



Jyotin Hamid Partner

Jyotin Hamid, a partner in the New York office, is a seasoned litigator with extensive courtroom experience. He handles a diverse array of complex litigation matters, with particular focus on employment disputes. He has successfully handled numerous whistleblower, discrimination, contract, compensation and corporate raiding litigations involving high-level executives in a broad range of industries.

Mr. Hamid is recommended as an employment lawyer by *Chambers USA* (2012-2016), which notes his “excellent understanding of business needs,” and praises him as “very reflective and responsive, a good listener, an excellent writer and good at interpreting what [clients] are trying to accomplish.” He is also recommended as an employment lawyer by *SuperLawyers* (2014-2016) and *The Legal 500* (2013-2016), which notes that clients have described him as “exceptional in terms of service level, value and professionalism.” In 2010, *Employment Law360* recognized Mr. Hamid as a “rising star” - one of “10 employment lawyers under 40 to watch.”

Mr. Hamid is a prominent member of the employment law bar. He serves as Chair of the Labor & Employment Law Committee for the New York City Bar Association, and he is also a member of the Labor & Employment Sections of the New York State and American Bar Associations. He serves on the American Arbitration Association’s panel of arbitrators qualified to arbitrate employment cases. Mr. Hamid lectures and publishes frequently on developments in employment law.

Mr. Hamid joined Debevoise in 1998 and became a partner in 2007. He received his J.D. in 1998 from Yale Law School, where he was a member of the *Journal of International Law*, and his B.A., *summa cum laude*, in 1995 from Tulane University, where he was a member of Phi Beta Kappa. Mr. Hamid is admitted to appear before the U.S. District Courts for the Southern, Eastern and Northern Districts of New York and the Northern District of Indiana, as well as the U.S. Courts of Appeals for the First, Second, Seventh and Ninth Circuits.

Mr. Hamid is also active in the pro bono legal services community. He is Chair of the Board of the Urban Justice Center and a member of the Boards of Directors of the Lawyers’ Committee for Civil Rights Under Law and Brooklyn Legal Services.

Kurt Hansson is the global vice-chairman of the Paul Hastings Litigation department managing more than 300 litigators worldwide. He is based in the firm's New York office. Mr. Hansson has over 30 years of first chair trial and arbitration experience. His practice is principally concentrated in complex litigation matters, and governmental and internal investigations. Mr. Hansson is known for his creative and practical approach to resolving complex legal disputes for clients such as General Electric, Coliseum Capital, GlaxoSmithKline, Lehman Brothers Holdings, Star China Media Limited, Plaza Realty and UBS.

Mr. Hansson also has extensive knowledge and experience in various forms of alternative dispute resolution matters. He was instrumental in establishing GE's Early Case Assessment program and has helped develop similar programs for many other Fortune 500 clients. The ECA program is specifically designed to help reduce litigation costs and liabilities for clients, by identifying litigation risks and potential business solutions early in the dispute process.

Mr. Hansson is a member of the state and federal bars in the states of Connecticut and New York, as well as, the District of Columbia. He is also a member of the bars of the New York Court of Appeals for the Second Circuit and the United States Supreme Court.



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Experience

- **Star China Media Limited** in lengthy arbitration against Talpa Global B.V. related to The Voice of China format
- **General Electric** in several arbitrations and federal actions concerning various commercial and investment disputes
- **Coliseum Capital Management** in multiple M&A and securities litigation matters in Delaware Chancery Court
- **Lehman Brothers Holdings** in adversary bankruptcy proceedings regarding derivative contracts
- **UBS** in several federal court and FINRA arbitrations related to auction rate securities
- **Plaza Realty** in thousands of mass tort cases arising out of rescue, recovery and clean-up of the World Trade Center site
- **Republic of Philippines** in a complex international matter concerning the proper ownership of millions of dollars in Philippine assets and sovereign immunity issue
- Numerous representations of clients in internal and government investigations before the SEC and the Department of Justice

Education

- The American University - Washington College of Law, J.D., 1986 (Note and Comment Editor for the *American University Journal of International Law and Policy*)
- Tufts University, B.A. in Political Science, 1980



JOHN E. HIGGINS is a Shareholder in the Albany office of Jackson Lewis P.C., and has been a management-side labor and employment litigator and counselor for 27 years.

Throughout his career, John has successfully represented employers from a vast array of industries in state and federal courts, before a variety of administrative agencies, as well as in arbitrations and mediations, in cases of race, sex, sexual orientation, age, disability, national origin, and other types of harassment, discrimination and retaliation, as well as in breach of contract, wrongful discharge and other employment-related torts, wage-and-hour, traditional labor, prevailing wage and ERISA cases. He has handled individual disparate treatment, disparate impact, and multiple plaintiff cases, as well as class and collective actions, and he regularly represents multiple defendants in high-stakes litigations where possible, as well as investigations into claims of discrimination, harassment, retaliation, employee theft, and other matters.

With first-chair trial experience and the ability to take a case from “cradle-to-grave,” and a focus on client service and preparing every case for trial that cannot be resolved more informally, John has successfully tried and/or resolved dozens of such cases, frequently appearing on behalf of employers, their executives, HR and other managers throughout New York, and elsewhere, in state and federal courts and before the EEOC, NLRB, N.Y.S. and U.S. Departments of Labor, the OFCCP, the N.Y. Division of Human Rights, the Merit Systems Protection Board, and other administrative agencies. Since 1990, John has been admitted in all the courts of NY, and he has appeared and been admitted to practice in U.S. District Courts for the Northern, Western, Southern, and Eastern Districts of New York, before the Second Circuit Court of Appeals, the D.C. Circuit Court and the U.S. Supreme Court. John has also appeared and been admitted *pro hac vice* in the U.S. District Courts for the District of New Jersey, the District of Columbia, and the Eastern District of Virginia, successfully handling ERISA and discrimination cases for employers with disputes in litigation outside NY.

Since 2007, John has been regarded as one of the Best Lawyers in America, a distinction he presently enjoys in three areas: Employment Law–Management, Labor Law–Management, and Litigation–Labor and Employment. He was Best Lawyers' 2016, 2015, and 2013 Lawyer of the Year, Albany, in Employment Law – Management (2016), Labor Law – Management (2015), and Litigation – Labor and Employment (2013). Since 2007 he has been a New York Super Lawyer.

An active member of the New York State Bar Association since 1990, Mr. Higgins is the former management co-chair of the NYSBA Labor and Employment Section's ADR Committee, former co-chair of the NYSBA's Committee on Minorities in the Profession, and former President of the Capital District Black & Hispanic Bar Association (2004-2009). John is also a Member of the

American Bar Association, the National Bar Association, the Albany County Bar Association, and the Capital District Trial Lawyers Association. He is a frequent speaker on diversity-related compliance issues, avoiding lawsuits for discrimination, wrongful discharge, workplace torts, harassment and other labor and employment claims, ADR, and legal ethics.

In 2007, Mr. Higgins was first appointed by former Chief Judge Judith Kaye as a member of the Independent Judicial Election Qualification Commission for the Third Judicial District. Since then, he has been reappointed to this position several times by other New York Court of Appeals and/or Appellate Division Judges, most recently by the Presiding Justice of the NY Supreme Court, Appellate Division, Third Department.

He received his B.A. from Hamilton College (where he was a four-year Varsity football player) and his J.D. from Albany Law School of Union University (where he was Captain of the ALS Rugby football club, winner of the Best Advocate Senior Trials Prize, and a former Adjunct Professor of Employment Law and Regulation).

BIO

Duncan MacKay is the Deputy General Counsel & Chief Compliance Officer for Eversource Energy (NYSE: ES), a Fortune 500 energy company with dual headquarters in Hartford, Connecticut and Boston, Massachusetts. Eversource is New England's largest energy delivery company, safely and reliably delivering energy to more than 3.6 million electric and natural gas customers in Connecticut, Massachusetts and New Hampshire.

Duncan is responsible for the team of lawyers who counsel and represent Eversource with respect to labor and employment matters, state and federal regulatory matters, and litigation matters and dispute resolution. As Chief Compliance Officer, Duncan is also responsible for Eversource's corporate compliance program. He has been active over his 20 year career with the company in developing and implementing pro-active approaches to managing disputes involving the Eversource companies, including the implementation of "stepped" ADR clauses in commercial contracts, early case evaluation, and consideration of ADR options in the early stages of disputes or litigation. Duncan's responsibilities also include managing the company's relationship with many of its outside law firms.

Duncan is a member of the executive advisory committee of the International Institute for Conflict Prevention and Resolution ("CPR") and the CPR Committees on Energy, Oil & Gas, Mediation, and Transactional Dispute Prevention and Solutions. Duncan is also a member of the Connecticut and Massachusetts ADR Committees. Duncan also served on the Connecticut Commission on Civil Court Alternate Dispute Resolution (ADR) in 2011-2012, which developed recommendations for enhancing the Connecticut State Court System's ADR programs.

Duncan attended the University of Massachusetts at Amherst, where he received his B.A. in Legal Studies. He attended Suffolk University Law School in Boston, where he received his J.D., *cum laude*, served on the Law Review, and after graduation served as a mentor and member of the adjunct faculty.

Michael Menard

Mike Menard is a Certified Federal Court Mediator in the United States District Court, Western Division, and practices in Buffalo. Since 2001, he has been chosen to serve as a mediator or neutral arbitrator in over 2000 pending claims. He is a former President of the Western New York Trial Lawyer's Association. He also mediates matters on behalf of Resolute Systems and NAMS, and is a member of the National Association of Distinguished Neutrals.

Mike is a graduate of the University of Miami School of Law, and is a member of the Florida Bar's ADR section.

Kathleen M. Scanlon is the Chief Circuit Mediator in the United States Court of Appeals for the Second Circuit. She is a graduate of Fordham University School of Law (Law Review Associate Editor) and Brown University (AB, Phi Beta Kappa). Upon law school graduation, she clerked for the Honorable Louis L. Stanton of the Southern District of New York. Ms. Scanlon practiced as a litigator at Simpson Thacher & Bartlett and Heller Ehrman, where she cofounded the ADR practice within the litigation group. She was Senior Vice President at the CPR Institute for Dispute Resolution (NY, NY) where she authored numerous publications on mediation and ADR. Ms. Scanlon also founded a successful law firm that focused on commercial disputes and ADR where she acted as an advocate and neutral. She is a long-standing adjunct at Fordham Law School and teaches professional responsibility, international arbitration and ADR courses. Ms. Scanlon has served as a Panel Chair of the Departmental Disciplinary Committee for the First Department, Chair of the Arbitration Committee of the New York City Bar, Member of the Executive Committee of the Dispute Resolution Section of the New York State Bar, and Delegate for the NYC Bar to the NYS Bar.



Gary Shaffer has a private mediation practice that focuses on Divorce, Commercial, Employment, and Personal Injury matters. He has been appointed to various court mediation panels, including those for the Southern District of NY, the U.S. 2d Circuit Court of Appeals, the Commercial Division of Supreme Court NY County, and the NYS Appellate Division, 1st Dept. He is a member of the NYC Bar Association's ADR Committee where he chairs the Subcommittee on Court Annexed Mediation, the NY State Council of Divorce Mediation (NYSCDM), the NYS Bar Association ADR Committee, and the Association for Conflict Resolution, NY Chapter (ACRGNY). He has served as an Arbitrator in the AAA's Storm Sandy program, and for the NY County Lawyers Association's fee dispute program. He is a mediator with the NY Peace Institute, has served as a Small Claims Court Arbitrator, and completed extensive training in divorce and commercial mediation at both the NYC and NYS Bar Associations, and in divorce and family mediation at the Ackerman Institute for the Family.

Mr. Shaffer practiced law for many years with NYC's Corporation Counsel's office where among other things he served as chief trial counsel on the World Trade Center litigation, and helped develop the City's first early settlement program for personal injury cases. He has also served as the Assistant Commissioner for Regulatory Policy and Enforcement at the City's Department of Buildings. He settled thousands of cases during his career in the areas of employment, land use, personal injury, and civil rights, including many that were of significant public focus.

He was a presenter at both the 2014 and 2015 ACR-GNY Annual Conferences, where he gave programs on Court Annexed Mediation and Mussar and Mediation. From 2011 – 2014 Mr. Shaffer was President of The Mussar Institute, a non-profit organization whose courses, webinars, conferences and other programs on personal spiritual growth complement good mediation practice and outcomes.

Mr. Shaffer is an honors graduate of Harvard University and the Cardozo Law School where he was also a member of the Law Review.

He can be reached at Gary@Shaffermediation.com and at 347-314-2163.

William M. Skretny
United States District Judge
United States District Court
Western District of New York

Judge Skretny was appointed U.S. District Judge for the Western District of New York by President George H.W. Bush on June 12, 1990, and unanimously confirmed by the Senate on August 4, 1990. He served as Chief Judge of the district from January 1, 2010, through March 7, 2015, overseeing all operations and setting administrative policy for the region's federal courts in Buffalo and Rochester. On March 8, 2015, Skretny took senior status, but continues to carry a full criminal and civil caseload.

Graduated from Canisius College with a B.A. degree, Skretny received his J.D. from Howard University Law School and his LL.M from Northwestern University School of Law, where he was a Ford Foundation fellow.

Skretny began his legal career in Chicago as an Assistant U.S. Attorney in the Northern District of Illinois. Upon his return to Buffalo, Skretny held both the First Assistant U.S. Attorney for the Western District of New York and First Deputy District Attorney for Erie County positions. Skretny served in Washington, DC, as a special prosecutor investigating media leaks in the ABSCAM and BRILAB political corruption investigations and also as head of the U.S. Attorney General's Advocacy Institute, a training facility for government litigators. While in private practice, Skretny was a partner in the Buffalo law firm of Duke, Holzman, Yaeger and Radlin.

Since taking the bench on October 1, 1990, Skretny has presided over some of the region's most complex and controversial matters, including cases involving the SAFE Act (gun control), the crash of Flight 3407 in Clarence Center (multidistrict aviation litigation), the criminal prosecution of Tonawanda Coke Corp. (one of the nation's first criminal prosecutions under the Clean Air Act), the Attica Penitentiary and Erie County Holding Center (concerning conditions in state and county correctional facilities), the Seneca Nation casino (concerning the legality of gaming in downtown Buffalo), the City of Buffalo Wage Freeze (upholding the Buffalo Control Board's wage-freeze measures), the Voter Cases (involving the redistricting of Erie County and upholding at-large representation in the City of Niagara Falls), the Lackawanna Six (the nation's first terrorism "sleeper cell" case), and the Buffalo Inner Harbor Development (concerning preservation of the Commercial Slip, which was the foundation for Buffalo's downtown canal-side resurgence).

Judge Skretny has had a long standing involvement with Alternative Dispute Resolution. He was the recipient of one of the Federal Judicial Center's earliest invitations to participate in Harvard Law School's National ADR Institute for Federal Judges. He initiated and was in charge of the first and highly successful federal court Settlement Week Program undertaken jointly with the Bar Association of Erie County. Judge Skretny also spearheaded a committee charged with formulating an alternative dispute resolution plan for the Western District of New York. He has continued to supervise the Court's ADR Program from its implementation as a pilot project on January 1, 2006. Judge Skretny co- led the effort to construct Buffalo's new federal courthouse which is LEEDS Gold Certified and includes one of the few, free standing ADR suites in federal courthouses today.

On January 26, 2017, in New York City, Skretny will receive the NYS Association of Criminal Defense Lawyers' Justice William J. Brennan Award for Outstanding Jurist. He is the recipient of the 2015 NYS Intellectual Property Patent Trial Lawyers Award for Distinguished Service as Chief Judge, the 2015 NY State Bar Association's Robert L. Haig Award for Distinguished Public Service, the 2015 SUNY at Buffalo Law School's Distinguished Alumni Award for Outstanding Service to the University and Community by a Non-Alumnus, and the 2013 Outstanding Jurist Award from the Bar Association of Erie County. Skretny's professional memberships include the Bar Association of Erie County, the Minority Bar Association of WNY, and the WNY Chapter of the Women's Bar Association of the State of NY. Skretny served as the Second Circuit's District Judge representative to the Judicial Conference of the United States from March of 2013 through September of 2016. He is a former member of the Second Circuit Judicial Council, the Second Circuit Committee on Space and Security, the NYS-Federal Judicial Council, the Federal Judges Association, and the American Bar Association. Skretny is the former Chair of the Space and Facilities Subcommittee on Space Management and the former Space and Facilities Liaison to the Long-Range Planning Committee.

Skretny is married, with three children and two grandchildren.

Jonathan Slonim Bio

Jonathan Slonim is an Associate General Counsel at McKinsey & Company. As McKinsey's Global Client Litigation Team Leader, he leads all client related investigation, arbitration and litigation matters and, alongside the General Counsel, serves as the primary litigation liaison to the Board's Risk Committee and the Insurance and Communications/Crisis Management teams. As the Americas Regional Head for the Legal Department, Jonathan oversees staffing and assignments for all contracting matters in the region. Jonathan also engages in employment law matters and has worked as a generalist devoting significant time to contracting and litigation matters and developing programs and policies to ensure the Company's standards on conflicts, confidentiality, export control, anti-corruption, data privacy, HIPAA, professional ethics and other matters are monitored and met. Prior to joining McKinsey in 2008, Jonathan was an associate at Covington & Burling (New York) focused on commercial litigation and white-collar matters and served as a clerk with Judge Kenneth Karas in SDNY.

Jonathan earned his BA from the University of Pennsylvania and his JD, cum laude, from NYU School of Law.



Beth is a frequent speaker and writer on design and implementation of dispute resolution systems, including early issue identification, process analysis, design and management. As Senior Vice President, Public Policy, Programs, and Resources at the International Institute for Conflict Prevention and Resolution (CPR), she was responsible for identifying and analyzing emerging issues impacting dispute resolution across all major industry sectors in the United States and abroad, and developed training programs and tools to enable CPR members (Fortune 500 companies and global law firms) to improve their international dispute resolution capability. Beth has also served a member of the United States Delegation to the United Nations Commission on International Trade Law (UNCITRAL), and as a member of the United States Delegation to UNCITRAL Working

Group III, which developed the Technical Notes on Online Dispute Resolution, the first international guidance for implementation of online dispute resolution systems.

Beth spent the first 11 years of her career as a litigator at Cravath, Swaine & Moore, where her work was largely focused on complex multijurisdictional matters. Following Cravath, she was litigation counsel at both GE Capital and Schering-Plough (now Merck), where she pioneered early case assessment and ran complex litigation. In her roles at both companies, Beth helped to develop and implement processes for early resolution of disputes and led teams that used ADR strategies to resolve complex disputes with federal and state entities, including DOJ, FTC and the Attorney's General of all U.S. states and territories. Beth was also a Director in PricewaterhouseCoopers' Corporate Governance and Compliance Risk Management practice. She has a JD from the University of Virginia and a BA from Oberlin College.



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JUNO TURNER is a partner at Outten & Golden LLP in New York, where she primarily represents employees in class wage and hour and discrimination cases.

Prior to joining the firm in 2009, Ms. Turner was a law clerk to the Honorable James Orenstein in the Eastern District of New York. Before her clerkship, she worked for two years in the Labor Bureau of the New York State Attorney General's Office, where she investigated and prosecuted minimum wage and overtime violations. Prior to law school, Ms. Turner worked as a legal assistant for non-profit groups providing representation and outreach to immigrant populations in New York and New Jersey. Ms. Turner has been selected to Super Lawyers Rising Stars list for 2015.

Ms. Turner is a 2006 graduate of Fordham Law School, where she participated in the Stein Scholars Program for Public Interest Law and Ethics. Ms. Turner is admitted to practice in New York State and in the Southern and Eastern Districts of New York.

Bar/Professional Activity

- New York Lawyers Committee of the American Constitution Society (Executive Board)
- New York City Bar Association (Labor & Employment Committee)
- National Employment Lawyers Association
- American Bar Association Labor & Employment Law Section (Federal Labor Standards Legislation Committee)

Speaking Engagements

2016

- Speaker: "Investigating Class and Systemic Claims," ABA Annual Labor & Employment Law Conference, Chicago, IL
- Speaker: "The New/Proposed FLSA White Collar Exemption Regulations," Federal Labor Standards Legislation Committee, ABA Section of Labor & Employment, San Juan, Puerto Rico.



Conna Weiner, Esq., Mediator, Arbitrator and Dispute Resolution Consultant,
www.connaweineradr.com

Conna Weiner began her career as a litigator at Paul, Weiss, Riffkind, Wharton & Garrison in New York, gaining experience in a wide variety of civil litigation matters and international arbitration.

Conna then moved in-house and began a twenty-year career as a legal and compliance executive in a number of domestic and international leadership positions with multinational corporations focusing on the life sciences and healthcare, including as a General Counsel. She was with Novartis for over 17 years in the U.S. and Switzerland, and also has significant experience in biotech and on the generic drug side. At Novartis and elsewhere, her experience spanned the full range of general counseling matters arising in any high innovation corporation, from employment, commercial product liability and intellectual property matters to high stakes transactional, licensing and litigation. In connection with the life sciences and health care, she has worked extensively with virtually all of the major players in those ecosystems, including universities, payors, providers (including physicians, community hospitals and academic medical centers), pharma and device companies, various research entities, distributors and manufacturers.

She is now using her diverse experience to help parties resolve their disputes as an arbitrator, mediator and dispute resolution consultant, building on a career-long interest in how businesses, working internally and with outside counsel, can best use internal and external mechanisms to resolve disputes and get back to their core missions. She serves on the Large Complex Case, Commercial, and Healthcare Arbitration Panels of the American Arbitration Association, as a Distinguished Neutral for the International Institute for Conflict Prevention and Resolution (CPR) (including commercial, biotech and healthcare panels), the World Intellectual Property Organization's (WIPO's) Panel of Mediators and Arbitrators, the American Health Lawyers Association Panel of Neutrals, the panel of the Boston Law Collaborative (founded by David Hoffman) and other panels, and also works with parties in non-administered matters without the intervention of ADR provider. She has arbitrated and mediated a diverse set of commercial and employment disputes, focusing on complex commercial cases. Representative matters have included complex transactional disputes involving licensing, supply and manufacturing and M & A agreements, the Lanham Act, health plans, payors, pharmacy benefit managers, insurance coverage issues, franchise agreements and employment. She also speaks and offers workshops on managing dispute risk in external alliances and collaborations.

In 2013, she was awarded a Higginbotham Fellowship with the American Arbitration Association, a program designed to help promising diverse neutrals develop their careers. She was appointed to the Silicon Valley Arbitration and Mediation Center in 2016 and a Fellow with the Chartered Institute of Arbitrators, a prominent international arbitration organization, in 2015. She was appointed Co-Chair of the Women in Dispute Resolution Committee of the ABA Section on Dispute Resolution last year and is now a Council Member of the new Dispute Resolution Section of the Massachusetts Bar Association. She founded and is co-chair of the ADR Committee of the Women's Bar Association in Massachusetts. She also serves on the Board of the Community Dispute Settlement Center in Cambridge, MA, where she is the Programming Committee Chair, and is serving as the Co-Chair for the New York State Bar Association Dispute Resolution's 2017 Annual Meeting.

Conna is a graduate of Oberlin College, *summa cum laude*, with a double major in political theory and dance, and the University of Chicago Law School.

Please visit www.connaweineradr.com for more information about Conna's background and experience.

Matt Wessler is a principal at Gupta Wessler PLLC, where he focuses on public interest and plaintiffs'-side appellate and complex litigation. Matt handles high-profile cases at all levels of both state and federal court and has argued multiple cases before the U.S. Supreme Court, including *US Airways v. McCutchen*—a landmark ERISA case. This term, he will argue *Coventry Health Care v. Nevils*, a separation-of-powers case raising constitutional and agency-deference issues. Outside of the Supreme Court, Matt's practice involves a wide range of areas including class actions, health care, employee benefits, consumer protection, preemption, arbitration, and banking. He has been named a *Washington DC Rising Star* in appellate litigation for the past three years and has been profiled by the National Law Journal for his appellate work on behalf of plaintiffs. In addition to his appellate work, Matt frequently co-counsels with trial firms in complex, ground-up litigation. From 2009-2015, Matt was a staff attorney at Public Justice, P.C. in Washington, DC, where he spearheaded the firm's focus on Supreme Court litigation and earned national attention for taking the lead in cases involving ERISA, preemption, arbitration, and health care.