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EXPERIENCE

7-96 to present

Practice limited to serving as a neutral; mediator for all types of state, workers' compensation, and federal court matters; certified as a mediator in 1993; types of cases mediated: Discrimination (sex, race, age, national origin, and religion); FMLA; Wage Claims; Tort Claims; ADA; Wrongful Discharge; Sexual Harassment; Covenants not to Compete; USERRA; ERISA; Civil Rights Violations and other employment-related matters.

Arbitrator for employment matters: serving as an arbitrator for Cremin v. Merrill Lynch and Martens, et al v. Smith Barney, Inc.

1981 to 1996

Constangy, Brooks & Smith: Attorney handling a wide variety of employment litigation in both state and federal courts; responsible for litigation matters including discovery, depositions, strategy, mediation, and brief writing. Independent mediator for all types of civil cases. **Davidson County Community College:** Instructor in the paralegal program on the Rockingham Community College campus; Presenter, Community College Instructor's Conference.

Womble, Carlyle, Sandridge & Rice: Attorney handling a wide variety of employment litigation matters in both state and federal courts; responsible for trying jury and nonjury matters in state and federal courts; arguments before the Fourth Circuit Court of Appeals, North Carolina Supreme Court, and North Carolina Court of Appeals; Editor, North Carolina Employment Law Newsletter; Partner, 1989 to 1991; Associate 1981-1989.

EDUCATION

Juris Doctorate with Honors 1981
School of Law, University of North Carolina at Chapel Hill
Member, N.C. L. Rev.; Research Editor, N.C. L. Rev.

B.A. in Psychology 1976
University of North Carolina at Chapel Hill;

Mediation Training: Dispute Management Inc., completed 1993; U.S. Postal Service Mediation Training, September 17-19, 2007.

MEMBERSHIPS and COMMUNITY SERVICE

Past and Current: Dispute Resolution (Member, Dispute Resolution Council, 2000 to 2007) and Employment Law Sections, North Carolina Bar Association; Co-editor, Dispute Resolution Newsletter (2001 to 2003); Treasurer, Dispute Resolution Section (2003-2004); Secretary, Dispute Resolution Section (2004-2005); Vice Chair, Dispute Resolution Section (2005-2006); Chair, Dispute Resolution Section (2006-2007), Chair, Long-Range Planning Committee of Dispute Resolution Council (2007-2008). Board of Directors, Arbor Acres, A United Methodist Retirement Community 1993-2002; Committee Chair, Personnel Committee; President, Board of Directors, 1998-2001; Vice President, Pilot Mountain Foundation (2002-2003); Vice President, East Surry High School Booster Club (2002 to 2003); North Carolina High School Athletic Association, Swimming Stroke and Turn Judge (2005-2007).

Presenter: 17th Annual NC/SC Labor and Employment Law Meeting, October 2001; Presenter, Dispute Resolution Section Annual Meeting, April 2002; Presenter, Mediating Section 1983 Cases, Constitutional Rights & Responsibilities Section Annual Meeting, March 27, 2003; Presenter, Employment Law Update (Wake Forest University), October 3, 2003; Presenter, Effective Mediation, Civil Pre-Trial Practice, July 22, 2004; Adjunct Instructor, Wake Forest University School of Law, Disability Law, Spring 2002.; Presenter, Employment Law for Mediators, Dispute Resolution Section of the NC Bar Association Annual Meeting, May, 2006; Presenter, Fundamentals of Employment Law, NC Bar Association Foundation, June, 2006 (Greensboro, N.C.).

Instructor: Law of Higher Education, Appalachian State University, Fall Semester 2006 (Hickory Campus); Fall Semester 2007 (NC School of the Arts Campus); Adjunct Instructor, Wake Forest University School of Law, Disability Law, Spring 2002.

Recognitions: Best Lawyers in America in Dispute Resolution, Woodward & White (2007 and 2008); AV Rated, Martindale Hubbell.

Past Member: UNC School of Law, Board of Trustees; Secretary/Treasurer, Board of Trustees, Charles H. Stone Memorial Library; Pilot Mountain United Way.

Guardian ad Litem, Attorney Advocate (1996-1999).