

**VALERIE KIFFIN LEWIS, ESQUIRE**

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**(954) 812-5636**

**WORK HISTORY**

Valerie Kiffin Lewis Law Firm, LLC, Owner/Attorney/  
Mediator (7/1996 to Current); Sparkman, Robb, Nelson &  
Mason, P.A., Attorney (1/1993-5/1996); 17th Judicial  
Circuit Court, Broward County, Judicial Staff Attorney  
(1/1991-1/1993); U.S. Postal Service, EEO Counselor/  
Investigator (1983-1991\*)(1987-1990-approved leave of  
absence to attend law school).

**PROFESSION**

Attorney, Mediator, Arbitrator, EEO Investigator

**PROFESSIONAL LICENSES**

Florida Supreme Court Certified Circuit Court Mediator  
Florida Supreme Court Certified Family Court Mediator  
Florida Supreme Court Certified Dependency Mediator  
Florida Supreme Court Certified County Court Mediator  
Florida Supreme Court Qualified Arbitrator  
U.S Equal Employment Opportunity Commission Mediator  
U.S. District Court, Southern District of Florida Mediator

**PROFESSIONAL  
ASSOCIATIONS**

AAA Panel Member- Mediator & Arbitrator, Mediator  
Qualifications and Discipline Review Board ("MQDRB"),  
Florida Dispute Resolution Center, Member; Alternative  
Dispute Resolution Section of the Florida Bar, Member;  
Labor and Employment Section of the Florida Bar,  
Member.

**EDUCATION**

Nova Southeastern University, Shepard Broad Law Center  
J.D. (1987-1990); The Ohio State University, B.S.  
(1974-1978)

**GENERAL EXPERIENCE**

Over 25 years of experience as an Employment Attorney  
representing corporations and employees at both the  
administrative and trial level on all employment-related  
matters. Extensive experience and strong knowledge base  
in the areas of employment law, employment  
discrimination, conflict resolution, complex employment  
and contract disputes, sexual harassment claims,  
harassment, public and private whistleblower actions; libel

and defamation actions; Title VII, FCRA, ADA, FMLA , and FLSA violations; wage and hour laws; retaliation claims; misclassification of employees, restrictive covenants, non-compete provisions; severance agreements; workplace investigations and, disability claims.

## **EXPERIENCE AS A MEDIATOR**

U.S. Equal Employment Opportunity Commission (EEOC), Contract Mediator since the inception of its ADR Program in 1999; Mediate claims of employment discrimination based on the protected categories of race, sex, color, disability, national origin, age, religion, and retaliation; Expertise in resolving complex legal issues concerning claims of Sexual Harassment, Hostile Work Environment, and Retaliation; Serve on the Panel/Roster for the U.S. District Court, Southern Division; Contract Mediator for the 17th Judicial Circuit Court of Broward County, FL; Mediated County Court cases filed in the 17th Judicial Circuit Court. Cases involved issues regarding contract disputes, negligence claims, landlord/tenant disputes, commercial/business disputes; The Collins Center for Public Policy, as part of a National Panel, Mediator, mediated foreclosure claims; Board member, Mediator's Qualifications and Discipline Review Board ("MQDRB"); Owner and Founder of The Resolution Group ("TRG"), provided mediation services to the general public.

## **MULTI-PARTY MEDIATION EXPERIENCE**

Experience mediating multi-party discrimination cases that involved joint employer liability issues; Amongst the participants were the employee, employer, and temporary employment agency; have mediated many cases where the interests of a party can be impacted by the participation of an insurance carrier. In addition, have mediated many complex contractual issues; have also mediated employment cases with union involvement.

## **STATEMENT OF MEDIATION PHILOSOPHY**

Resolution is almost always better than litigation. A negotiated resolution where the parties have ownership of the results is more satisfying than one ordered by either a judge or an arbitrator.

## **MEDIATION REFERENCES**

**Arlene K. Kline, Esquire, Partner, Akerman LLP**  
[arlene.kline@akerman.com](mailto:arlene.kline@akerman.com); P: (561) 671-3639



**Christin M. Russell, Esquire**, Senior Attorney,  
Florida Power & Light, Co., [christin.russell@fpl.com](mailto:christin.russell@fpl.com)  
P: (561) 691-7701

**Jennifer Daley, Esquire**, Attorney, The Amlong Firm  
[jdaley@theamlongfirm.com](mailto:jdaley@theamlongfirm.com) , P: (954) 462-1983

## **MEDIATION TRAINING**

AAA Residential Mortgage Foreclosure Mediation Program, American Arbitration Association (10/31/11)  
19<sup>th</sup> Annual Conference for Mediators and Arbitrators, Florida Dispute Resolution Center (8/25-27/11); 16<sup>th</sup> Annual Akerman Labor & Employment Law Seminar (4/15/11); TRG Mediator Training (10/09/10); Certificate for training in Residential Mortgage Foreclosure Mediation University of South Florida (3/05/10);  
18<sup>th</sup> Annual Conference for Mediators and Arbitrators, Florida Dispute Resolution Center (8/20-22/09); Customer Service & Prevention of Sexual Harassment Training (8/20/09); Appellate Mediation Seminar (8/28/06); 15<sup>th</sup> Annual Conference for Mediators and Arbitrators; Florida Dispute Resolution Center (8/25-27/06); Certified Labor Arbitration Training, Federal Mediation and Conciliation Service (6/5-9/06); Certified Trainer of Managing Workplace Conflict (11/12-19/05), Mediation Training Institute International; Family Mediation Training and Circuit Civil Mediation, Miami School of Law & Mediation Services, Inc. (2005); Training/Family Mediation Program(12/12/04) University of Miami School of Law & Mediation Services. 5<sup>th</sup> Circuit Court of Appeal Mediation Training (8/2006); 12<sup>th</sup> Annual Conference for Mediators and Arbitrators, Florida Dispute Resolution Center (8/2003); Department of Vocational Rehabilitation Training (2003); Florida Medical Resolution (2000);EOC Orientation Training (8/1999);Mediating Employment Disputes, American Bar Association (1999); Settlement Strategies, National Business Institute (9/1998); Mediation/Dispute Resolution, Broward County Bar Association (5/1997) 5<sup>th</sup> Annual Conference for Mediators and Arbitrator/Florida Dispute Resolution Center (8/1996); Certified Arbitration Training, Florida Dispute Resolution Center. 27<sup>th</sup> Annual Conference for Mediators and Arbitrators (8/15-17/19).