



## Daniel J. Turner, Esq.



*Results Beyond Dispute<sup>SM</sup>*

During Dan's career as a lawyer, he has represented both employees and employers in single-plaintiff cases, class actions, and representative actions. He has experienced, for both sides, that the benefits of the resolution process far exceed the costs and struggles of litigation, not only from a financial standpoint but also from an emotional and business perspective. As a dedicated employment neutral, Dan believes that each case comes with its own unique facts and challenges. He understands the key to resolution is to build trust with each party. Dan works to develop this trust by being well-prepared and understanding the facts, legal arguments, and ultimate goals each party seeks to achieve. Prior to meeting with the parties, Dan dedicates an extensive amount of time to analyzing the briefs to familiarize himself with the evidence and arguments and also to connect with the lawyers before the mediation. Dan says, "I am passionate about preparing for each case as if it were my own. This allows me to build trust and establish credibility as their mediator. I want to make sure everyone feels heard and respected. We talk about facts, feelings, and the law, it is not just about shuttling numbers."

### LEGAL CAREER & PRIOR EXPERIENCE

- Full-time Neutral, Judicate West (2022-Present); Co-Chair of the Employment Practice Group (2023-Present)
- Private Mediator, Daniel Turner Mediation (2018-2022)
- Partner, Van Vleck & Turner LLP (2016-2022); Focused on employment litigation with an emphasis on discrimination, harassment, retaliation, wrongful termination, and failure to accommodate for both employees and employers, with extensive experience in wage and hour matters including class actions.
- Partner, Van Vleck, Turner & Zaller LLP (2007-2016); Focused on employment litigation with an emphasis on discrimination, harassment, retaliation, wrongful termination, and unfair competition claims.
- Senior Associate, Carlton, Disante & Freudenberg LLP (2003-2007); Litigated wage and hour class actions, unfair business practices representative actions, and individual employment discrimination, harassment, and other tort and contract claims, with a focus on wage and hour class action claims and individual wrongful termination and discrimination claims.
- Associate, Trial Department, McDermott, Will & Emery LLP (2001-2003); Focused on commercial and real estate disputes.
- Litigation Associate, Dewey Ballantine LLP (1999-2001)

### EDUCATION & PROFESSIONAL AFFILIATIONS

- J.D., University of Michigan Law School (1999)
- B.A., University of California, Los Angeles; Political Science, Summa Cum Laude (1996)
- Mediating the Litigated Case – Straus Institute for Dispute Resolution at Pepperdine University (2018)
- STAR: A Systematic Approach to Mediation Strategies, (2017)
- United States District Court, Central District, Appointed Panel Member (2018-Present)
- Equal Employment Opportunity Commission, Appointed Panel Member (2018-Present)
- Southern California Mediation Association (2018-Present)
- California Lawyers Association, Labor and Employment Section (2015 – Present)

### PRACTICE AREAS

Civil Rights; Class Action; Collective Actions; Disability; Employment; Labor Law; PAGA

## ACHIEVEMENTS & AWARDS

- Representative Speaking Engagements Include: "998 Offers and FEHA Actions: How They Work, When to Use Them, and Their Impact on Settlement," Los Angeles County Bar Association (2022) and Judicate West (2023); "Recent Developments in the Law Regarding the Arbitrability of Claims Under the UCL, FAL, CLRA, and a Favorite of the Plaintiff's Employment Bar, California's Private Attorney General Act," California Unfair Competition Podcast, Episode 9 (2022); "Who has the burden? A discussion of the California Supreme Court's recent decision in Lawson v. PPG Architectural Finishes, Inc." (2022); "2015 year in Review," California Restaurant Association Los Angeles Chapter (2015); "Understanding California's New Paid Sick Leave Law," California Restaurant Association Los Angeles Chapter (2015); "The Affordable Care Act and What It Means For Small Business," Galardi Group, Inc. (2013)

## HOBBIES & INTERESTS

Dan is an avid reader of American History and the Civil War. He coached youth baseball for many years and is involved with the Wilshire Warriors PONY baseball. He is a Chicago native and now lives with his family in Los Angeles, CA.

## LOCATIONS

Los Angeles, All of California