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GENERAL CREDENTIALS

- Baylor University (J.D. 1980)
- Board Certified, Texas Board of Legal Specialization – Labor and Employment Law
- ADR Provider for the United States District Court for the Southern District of Texas
- Employment law neutral for the American Arbitration Association
- Frequent Public Speaker for Organizations and State Bar on Employment Law
- Texas Super Lawyer 2004-2010, 2013-2016
- One of Houston's Top Lawyers for the People 2006 – H Texas Magazine
- AV Rated
- Texas Top Lawyers 2014, 2015
- Member of the Association of Attorney-Mediators

MEDIATION/ARBITRATION TRAINING

- 40-Hour Basic Mediation Training; A. A. White Dispute Resolution Institute at the University of Houston, C. T. Bauer College of Business
- Arbitrator I Workshop; Department of Neutrals' Education and Development with the American Arbitration Association
- Arbitrator II Advance Case Management Training Workshop; Department of Neutrals' Education and Development with the American Arbitration Association
- 2012 AAA/ICDR Neutrals Conference; American Arbitration Association

PUBLIC SPEAKING

Topic: "The Use of Summary Judgments in 42 U.S.C. § 1983 Cases." State Bar of Texas, Austin and San Antonio, 1985.

Topic: "The Varying Perspectives on City Curfews of Minors - Constitutionality of Non-Emergency Curfews Under the United States Constitution." Semi-Annual Conference hosted by the Texas City Attorneys Association, June 11-12, 1992.

Topic: "Executive Director/Staff - Working With Legal Counsel." Conference hosted by the Tarrant County MHMR Services and the Texas Council of Community MHMR Centers, Inc., June 25, 1992.

Topic: "Sexual Harassment." Claims Day sponsored by The St. Paul Insurance Company, August 13, 1992.

Topic: "What You Absolutely Can and Cannot Do: The Legal Aspect of the ADA." Seminar sponsored by St. Mary's Hospital, October 29, 1992.

Topic: "How to Avoid Litigation." Seminar hosted by Housing Authority Insurance for Public Housing Authorities, Houston, Texas, September 28, 1993.

Topic: "Emotional Torts in the Workplace." Texas Association of Defense Counsel Spring Meeting, Hawaii, April 27, 1994.

Topic: "Update on Texas Cases Affecting Governmental Bodies." Texas Municipal League Attorney Workshop, Austin, Texas, August 19, 1994.

Topic: "Public Law Update." Annual Labor and Employment Law Update, State Bar of Texas, El Paso, Texas, March 25, 1995.

Topic: "Sexual Harassment and Work Place Damage Claims." Texas Association of Defense Counsel Spring Meeting, Houston, Texas, May 4, 1995.

Topic: "Employer's Liability." 11th Annual Advanced Personal Injury Law Course, State Bar of Texas, San Antonio, Texas, July 19, 1995.

Topic: "Governmental Liability." Galveston County Bar Association, Attorney Ad Litem Seminar, Galveston, Texas, August 17, 1995.

Topic: "Confidentiality Issues." Coastal Area Health Education Center Second Annual Family Violence Conference, College of the Mainland, Texas City, Texas, March 8, 1996.

Topic: "Employee Status Issues." Texas Association of Defense Counsel, Spring Meeting, Seattle, Washington, April 25, 1996.

Topic: "Employment Retaliation Litigation: An Overview." Suing and Defending Governmental Entities, Doubletree Hotel, Houston, Texas, May 14-15, 1998.

Topic: "Sexual Harassment Training for Faculty Members and Staff." Our Lady of the Lake University, San Antonio, Texas, August 19, 1998.

Topic: "Sexual Harassment." Texas Council Risk Management Fund, *"Managing Risks Related to Employment,"* Le Meridien Hotel, Dallas, Texas, March 30, 1999.

Topic: "Sexual Harassment." Texas Council Risk Management Fund, *"Managing Risks Related to Employment,"* The Warwick Hotel, Houston, Texas, March 14, 2000.

Topic: "Jury Selection in the New Millennium." Texas Association of Defense Counsel, 2000 Spring Meeting, San Diego, California, April 5-9, 2000.

Topic: "Sexual Harassment Issues." Texas Council Risk Management Fund, The Fairmont Hotel, Dallas, Texas, March 27, 2001.

Topic: "Investigating Allegations of Sexual Harassment." Texas Council Risk Management Fund, The Menger Hotel, San Antonio, Texas, March 26, 2002.

Topic: "Choosing and Courting a Jury 2002: The Focus Group – How it Can Aid in Choosing Your Jury – Defendant's Perspective." State Bar of Texas, Radisson Hotel Astrodome, Houston, Texas, April 26, 2002.

Topic: "How Your Housing Authority can be Sued for Sexual Harassment and What You Can Do to Prevent It." Housing Authority Defense Attorneys – June Program, Denver, Colorado, June 26, 2002.

Topic: "How to Lawfully Conduct an Internal Investigation." Sterling Education Services, Marriott Hotel, Houston, Texas, August 6, 2002.

Topic: "Office Protocol vs. Practice: Where It Can Land You is Not Where You Want To Be and Top Ten Tips of Preventing Bad Behavior with Examples of X and R Rated Behavior From Various States." HADA – June Program, Bretton Woods, New Hampshire, June 18, 2003.

Topic: "Managing Another Kind of Risk: Personnel Issues – What You And Your Company Can Do To Prevent Lawsuits For Sexual Harassment." CNA Risk Management Seminar, San Antonio, Texas, November 13, 2003.

Topic: "Update on Sexual Harassment." Housing Authority Defense Attorneys – June Program, Washington D.C., June 22, 2005.

Topic: "Job Order Contracts: What We Know and What We Don't Know." 8th Annual Texas Association of Community College Attorneys Conference, Austin, Texas, January 27, 2006.

Topic: "Workplace Ethics and Liabilities." 2006 Texas Association of Defense Counsel Fall Meeting, New Orleans, Louisiana, September 27-October 1, 2006.

Topic: "What Works In Arbitration and Mediation From An Arbitrator's And Mediator's Perspective." Houston Bar Association, Houston, Texas, June 4, 2010.

Topic: "Mediation Tactics and Strategy" 26th Annual Employment Law Conference on July 25, 2013 – July 26, 2013.

Topic: "Using Jury Consultants for Employment Cases" HBA Labor & Employment Law luncheon meeting on November 11, 2013.

REPORTED CASES

1. *Helene Willson and Arlynra Edward v. John W. Shannon, Secretary of the Army.* Reported at 857 F. Supp. 34. (Discrimination case.)

2. *Beth Spiller, et al. v. Ella Smithers Geriatric Center.* Reported at 919 F.2d 339. (Discrimination case.)
3. *Ronald L. Fee, et al. v. Joseph Milton Herndon and Dickinson Independent School District.* Reported at 900 F.2d 804. (Civil rights violation.)
4. *Ronald L. Fee, et al. v. Joseph Milton Herndon.* Reported at 837 S.W.2d 834. (Excessive force case.)
5. *Robert G. McAdams v. Matagorda County Appraisal District.* Reported at 798 F.2d 842. (Discrimination case.)
6. *Bobbie Kitchener v. T. C. Trailers, Inc.* Reported at 715 F. Supp. 798. (Deceptive Trade Practices Act.)
7. *David O'Quinn, et al. v. Chambers County, Texas, et al.* Reported at 650 F. Supp. 25. (Fair Labor Standards Act.)
8. *David O'Quinn, et al. v. Chambers County, Texas, et al.* Reported at 672 F. Supp. 279. (Fair Labor Standards Act.)
9. *David O'Quinn, et al. v. Chambers County, Texas, et al.* Reported at 636 F. Supp. 1388. (Fair Labor Standards Act.)
10. *Deanna K. Benton v. The Kroger Co.* Reported at 640 F. Supp. 1317. (Discrimination case.)
11. *Sally Ann Ross Fields, et al. v. The City of Texas City and John Quinn.* Reported at 864 S.W.2d 66. (Alleged wrongful taking by governmental body.)
12. *Robert J. Batson v. Honorable John D. Rainey.* Reported at 762 S.W.2d 717. (Wrongful termination.)
13. *Board of Directors of By the Sea Council of Co-Owners, Inc. v. Melvin Sondock, et ux.* Reported at 644 S.W.2d 774. (Property dispute.)
14. *Dorothy J. Fine v. GAF Chemical Corporation, et al.* Reported at 995 F.2d 576. (Gender discrimination.)
15. *Texas Peace Officers Association, et al. v. City of Galveston, Texas.* Reported at 944 F. Supp. 562. Issue: (Racial discrimination.)
16. *Rebecca Duke Winchester v. Galveston Yacht Basin.* Reported at 943 F. Supp. 776. (Sexual harassment.)
17. *Lulac Councils 4433 & 4436, et al. v. City of Galveston.* Reported at 979 F. Supp. 514. (Racial discrimination.)

18. *Islander East Rental Program, et al. v. Bill Ferguson, et al.* Reported at 917 F. Supp. 504. (Property dispute.)

19. *Gulf States Utilities Company v. County of Chambers, et al.* Reported at 911 S.W.2d 888. (Indemnity.)