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## HON. JAN M. ADLER (RET.)

Judge Adler draws upon more than 40 years of legal experience to help resolve all types of employment disputes. He served as a Federal Magistrate Judge for over 15 years and as Presiding Magistrate Judge the last two years. During that time, he presided over approximately 2,000 civil matters as a settlement judge, handling a wide variety of employment disputes. Prior to his bench appointment, Judge Adler spent 25 years as a trial lawyer litigating complex civil matters, including securities class action, derivative, antitrust, and consumer fraud cases. By tapping into his extensive litigation and judicial background, Jan Adler brings the requisite knowledge and experience to tackle any legal dispute, deploying a unique repertoire of resolution strategies and tactics to help all parties achieve satisfaction.



## JOHN S. ADLER ESQ.

John has more than 40 years of legal experience representing both plaintiffs and defendants. He has handled and has taken to trial numerous employment law cases, wage and hour class actions, and Private Attorney General Act (PAGA) actions. John has represented hundreds of individual plaintiffs, as well as Fortune 100 companies, labor unions, public employers and non-profits, and he has financially and factually evaluated more than 1,000 plaintiffs' claims. He spent more than 20 years as a first-chair plaintiffs' attorney achieving multimillion-dollar trial victories at his own law firm at the Law Offices of John S. Adler, A.P.C. before joining Littler Mendelson P.C. in 2004. John is among the very few attorneys in California to have first-chaired a wage-and-hour class action jury trial, having successfully defended the very high-profile, ten-week case in the San Diego Superior Court in 2016. John has served for more than three decades as a neutral arbitrator with the American Arbitration Association and began work as a mediator more than 20 years ago. He has extensive experience effectively handling all types of employment disputes.



## N. DENISE ASHER ESQ.



During Denise's 35-year legal career as a trial lawyer based in San Diego, she often co-counseled on employment cases in Southern California. After experiencing the tremendous benefit that ADR had on her trial practice, she decided to make the transition to full time mediation in 2008. Since then, a major focus of her mediation practice is resolving employment disputes. She very much enjoys the legal issues as well as helping the parties through the emotionally charged aspects of these types of cases. One attorney commented, "the qualities that make a great mediator are primarily innate and cannot be acquired – a mediator either has it, or they don't. After working with Denise, I will say without equivocation; she clearly has it."

## ALAN R. BERKOWITZ ESQ.

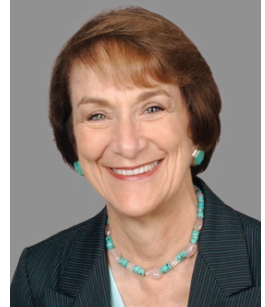


Alan spent 40 years as a leading domestic and international labor and employment litigator based in San Francisco where he tried more than 50 cases. In 2011, he retired as a partner from the large-law-firm life to dedicate his practice to full time neutral work specializing in mediation. He has been a Fellow with the College of Labor and Employment Lawyers since 2006, and has been selected as one of the "Best Lawyers in America" for Labor and Employment law for many years since 2003. The attorneys who have worked with Alan hold him in very high regard and refer to him as an intense and empathetic listener who brings a wealth of experience and expertise to any employment matter.



## HON. JUDITH C. CHIRLIN (RET.)

Judge Chirlin served as a Los Angeles Superior Court Judge for 24 years where she handled law and motion, civil trials, and mandatory settlement conferences. Prior to the bench, her law practice focused on employment litigation. Since retiring in 2009, she has served as a mediator, arbitrator and private judge resolving all types of employment and business disputes. She is known for her love of the justice system which is one of the reasons she enjoys serving primarily as an arbitrator and is often selected by both plaintiff and defense attorneys. She has received numerous awards during the course of her career from various Bar Associations for her fairness, reputation and professionalism. Attorneys praise her judicial demeanor and intelligence as she is known to put her heart and soul into every case, just as she did on the bench.



## KIM DECK ESQ.

Since 1993, Kim has been a full-time mediator, resolving every type of employment dispute from single party to class actions. While she is based in Los Angeles, she mediates all over California. She also serves as a neutral fact finder and keeps active with the law and trends by attending conferences and speaking on panels. She is known to be warm, heartfelt, and passionate especially in settling tough and emotionally-charged matters. She has mediated over 5,000 cases, and was selected as a *California Top Neutral* by the Daily Journal. Attorneys comment that she is tenacious in facilitating settlements and demonstrates the right combination of legal knowledge, assertiveness, empathy, and honest communication.



## GAIL A. GLICK ESQ.



Gail possesses more than 26 years of litigation experience representing both plaintiffs and defendants in employment law disputes. She has experience with all types of employment and workplace disputes, including discrimination, harassment, wrongful termination and retaliation claims, wage and hour, and Private Attorneys General Act (PAGA) and class actions. Gail practiced at her own law firm before co-founding Alexander Krakow + Glick LLP in 2009, where she remained a partner until 2020. She has now dedicated her career to mediation on a full-time basis. During her litigation career, she also served as a private mediator, as well as on the Los Angeles Superior Court's ADR panel and CRASH employment case settlement program. Gail has earned a reputation for having a respectful and straightforward demeanor with an evaluative and facilitative approach.

## HON. ANDREW J. GUILFORD (RET.)



Following U.S. Senate confirmation, Judge Guilford was appointed to the U.S. District Court for the Central District of California in 2006 where he served by designation with the Federal Circuit Court of Appeals and Ninth Circuit Court of Appeals. With nearly 14 years on the bench, which followed more than 31 years as a trial lawyer, Judge Guilford has overseen dozens of employment matters, including wrongful discharge, wage and hour class actions, and trade secrets. Judge Guilford has earned a reputation for his compassionate, intellectual, fair, intuitive and hardworking demeanor, all qualities he brings to the private sector. He is available for mediations, arbitrations and private judging assignments nationwide.

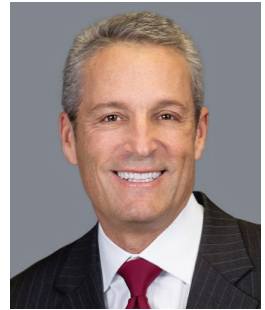
## HON. HERBERT B. HOFFMAN (RET.)

Judge Hoffman has had an illustrious career, spanning the past 40 years as both a judge in the San Diego Superior Court and a neutral. He retired from the bench in 1998 and has since served as a mediator, arbitrator, and private judge in hundreds of employment matters including harassment, discrimination, wrongful termination, and wage & hour disputes. For several years he was selected by the Daily Journal as a *California Top Neutral*. He is known for his assertive style and no-nonsense approach while knowing the legal dynamic of each case, as well as the attorney and client dynamics. One attorney commented, “If the most important thing is truly to get your case settled, he’s the go-to guy.”



## ROBERT J. KAPLAN ESQ.

Rob has a reputation for being one of the most sought after mediators nationwide. No matter is too complex, too emotionally-charged, or too difficult for him to tackle. Often referred to as “the closer”, he has natural talent and ability for settling difficult and contentious employment disputes in every type of cause of action in addition to class action. His is specifically selected on employment matters with insurance coverage issues, a high emotional component, and/or bet-the-company matters. The Daily Journal has recognized him as a *California Top Neutral* for several years. Attorneys who have mediated with Rob praise his intuitive sense, creative insight, credibility, and integrity and claim he is one of the most effective mediators they have ever worked with. He always challenges himself to find creative solutions to circumvent roadblocks and find unique, outside the box ways for resolving disputes.



## HON. VICTOR B. KENTON, (RET.)



As a Magistrate Judge in the Central District, Judge Kenton presided over numerous trials and mediated over 500 cases, in areas such as intellectual property, ERISA, ADA, employment, wage and hour disputes, and class actions. He mediated scores of employment cases such as wage and hour, including issues of off the clock claims, and exempt/nonexempt category cases; gender, age, race discrimination, and contractual disputes. Since he retired in 2015, he's been serving as an arbitrator, mediator, and discovery referee statewide for these types of cases in a variety of industries ranging from law firm employees (lawyers and non-lawyers) to highly placed professionals in the technology area, to police officers, firefighters and hotel workers in a class action setting. Judge Kenton is known to be thoroughly prepared for every hearing. He is a patient listener, effective, sharp, and has an ability to bond with the parties.

## KELLY A. KNIGHT ESQ.



Kelly A. Knight brings a wealth of experience litigating matters involving employment law, including class actions, discrimination, harassment, wage-and-hour, Private Attorney General Act (PAGA) claims, and more. Heralded for his quick-study habits and calm demeanor, Kelly has a knack for mastering cutting-edge legal issues and utilizing a multitude of strategies and approaches to help bring closure for all parties. One attorney commented, "I've never seen a mediator as well-prepared as Kelly. He conducted a pre-mediation call and knew the facts (and the law) like the back of his hand. He arrived at the mediation with a multi-page outline, which included his own research, and that included both sides' strengths, weaknesses and pressure points. Kelly effectively used those pressure points on both sides all day long and was aggressive and tenacious."



## ANN KOTLARSKI ESQ.

After 30 years as a successful employment and business/commercial trial lawyer based in Los Angeles, Ann brings her wealth of experience to serve as an arbitrator and mediator. Her experience as a partner with major international law firms allowed her to try, arbitrate, and mediate a wide variety of employment disputes. She has extensive experience in single and multi-plaintiff employment related cases in every type of cause of action in almost every type of industry. Thus, she understands the emotional dynamics of conflict for both sides. A neutral since 2016, she has been known to create an atmosphere of frank and open communication between the parties, demonstrating active listening and remaining courteous at all times.



## JOHN (JAY) MCCAULEY ESQ.

Since 1998, Jay has been mediating and arbitrating complex cases with a strong emphasis on employment disputes statewide. As a trial lawyer, he practiced employment litigation with a major international law firm for over 10 years. He also has a passion for arbitration law, and was an Adjunct Professor to Creighton Law School where he co-developed and taught arbitration proceedings. Those who have worked with him appreciate his keen understanding of employment law and his analytical but common sense approach to dispute resolution. Jay finds special satisfaction in finding resolution in cases thought to be intractable from a legal and business perspective.



## HON. WILLIAM MCCURINE, JR., (RET.)



As a U.S. Magistrate Judge on the Federal Bench in San Diego for more than 10 years, employment cases constituted a significant part of Judge McCurine's civil docket. During this time, he served as a settlement judge, and mediated over 1,900 cases. Prior to that, he spent over 27 years as a trial attorney in his private practice handling a wide variety of employment cases. Since he retired, he has resolved many complex employment cases, including wage and hour class-action issues, discrimination, retaliation, harassment and breach of contract statewide, nationwide and internationally. Many attorneys have commented that his background of representing both sides and his steadfast, open and caring demeanor makes him uniquely situated to serve as a neutral.

## EUGENE MOSCOVITCH ESQ.



Gene has a reputation as one of the most experienced and talented mediators in California, specializing in employment and civil rights cases. He became a full-time mediator in 1999 after 25 years of trying employment cases. He has resolved thousands of employment cases of all types from single party, PAGA claims, and class actions. He is known for his passion for the mediation process, knowledge of employment law, and incredible work ethic. Gene takes great pride in reading all the briefs and preparing his own notes before every session and is often described by attorneys who have worked with him as determined, intelligent, and resolution oriented.

## JEFFERY OWENSBY ESQ.

As a Sacramento based trial attorney specializing in employment law for 37 years, Jeff has earned a reputation among his peers for being a sharp and fair adversary and colleague in the legal community. In private practice, Jeff litigated, tried or mediated hundreds of employment cases in the State and Federal courts as well as before administrative agencies in cases involving discrimination, harassment, privacy, wage and hour as well as management/union relations including grievance proceedings, negotiating collective bargaining agreements and advising on rights and obligations under federal labor law. His passion for serving as a neutral is evident, as many describe him as having a communicative, evaluative, and caring approach that gets results.



## HON. LEO S. PAPAS (RET.)

As a U.S. Magistrate Judge for the Southern District of California, Hon. Leo Papas mediated more than 3,800 cases ranging from simple to multi-issue complex matters with national implications with a large percentage of those cases being employment. In 2009, after 18 years of service, he retired from the bench to pursue his passion for mediation. Since then, he has resolved hundreds of employment cases of every type, including discrimination, breach of contract, harassment and wage and hour as well as class actions. Judge Papas is praised for his “unpretentious nature, unwavering work ethic, and his ability to be steadily persistent, generate trust and pave the way to settlement.” He is an eternal optimist, and believes that every case can settle.



## DAVID PERRAULT ESQ.



For over 38 years in Sacramento, David's practice focused on complex litigation and employment law representing private and public entity employers in wrongful termination, discrimination, harassment, breach of contract, intellectual property, wage and hour, and transactional employment matters. He was recognized in Sacramento Magazine as among the area's best lawyers in the specialty of employment law and has lectured extensively on employment law matters. David is a respected lawyer among his peers and opposing counsel with a reputation of being passionate, intelligent, and fair. In 2015, he followed his passion for mediation and arbitration and became a full time neutral. He quickly obtained a reputation for being a consummate professional, approachable, and having a strong expertise in employment law subject matter; which are attributes he is known to bring to the resolution table.

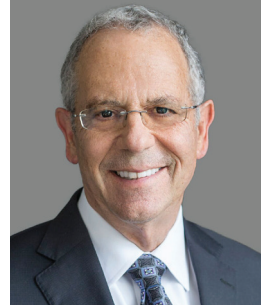
## HON. ROBERT J. POLIS (RET.)



Following 23 years serving for the Superior Court in Orange County, Judge Polis retired and became a full time neutral in 1999. Since then, he has resolved a variety of cases, including every type of employment dispute. He continues to be one of the most sought after private judges by both plaintiff and defense counsel to serve as an arbitrator. This is a testament to his reputation and integrity for being fair, courteous, and knowledgeable in employment law. In mediation, he is known for continuing to work with the parties until the case settles. He settled one of the first major wage and hour cases ever brought against a national electronics retailer. Judge Polis is known for his humanistic approach to justice. Attorneys compliment his commitment to fairness and his even tempered and hardworking style.

## HON. RONALD S. PRAGER (RET.)

Judge Prager retired from the bench after 29 years of service. In his final 18 months, he served as an assigned judge on the Court of Appeal in San Diego and authored seven published opinions in civil cases. Before that, he spent 22 years as a civil independent calendar judge presiding over a broad spectrum of civil cases. Judge Prager acted as settlement judge in hundreds of cases, including all types of employment and discrimination cases. As a private neutral, he has mediated a considerable number of employment disputes including wrongful termination and wage and hour class actions. He thoroughly enjoys working through difficult issues and is known for being persistent and creative with solutions.



## HON. JOEL M. PRESSMAN (RET.)

Judge Pressman served the legal community as a civil trial attorney and judge for over 45 years before becoming a full time neutral. As an attorney, he represented plaintiffs and defendants in diverse civil litigation matters, including international matters in the state and federal courts. As a judge, he earned himself a reputation as being a practical and knowledgeable settlement judge and mediator in hundreds of cases, including complex cases statewide. He is regarded as a judge with common sense, practical experiences and a genuine understanding of the dynamics of difficult cases and clients as well as the related costs (financial and otherwise) of litigation. As both a trial lawyer and judge, he presided over the trials of employment cases including wage and hour and harassment, ADA and civil rights cases. According to Judge Pressman, “I see private dispute mediation as a continuation of those aspects of my judicial career which I found most satisfying and in which I was most successful. To resolve a dispute without the emotional and monetary cost of trial is a wonderful thing.”





## HON. LINDA QUINN (RET.)



After 25 years of service, Judge Quinn retired from the Superior Court in San Diego to serve as a full-time mediator, arbitrator, and private judge. She conducted hundreds of settlement conferences, particularly in employment cases, during her tenure on the bench and on special assignment in the Fourth District Court of Appeals. Judge Quinn has a wealth of experience in handling employment disputes including wrongful termination, discrimination, wage and hour, sexual harassment, class action, and breach of contract. She has a reputation for being a great listener, fair, bright, thoughtful and courteous and well-respected. Attorneys compliment Judge Quinn on her work ethic and thorough preparation.

## ANGELA J. REDDOCK-WRIGHT ESQ.



Angela is a 20+ year practicing employment and labor law attorney, neutral investigator, mediator and arbitrator. She is also an Associate Professor in the Negotiations, Conflict Resolution and Peace program at California State University Dominguez Hills, and an independent, third-party investigator, focusing on workplace and Title IX investigations. Angela is a member of the Los Angeles County Equity Oversight Panel, the American Arbitration Association of Mediators and Arbitrators, and the United States District Court Mediation Panel. She has also served as a volunteer with the courts and is a member of the Board of Trustees of the Los Angeles County Bar Association and am active in the Association of Workplace Investigators. Among other honors, in 2010, Angela was named by the Daily Journal as a "Top California Employment Lawyer" and has consistently been named a Southern California Super Lawyer since 2011.

## MICHELLE A. REINGLASS ESQ.

Michelle Reinglass is a full-time mediator following a 30-year litigation career, handling all aspects of employment law. Michelle is a member of ABOTA, a fellow of the College of Labor and Employment Lawyers, and a Distinguished Fellow of the International Academy of Mediators (IAM). She is a past President of the Orange County Bar Association (OCBA), past Chair of the California Employment Lawyers Association (CELA), and past Chair and lawyer representative (two terms) of the Central District Delegation to the Ninth Circuit Judicial Conference. She is a frequent author and speaker on employment, litigation, and ADR issues. Michelle is sought after by plaintiff and defense counsel statewide. Frequent comments from those who have worked with her for years are continually impressed with her knowledge, tenacity, overall skills and work ethic.



## JILL R. SPERBER ESQ.

Since 2010, Jill has served as a full-time neutral starting with the Irell & Manella Alternative Dispute Resolution Center. During this time, she served as a mediator, co-mediator, and arbitrator. Relying heavily on her business and legal acumen, she can facilitate creative and equitable resolutions, often restoring the parties' confidence and saving future business relationships. Her private dispute resolution experience encompasses a wide variety of commercial disputes with a focus on employment related matters involving class actions, discrimination, harassment, wrongful termination and breach of contract. Jill is known to be extremely sharp, focused on resolution, evaluative when necessary, an empathetic listener, intelligent, insightful and a creative mediator, who many say "gets it done."



## HON. DAVID VELASQUEZ (RET.)



After 23 years of service with the Orange County Superior Court, Judge David Velasquez retired in 2011 to be a full-time mediator, arbitrator, and private judge. While on the bench, his primary assignments were in the civil and complex departments. He also served as a settlement judge in hundreds of employment cases, in which a good percentage were class actions. Judge Velasquez also instituted “Sweeps Weeks” where he would clear his calendar to accommodate back-to-back settlement conferences. As a private judge, he creates a relaxed environment, while being genuinely caring to the parties. He prides himself on fairness and for having a strong work ethic.

## HON. JOHN LEO WAGNER (RET.)



Judge Wagner began his legal career as a trial attorney, and at 31 years old, was appointed as U.S. Magistrate Judge in the Northern District of Oklahoma. There, he founded a court-annexed mediation program and served as a mediator. Subsequently, he went on to California to direct the Irell & Manella ADR Center. His combined experience has made him a highly successful and sought after mediator for all types of employment matters nationwide. His effectiveness has been recognized by the Daily Journal as a California Top Neutral for several years consistently. Judge Wagner has tried, supervised, mediated, and arbitrated hundreds of employment matters, including class actions. His combination of federal bench and private practice experience enable him to earn everyone’s trust and credibility. He is known for his out of the box, creative solutions, and will work diligently to work every option towards settlement.

## BUZZ WIESENFELD ESQ.

Based in Sacramento and available throughout Northern California, Buzz has been a full-time mediator for over 19 years following an 18-year career as a trial attorney. During this time, he has resolved over 4,000 disputes with well over half of his practice mediating employment cases. He is known for his calm, easy going and practical minded approach while also bringing tenacity to each matter. Many attorneys say he has an uncanny ability to connect with a variety of personalities, and appreciate his high level of trial experience that he brings to the table.



## MICHAEL D. YOUNG ESQ.

For over 25 years, Mike was an employment and business partner in an international law firm. He has been mediating cases since 1989, and was an adjunct professor at USC Law School teaching Negotiation and ADR Processes for over a decade and frequently served as an adjunct professor at the Straus Institute for Dispute Resolution at Pepperdine. As head of the firm's national employment group, he appreciated and often implemented ADR methods. He has tried, supervised, and mediated hundreds of employment cases, including class actions and single plaintiff cases. He has been a full time neutral since 2011 and is a frequent author and speaker on mediation, negotiation ethics and employment related issues. Mike wins everyone over with his tenacity and has a reputation for creating innovative approaches, ideas and solutions.



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