1994) (No. 93-155) (Property Insurance)
- *Bonner v. American Tel. and Tel. Co., Inc.*, 1994 WL 50638 (Ohio App. 8 Dist., Cuyahoga County, Feb. 17, 1994) (No. 65699) (Employment - Discrimination)
- *Midwestern Land Development Corp. v. Ostendorf-Morris Co.*, 1988 WL 11049 (Ohio App. 8 Dist., Cuyahoga County, Feb. 04, 1988) (No. 54325) (Real Estate Litigation)
- *Demetri's Family Restaurant, Inc. v. Brown*, 1984 WL 6329 (Ohio App. 8 Dist., Cuyahoga County, Dec. 06, 1984) (No. 47921) (Trade Name Litigation)
- *Heiser v. Blue Cross of Northeast Ohio*, 61 Ohio Misc. 25, 401 N.E. 2d 483, 15 O.O. 3d 336 (Ohio Com. Pl., Aug. 17, 1978) (No. 78-990, 78-038) (Health Care Litigation)