

**UNITED STATES DISTRICT COURT, EASTERN DISTRICT OF TENNESSEE
APPROVED MEDIATORS**

Last Name	First Name	Contact Info	Bio
Adkins	Russell	Wilson Worley PC P.O. Box 88 Kingsport, TN 37660 radkinds@wilsonworley.com (423) 723-0400	<p>I have practiced in East Tennessee since 1990 and have handled cases including personal injury, medical malpractice, civil rights and business and probate disputes. I am certified as a Civil Trial Specialist by the National Board of Trial Advocates and I am a member of the American Board of Trial Advocates.</p> <p>I take an active approach to mediation and offer honest opinions when appropriate.</p>
Anderson	Adrienne	ANDERSON & VAN TOL PLLC 550 W. Main Ave., Suite 700 Knoxville, TN 37902 AAnderson@andersonvantol.com (865) 249-8011	<p>Adrienne Anderson was born and raised in Knoxville, Tennessee. She graduated with highest honors from the University of Tennessee with a Bachelor of Arts degree in Honors Political Science. Ms. Anderson received her law degree from the University of Virginia School of Law. She began her law practice in Atlanta, Georgia, but later returned to her hometown of Knoxville.</p> <p>For more than 35 years, Ms. Anderson has focused her legal practice on commercial transactions and litigation, including business contracts, construction law, and employment issues and disputes. For more than 15 years, Ms. Anderson's experience has caused other attorneys to choose her as arbitrator and mediator to resolve their clients' disputes. She is an arbitrator for the American Arbitration Association Construction Law and Commercial Disputes panels.</p>
Anderson	Heather G.	Bernstein, Stair & McAdams LLP 116 Agnes Road Knoxville, TN 37919 handerson@bsmlaw.com (865) 934-4000	<p>Heather Anderson has 25 years' experience as a trial lawyer in Tennessee and has been listed as a Rule 31 mediator for over 10 years. She handles employment and real estate matters and other cases such as general civil litigation. Heather practices with the firm of Bernstein, Stair & McAdams in Knoxville, Tennessee.</p>

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Arrington	Robert L.	Wilson Worley, P.C. P.O. Box 88 Kingsport, TN 37662 rarrington@wwmgs.com (865) 249-8011	Arrington is a member of the American Arbitration Association's Rosters of Neutrals for arbitration and mediation of commercial, employment, complex, and class action disputes and for non binding arbitration. He has been named as a panel member of the Banking, Accounting and Financial Services, Employment and Tennessee Distinguished Panels of Neutrals with the International Institute for Conflict Prevention & Resolution (CPR) and is on the roster of arbitrations of the American Health Lawyers (AHLA). He has been approved as a Financial Industry Regulatory Authority (FINRA) Dispute Resolution Arbitrator. He is listed with the Tennessee Supreme Court's Commission on Alternative Dispute Resolution as a Rule 31 General Civil Mediator. He is also a member of the panels of court approved arbitrators and mediators for the United States District Court for the Eastern District of Tennessee. Mr. Arrington is AV-rated in Martindale-Hubbell, the highest rating awarded by this most widely-used directory of lawyers. He chairs the firm's Employment Law and Litigation and Dispute Resolution practice groups. He has attended advanced mediation training from the National Academy of Distinguished Neutrals. He is also a member of the Tennessee Academy of Mediators and Arbitrators.
Ashworth	Gail Vaughn	Wiseman Ashworth Trauger 511 Union St Ste 800 Nashville, TN 37219 gail@wisemanashworth.com (615) 254-1877	

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Bahou	A.J.	Bradley Arant Boult Cummings LLP 1221 Broadway, Suite 2400 Nashville, TN 37203 ajbahou@bradley.com (615) 252-2333	<p>A.J. Bahou is Chair of Bradley's Artificial Intelligence Practice and an intellectual property attorney who focuses on the intersection of law and technology. As registered patent attorney, trial lawyer, mediator, and arbitrator, A.J. has extensive experience in the areas of electrical and computer engineering technologies, including artificial intelligence, virtual reality, medical devices, computer hardware and software, Blockchain, and Internet security systems. With 21 years of experience, A.J. handles the full spectrum of artificial intelligence issues, technology transactions, and intellectual property litigation from pre-complaint investigation through trial and appeal in matters involving patents, copyrights, trademarks, trade secrets, and commercial disputes. He has represented both plaintiffs and defendants in jurisdictions across the United States, including the U.S. Federal Circuit and U.S. Supreme Court.</p> <p>A.J. earned his B.S.C.E. from Tennessee Tech University, a Master of Electrical and Computer Engineering, with honors from The Johns Hopkins University, and a Doctor of Jurisprudence & LLM (IP) Degree, magna cum laude from the University of New Hampshire.</p> <p>A.J. serves on the Boards of Directors of LaunchTN and the Tennessee Intellectual Property Association. He is former chair of the Intellectual Property Executive Council of the Tennessee Bar Association (TBA), former chair of the Nashville Bar Association's Intellectual Property Law Section, former Board member of the Middle Tennessee chapter of the Information Systems Security Association. He serves as Chair of the Artificial Intelligence Task Force for the Tennessee Bar Association.</p>
Banks	Thomas	Banks, Banks and Light PO Box 400 Elizabethton, TN 37644 tbanksatty@yahoo.com (423) 543-3100	

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Bowman	Robert	Kramer Rayson LLP 800 South Gay Street, STE 2500 Knoxville, TN 37929 rlbowman@kramer-rayson.com (865) 342-0430	Robert L. Bowman is an extremely qualified, experienced, and effective trial attorney whose practice areas are Employment and Labor and Local Government and Public Utilities. He is recognized by Best Lawyers in America and Mid-South Super Lawyers in the Employment and Labor practice area. Mr. Bowman has over 28 years of experience and is a Rule 31 Listed General Civil Mediator. He represents Fortune 500 companies as well as small business owners in complex litigation involving employment discrimination, Fair Labor Standards Act, non-competition, and trade secret issues. He also represents numerous quick-serve restaurant franchisees across the entire State of Tennessee and a cellular telephone retailer throughout the United States.
Burks, Jr.	Charles C.	Burks & Ogle 800 S. Gay St., Ste. 1900 Knoxville, TN 37929 cburks@knoxlegalteam.com (865) 522-4964	I have been licensed to practice law in Tn. since 1974; I have practiced in the Federal Court system since 1975. I have litigated both civil and criminal cases in Federal Court. I am an AV rated attorney from Martindale Hubbell (Lawyers.com). In my extensive state court practice I have litigated plaintiff's tort, insurance defense, administrative and contract disputes. I was appointed by U.S. District Judge James Jarvis in 2002 as the Special Master for Federal Court in the Knox County jail overcrowded case. I also served on the CJA Panel Committee for the Eastern District of Tn., overseeing (criminal) CJA panel attorneys.

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Burnett	Ronald Kim	Arnett Baker Draper and Hagood 2300 First Horizon Plaza Knoxville, TN 37901 kburnette@adhknox.com (865) 546-7000	<p>Kim Burnette is an experienced civil litigator and mediator. He Is admitted to practice before all Tennessee state courts, the U.S. District Court for the Eastern District of Tennessee and the U.S. Court of Appeals, Sixth Circuit. He has tried numerous cases in both state and federal courts. Kim is a longtime certified mediator for civil matters throughout the state court system, and also for the U.S. District Court, Eastern District of Tennessee. He has mediated hundreds of civil cases including personal injury, product liability, construction and estate administration.</p> <p>Among other bar related activities, he currently serves as Chair of the Archives Committee of the KBA, is a member of the Standing Committee on Admissions for the United States District Court for the Eastern District of Tennessee, and is on the Executive Committee of the Knoxville chapter of the American Inns of Court. He is AV rated by Martindale Hubbell and is listed in Best Lawyers.</p> <p>Kim has also served as a seminar presenter and moderator for both professional and community groups on issues involving tort liability, workers compensation, trial procedure, and advocacy.</p>
Bustamante	Luis C.	Woolf McLane Bright Allen & Carpenter, PLLC 900 S. Gay Street, Ste. 900 Knoxville, TN luis@wmbac.com (865) 215-1000	Certified as Rule 31 Mediator in the field of General Civil Mediation in Tennessee since 2001 with significant experience in personal injury, products liability, commercial and insurance litigation.
Colvin	William	William G Colvin PLLC 801 Broad Street, Ste 428 Chattanooga, TN 37402 bcolvin@williamcolvin.com (423) 265-8804	Private practice of law since 1979. Significant experience in personal injury and construction litigation, including insurance coverage disputes. Experience in Multi-District Litigation, usually Plaintiff side, and frequent involvement in multi-party cases. Tennessee Supreme Court Rule 31 listed mediation and American Arbitration association arbitration panelist.

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Currie, Jr.	Richard M.	Richard M. Currie, Jr., Attorney 604 Ridgefields Rd, Kingsport, TN 37660 rcurrietrn@gmail.com (423) 782-6424	I am a retired attorney. I had a primarily trial practice with the Kingsport firm of Wilson Worley, P.C. for 45 years. I was for many years a Tennessee certified civil trial specialist. I am a Tennessee Supreme Court Rule 31 Listed Civil Mediator. I have conducted over 200 mediations.
Easterly	Alan	Leitner, Williams, Dooley & Napolitan PLLC 200 W ML King Blvd., Ste. 500 Chattanooga, TN 37402 alan.easterly@leitnerfirm.com (423) 424-3905	https://www.leitnerfirm.com/attorneys/alan-b-easterly
Elliot	Sam D.	Gearhiser, Peters, Elliott & Cannon, PLLC 320 McCallie Avenue, Chattanooga, TN 37402 selliot@gearhiserpeters.com (423) 756-5171	Licensed in 1981, law clerk to US Magistrate in Chattanooga, 1981-1982, private practice attorney since then. Business and government litigation. Past president of Tennessee and Chattanooga Bar Associations.
Epstein	Valerie	Epstein Law Firm, PLLC 1024 E Martin Luther King Blvd. Chattanooga, TN 37403 vepstein@epsteinlawfirm.net	American Arbitration Association member for 20 years. In House counsel for major insurance company. Trial counsel for plaintiffs and defendants.
Fansler	Daryl	Bernstein, Stair & McAdams LLP 116 Agnes Rd. Knoxville, TN 37918 dfansler@bsmlaw.com (865) 546-8030	Graduate of the University of Tennessee College of Law. Admitted to the bar in 1983. Fifteen years in private practice in civil litigation before taking the Chancery Court Bench from 1998 -2014. 2014 to present, civil practice , currently limiting my practice to mediation and arbitration.

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Ferguson	Cassandra	<p style="text-align: center;">1209 Dartmouth Road Knoxville, TN 37914 c.fergusonmcm@gmail.com (615) 200-6163</p>	<p>Employment lawyer with over 25 years of employment litigation and management experience. Over 80% of practice devoted to employment law matters and litigation, 20% devoted to insurance coverage disputes. Experienced attorney who has served as a mediator, arbitrator, and case evaluator. Successfully managed a team of 23 attorneys and outside counsel in employment litigation matters; and regularly counsel HR professionals on all aspects of employment law, including hiring, workforce reductions and terminations, investigations, employer audits, state and federal wage and hour law, compensation and leave issues and risk prevention.</p>
Giffen	James	<p style="text-align: center;">Butler, Vines & Babb, P.L.L.C. 2701 Kingston Pike Knoxville, TN 37919 jgiffen@giffenlaw.com (865) 531-1212</p>	<p>More than 50 years of helping clients through commercial marriages and commercial divorces 1983 - 1995 and 2002 - 2006 Mid-South Commercial Law Institute Board of Directors 1986 - present "a v" rating in Martindale-Hubbell Law Directory 2008 - 2013 listed in Mid-South Super Lawyers in the category of Bankruptcy & Creditor/Debtor Rights 1995 - 2002 Adjunct Assistant Professor, The University of Tennessee College of Law - Contract Drafting 1995 - 2002 Certified Mediator, United States District Court, Eastern District of Tennessee 1999 - present Rule 31 Listed General Civil Mediator, Tennessee Supreme Court Alternative Dispute Resolution Commission 1999 Member of Tennessee Bar Association/Tennessee Bankers Association Joint Uniform Commercial Code Revised Article 9 Study Committee (committee that drafted the Tennessee version of Revised Article 9) 2001 - 2011 Panel of Arbitrators and Mediators for National Arbitration Forum</p> <p>Help your clients solve problems by using my many years of experience to work for your clients in mediations that involve contracts, property, financing, valuation, shareholders, partners, estates, Uniform Commercial Code or the Bankruptcy Code.</p>

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Green	Robert	<p style="text-align: center;">Kennerly Montgomery & Finley 550 Main Street Fourth Floor Knoxville, TN 37902 rhgreen@kmfpc.com (865) 546-7311</p>	
Grubbs	Shelby	<p style="text-align: center;">55 South Prado, NE, Atlanta, GA 30309 shelby.grubbs@outlook.com (423) 667-6671</p>	<p>Shelby Grubbs works as an arbitrator, mediator, and special master. He has served on arbitration panels for JAMS, American Arbitration Association, CPR Institute, International Centre for Dispute Resolution, International Chamber of Commerce and World Intellectual Property Organization. He has mediated a range of cases including class action cases and commercial, intellectual property and personal injury matters. He is currently serving as a special master in <i>Cabrera v. Islamic Republic of Iran</i>, a case brought under an exception to the United States Foreign Sovereign Immunity Act. He is a Fellow of the Chartered Institute of Arbitrators and from 2018 until 2024 was a member of the ICC Commission on Arbitration and ADR. He has taught as an adjunct professor at the law schools at Georgia State, Emory and Vanderbilt.</p>
Hadden	S. Morris	<p style="text-align: center;">HUNTER SMITH AND DAVIS LLP 1212 EASTMAN ROAD KINGSPORT TN 37660 mhadden@hstdlaw.com (423) 378-8820</p>	<p>AFTER LAW SCHOOL WAS FBI AGENT FOR 3 YEARS; SINCE THAT TIME IN PAST 40+ YEARS I HAVE SUCCESSFULLY HANDLED A VARIETY OF CIVIL CASES RESULTING IN OVER 200 JURY TRIALS INVOLVING PERSONAL INJURY AND WRONGFUL DEATH, INSURANCE COVERAGE AND FRAUD, PRODUCTS LIABILITY, MEDICAL ISSUES, MOTOR VEHICLES AND TRUCKING, ETC. I HAVE BEEN A MEDIATOR FOR APPROX. 10 YEARS WORKING SUCCESSFULLY WITH AREA ATTORNEYS RESOLVING LITIGATED MATTERS IN MOST OF THE AREAS LISTED ABOVE.</p>

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Harber	John	<p>Pryor, Priest, Harbor, Floyd & Coffey Two Centre Square, Ste. 600 625 S. Gay St. PO Box 870 Knoxville, TN 37901 jkharber@knoxvillelaw.com (865) 522-4191</p>	<p>EDUCATION Undergraduate: University of Tennessee at Knoxville, B.A., cum laude, 1974. Post Graduate: University of Tennessee, College of Law, J.D., 1977.</p> <p>BAR LICENSURE AND ADMISSIONS</p> <p>1978, Supreme Court of Tennessee and Courts of Appeal. 1978, Interstate Commerce Commission of the United States. 1979, U.S. District Court, Eastern District of Tennessee. 1980, U.S. Court of Appeals, Sixth Circuit. 1986, U.S. District Court, Eastern District of Kentucky. 1989, U.S. District Court, Middle District of Tennessee.</p> <p>HONORS AND ACHIEVEMENTS</p> <p>1978-1985 Board of Governors, Tennessee Trial Lawyers Association 1985-1990 Board of Governors, Tennessee Bar Association 1986 President, Tennessee Young Lawyers' Conference 1988 Alumni Leadership Award, U.T. College of Law 1986-1989 Alumni Advisory Council, U.T. College of Law 1983 President, Knoxville Barristers 1983-1992 Board of Governors, Knoxville Bar Association 1991 President, Knoxville Bar Association 1992-1996 Adjunct Associate Professor of Law (Trial Practice), U.T. College of Law 1989-Present Hamilton Burnett American Inn of Court, Master of the Bench Emeritus 1994-Present Certified Federal Mediator, U.S. District Court, Eastern District of Tennessee 1995 Knoxville Bar Association President's Award 1995-Present Board Certified Civil Trial Specialist, National Board of Trial Advocacy and Tennessee</p>
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			<p>Commission of Continuing Legal Education and Specialization 1997 Raisch Award, ABA Standing Committee on Lawyer Referral and Information Service 1997-Present American Board of Trial Advocates 1997-Present Certified Civil Mediator, Tennessee Commission on Alternative Dispute Resolution 1997-2003 Chairman, Knoxville Bar Foundation 2001 Founder, Knoxville Bar Foundation 2001-Present Special Master, Knox County Fourth Circuit Court and Knox County Chancery Court 2004 Fellow, Tennessee Bar Foundation 2006-Present The Best Lawyers In America 2015 Top 10 Family Attorneys in Tennessee, National Academy of Family Law Attorneys 2016 America’s Top 100 Attorneys for Tennessee 2017 Best Lawyers in America, Mediation “Lawyer of the Year” 2020 Ten Best Family Law Attorneys in Tennessee, ‘‘’’’’’’’’ American Institute of Family Law Attorneys 2024 Best Lawyers in America, Mediation “Lawyer of the Year”</p> <p>PROFESSIONAL MEMBERSHIPS, ORGANIZATIONS, AND AFFILIATIONS</p> <p>Member, Association of Trial Lawyers of America, 1978 to present. Member, American Bar Association, 1978 to present. Member, Tennessee Trial Lawyers Association, 1978 to present. -Board of Governors, 1979-1985. Member, Tennessee Bar Association, 1978 to present. -Board of Governors, 1985-1990. -President, Tennessee Young Lawyers Conference, 1986-1987. Member, Knoxville Bar Association, 1978 to present. -President, 1991.</p>
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			<p>-Secretary, 1984-1989. -President, Knoxville Barristers, 1983. -Board of Governors, 1983-1992. American Inn of Court, Master of the Bench, 1988 to present. Adjunct Associate Professor of Law (instructor: Trial Practice), University of Tennessee College of Law, 1992-1996. Certified Federal Mediator, United States District Court, Eastern District of Tennessee, 1994 to present. Certified Civil Trial Specialist, National Board of Trial Advocacy and Tennessee Commission on Continuing Legal Education and Specialization, 1995 to present. Certified Civil Mediator, Tennessee Commission on Alternative Dispute Resolution, 1998 to present Hearing Officer, Tennessee Board of Professional Responsibility</p>
Harwell	Marc H.	<p>Harwell & Hurst PLLC 832 Georgia Avenue, Suite 510 Chattanooga, TN 37402 marc@harwelllawgroup.com (423) 756-3333</p>	<p>I am experienced in commercial and residential construction disputes, business-related disputes, products liability, commercial motor carrier liability and premises liability and associated insurance coverage issues; employment related disputes associated with allegations of discrimination, retaliatory discharge, non-compete and non-solicitation agreements, whistleblowing, etc.; contractual disputes and insurance coverage related issues involving performance, promissory estoppel, interference with business relations, equitable estoppel, joint ventures, etc.</p>
Hatmaker	James	<p>Woolf McLane Bright Allen & Carpenter, PLLC 900 S Gay Street, Ste. 900 Knoxville TN 37902 chatmaker@woolfmcclane.com (865) 215-1000</p>	<p>30 years of experience in litigating employment and commercial disputes. 8 years serving as a mediator and arbitrator throughout Tennessee, primarily in employment, commercial and consumer disputes. AAA Arbitrator, TSC Rule 31 Mediator. Woolf McClane 1997-Present, Member since 2002. Licensed in TN and GA.</p>

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Hicks	John	Baker, Donelson, Bearman, Caldwell & Berkowitz, PC 1600 West End Ave., Ste. 2000 Nashville, TN 37203 jhicks@bakerdonelson.com (615) 726-7337	I've been licensed in TN since 1983 and a member of the bar of this court since 1984. I have experience in health care, insurance, business and securities litigation as well as lawyer professional liability and ethics.
Hogan	Paul	Hogan and Hogan 620 W Hill Av. Knoxville TN, 37902 pdhogan620@yahoo.com (865) 546-2200	I've been mediating for 20 years. I've done approximately 4000 mediations. I started practicing law in 1973.
Holloway	Dana	Holloway Law & Mediation Center, PLLC P.O. Box 22460 Knoxville, TN 37933 dholloway@hollowaymediation.com D: (865) 643-8620 C: (865) 719-1644	Dana Holloway began his litigation career in 1988 after graduating from the University of Tennessee College of Law. He spent the next 25 years litigating and trying jury and non-jury cases across the State of Tennessee. In 2013, after serving 16 consecutive years as assistant managing member of a large multistate law firm, Holloway founded Holloway Law and Mediation Center. Since that time, he has limited his practice to full time mediation and has now completed over 1600 mediations as a neutral, concentrating on civil disputes of all types. Mr. Holloway's calendar and scheduling feature can be found on his website at www.hollowaymediation.com .
Jackson	John	Chambliss, Bahner & Stophel, PC Liberty Tower 605 Chestnut St., Ste. 1700 Chattanooga, TN 37450 jjackson@chamblisslaw.com (423) 756-3000	Licensed to practice in Tennessee since 1989. Tennessee Rule 31 mediator since 2016. The main focus of my practice as an attorney and mediator is complex commercial litigation, particularly disputes involving patents, trademarks, copyrights, trade secrets, dealers/distributors, breach of contract, product liability and torts.
Johnstone	Frank	200 E. Main St., Ste. 100 Kingsport, TN 37660 fjohnstone@wilsonworley.com (423) 724-0400	

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Keaton	Reggie	Frantz, McConnell & Seymour, LLP 550 W. Main Street, Suite 500 Knoxville, TN 37902 rkeaton@fmsllp.com (865) 546-9321	He has represented parties from various perspectives of the construction industry including owners, contractors, and design professionals. He has litigation experience involving a wide range of construction projects including residential, municipal, commercial, governmental, and industrial construction projects. He graduated from the University of Tennessee College of Law in 1984 with High Honors and was awarded Order of the Coif. A couple of examples of his service to the Bar include serving as President of the Knoxville Bar Association and serving as President of the Hamilton Burnett American Inn of Court.
Kesler	David	Miller & Martin PLLC 832 Georgia Avenue, Suite 1200, Chattanooga, TN 37402 david.kesler@millermartin.com B: (423) 785-8423 C: (423) 432-8241	<p>I have represented a number of national and international corporate clients in employment litigation in state and federal courts and arbitrations throughout the country. I have been lead counsel at all stages of the litigation, including discovery, summary judgment, bench and jury trials, mediations, arbitrations, and appellate argument.</p> <p>I have tried more than 20 jury trials to verdict and have argued cases before two Federal Courts of Appeal, two state Courts of Appeal, and the Tennessee Supreme Court. I have participated in multiple mediations, both as a representative for one of the parties and as the mediator. I previously served as a certified Tennessee Supreme Court Rule 31 mediator and currently serve as court-approved federal mediator. I have also served as a court-appointed neutral in federal court, and panel arbitrator for the National Arbitration Forum.</p>
Kizer	W. Morris	Gentry, Tipton & McLemore, P.C. 900 South Gay Street, Suite 2300 Knoxville, Tennessee 37902 wmk@tennlaw.com (865) 525-5300	I have practiced law for more than 48 years. I mediate cases involving business and commercial disputes, banking law, construction disputes, real estate matters, employment claims, and personal injury claims.
Knight	Arthur	Law Office of Arthur F. Knight III 800 S. Gay St., Ste. 600 Knoxville, TN 37929 arthur@arthurfknightlaw.com (865) 971-1701	

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Kramer	Steven	Kramer Rayson, LLP P.O. Box 629 Knoxville, Tennessee 37901-0629 skramer@kramer-rayson.com (423) 341-1850	Attorney (35+ years; principally Labor & Employment); AAA Arbitrator/Panelist; Former General Counsel (Manufacturing Industry), extensive experience in Manufacturing, Government Contractors, Dairy Industry, Transportation, Security Services.
Lawhorn	John	Frantz, McConnell & Seymour, LLP 550 W. Main St., Ste. 500 Knoxville, TN 37902 jlawhorn@fmsllp.com (865) 546-3921	Mr. Lawhorn has been a licensed attorney engaged in continuous private practice since 1987. He is currently licensed in the states of Tennessee, Alabama and Florida. He has extensive experience representing clients in all aspects of labor and employment law, personal injury and wrongful death litigation, and commercial and business litigation. He has personally tried approximately 100 jury trials in state and United States District Courts and served as a mediator since 2005. His mediation experience includes disputes in the areas of labor and employment; personal injury and wrongful death; commercial and business transactions; construction claims; and attorney fee disputes.

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Lee	Charles B.	Miller & Martin PLLC 832 Georgia Avenue, Suite 1200, Chattanooga, TN 37402 clee@millermartin.com (423) 785-8214	<p>Charles (Chuck) Lee, Vice-Chair of the firm's Litigation Practice and Co-Chair of the firm's Labor & Employment Practice, has been with Miller & Martin since 1985 and concentrates his practice primarily on employment law, corporate/commercial litigation and federal agency investigations.</p> <p>Chuck is a Rule 31 certified civil mediator and has served as mediator or advocate in well over 100 successful mediations. He has been AV® Peer Review Rated by Martindale-Hubbell® and is admitted to practice in Tennessee and Georgia state and federal courts. He has been listed in The Best Lawyers in America© for Labor and Employment Law since 2010 and was selected in the 2020 Edition of Best Lawyers® as Labor & Employment Litigation "Lawyer of the Year" for the Chattanooga, Tennessee market.</p> <p>In the employment law practice area, Chuck is lead defense counsel for a number of major companies and other employers in connection with wrongful discharge, discrimination, retaliation, FLSA, ADA, FMLA and whistleblower claims. He has coordinated responses to charges of employment discrimination filed with EEOC and analogous state and local agencies, including on-site investigations by agency investigators. He advises employers with respect to minimizing exposure in connection with reductions-in-force (RIFs), workforce restructurings and day-to-day employment issues. He assists employers in designing, implementing and enforcing alternative dispute resolution (ADR) programs, including mandatory pre-dispute arbitration agreements. He also advises clients on conducting corporate and workplace investigations, including federal and state agency investigations.</p> <p>Chuck also served as lead plaintiff's counsel for the FDIC as receiver of a number of failed financial institutions in connection with multi-million-dollar commercial disputes as well as professional liability investigations, lawsuits and related insurance coverage issues. He has prosecuted insurance coverage lawsuits pertaining to D&O insurance and fidelity bond claims.</p>
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Leibowitz	Lawrence	Leibowitz Law Firm 608 Gay St Knoxville, TN 37902 lpl@leibowitzfirm.com (865) 637-1809	Larry Leibowitz is an experienced litigator having practiced since 1970. His experience includes, personal injury, construction, securities fraud, contract and business disputes, land use and zoning and related matters.
Lewis	George	Baker Donelson 165 Madison Ave., Ste. 2000 Memphis, TN 38103 blewis@bakerdonelson.com (901) 934-0066	Past President Tennessee Bar. Senior Litigation Partner at Baker Donelson
Manuel	Joe	240 Forest Avenue, Suite 301 Chattanooga, TN 37405	Admitted to practice in TN: 1978 and GA: 1979. AAA Arbitration Panels since 1991. Certified Civil Trial Advocate by NBTA since 1995. TN Rule 31 Mediator since 1997. Senior Author, TN ADR Handbook (Harrison Co.). Author numerous on line courses on Arbitration and Mediation.
Mattice	Harry	The Mattice Group 633 Chestnut Street, Suite 820 Chattanooga, TN 37450 sandy@thematticegroup.com (423) 403-7901	From 2005 through 2021, Mr. Mattice served as U. S. District Judge in Chattanooga. Prior to that, he served as the United States Attorney for the Eastern District of Tennessee. Upon his retirement from the federal bench, Mr. Mattice formed The Mattice Group, where he concentrates his practice in the areas of mediation, complex commercial litigation, investigations and white-collar criminal defense.
Mikel	Donna	Mikel & Hamill 620 Lindsay Street Chattanooga, TN 37403 dmikel@memploymentlaw.com (423) 266-2121	My past experience has qualified me to be fair and impartial and to understand both sides of a dispute, having represented both Plaintiffs and Defendants in employment law disputes. I have been a Rule 31 listed mediator in Tennessee since 2016. Since then, I have grown an active employment law/dispute mediation practice and have resolved more than 75% of the cases I have mediated. I have also become a AAA listed employment law arbitrator.

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Moffatt	Mary	<p style="text-align: center;">Wimberly Lawson Wright Daves & Jones 550 W. Main Street, Suite 900 Knoxville TN mmoffatt@wimberlylawson.com (423) 587-6870</p>	
Morton	Jennifer	<p style="text-align: center;">Jennifer Morton Law, PLLC 8217 Pickens Gap Road Knoxville, TN 37920 jen@mortonlaw.com (865) 579-0708</p>	<p>Jennifer Morton was licensed to practice law in the State of Tennessee in 1992. She graduated, cum laude, from the University of Tennessee, College of Law. She has maintained an active litigation practice representing her clients in state and federal court jury trials, at mediation, and before administrative tribunals. She is admitted to practice in the Federal District Court, Eastern District of Tennessee, the U.S. Court of Appeals for the Sixth Circuit, and the United States Supreme Court. She is listed by the Tennessee Supreme Court Commission on Alternative Dispute Resolution as a Rule 31 mediator in the field of general civil mediation, and she is an approved mediator for federal court-annexed mediation. Jen is a member of the National Employment Lawyers Association and a founding member of the Tennessee Employment Lawyers Association for which she served two terms as President. She was selected multiple times as a mid-south Super Lawyer in the category of "employment litigation: plaintiff." In an annual survey of lawyers and judges by City View Magazine, Jen has been selected multiple times as a "Knoxville Top Attorney" in the areas of labor and employment law and federal court practice. In 2022, she was honored to be selected as a Knoxville Bar Foundation Fellow. Jen is a Master Emeritus with the Hamilton Burnett Chapter of the American Inns of Court and is a member of the Tennessee and Knoxville Bar Associations. www.jmortonlaw.com.</p>

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Neal	John	The Neal Law Firm P.O Box 51930 Knoxville, TN 37950 jneal11254@aol.com (865) 414-6784	I received both my B.A. and J.D. from the University of Tennessee Knoxville. My practice has covered a wide gamut of subjects, including commercial litigation, banking, insurance defense and coverage, construction, personal injury and property damage and bankruptcy. I spent several years as a bankruptcy trustee and have represented both banks and the FDIC. I am admitted to and have handled cases in the Tennessee state courts, the Eastern and Middle Districts, and the Sixth Circuit. I am rated AV.
Nelms	Beverly	Frantz, McConnell & Seymour, LLP 550 W. Main St., Ste. 500 Knoxville, TN 37902 bnelms@fmsllp.com (865) 546-9321	I have been with Frantz McConnell & Seymour for over 27 years. My practice currently concentrates on general civil litigation including insurance defense, construction law, and personal injury, in addition to mediation. I am a Rule 31 listed general civil mediator. I have appeared at each level of state court, as well as the U.S. Federal District Court for the Eastern District of Tennessee and the Tennessee Bureau of Workers' Compensation. I am a member of several legal organizations, including the Knoxville and Tennessee Bar Associations, and the Tennessee Association of Construction Counsel.

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Owings	John E.	Owings, Wilson & Coleman 800 Riverview Tower 900 S. Gay Street Knoxville, TN 37902 jeowings@owclaw.com D: (865) 521-3007 B: (865) 522-2717	<p>State Community College Foundation, and is the City Attorney for the Cities of Harriman and Rocky Top, Tennessee.</p> <p>Mr. Owings has seen cases to settlement, litigated cases to dismissal and trial by judge and jury and argued cases before the Tennessee Court of Appeals, Tennessee Supreme Court and U.S. Court of Appeals for the Sixth Circuit. He has been counsel of record in 3 published decisions of the Tennessee Supreme Court, including Helton vs. Knox County which remains a leading case in Tennessee law and the doctrine of Governmental Tort Liability. Mr. Owings has represented clients in over 25 cases that resulted in published decisions by the Tennessee Supreme Court, the Tennessee Courts of Appeal, the U.S. Court of Appeals for the Sixth Circuit, and the U.S. District Court for the Eastern District of Tennessee.</p> <p>Mr. Owings has been peer rated through Martindale Hubbell as AV, Preeminent; and he is listed in the “Red Book” as recognized bond counsel. He has been recognized by City View as a top attorney in the fields of administrative law (governmental law), elder law, anti-trust law, class action – defense, and employee benefits/ERISA defense. www.owclaw.com.</p>
Patterson	J. Randall	Baker Donelson 265 BrookView Center Way Suite 600 Knoxville, TN 397919 rpatterson@bakerdonelson.com (865) 549-7256	Mr. Patterson has been mediating cases for more than ten years. After training with the Accord Institute at the University of Mississippi, he conducted mediations arising from property damage claims resulting from Hurricane Katrina as well as countless employment law disputes.
Pettit	Richard	PO Box 305 Lookout Mountain, TN 37350	I have been doing all types of mediations all around the United States and abroad. I have also trained mediators in all types of collaborative mediation practice.

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Powers	Rick. L.	Arnett Baker Draper and Hagood 2300 First Horizon Plaza Knoxville, TN 37929-2300 rpowers@adhknox.com (865) 546-7000	Experienced trial attorney in state and federal civil litigation involving auto, trucking, products, health care, business and contract related litigation. I have served as a mediator in Knox and surrounding counties and am conveniently located in downtown Knoxville.
Raynor	Ted	Law Office of Ted C. Raynor ted@raynorlegal.com (901) 603-7977	<p>Ted has been a listed Rule 31 mediator since 2009. He is a member of the Tennessee Association of Professional Mediators (TAPM) and is on the approved mediator panel for the United States District Court for Eastern and Western Districts of Tennessee.</p> <p>Ted is a proven problem solver. He has a unique combination of experience which includes 14 years in house at Hilton Hotels Corporation managing material litigation and dispute resolution and an equal number of years as outside counsel which he draws upon to help clients address complex legal disputes.</p> <p>Business minded. Solution focused.</p>
Rowell	Nathan	Ogle, Rowell & Penland, P.C. 100 E. Main Street, Suite 400 Sevierville, TN 37862 norwell@orplaw.firm (865) 453-2866	

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Sabis	Christopher	Sherrard Roe Voigt & Harbison, PLC 1600 West End Avenue, Suite 1750, Nashville, TN 37203 csabis@srvhlaw.com (615) 850-6822	Chris is a member at Sherrard Roe Voigt & Harbison, PLC, in Nashville, Tennessee and the head of the firm's Government Compliance & Investigations Practice. He is an experienced litigator, having represented plaintiffs and defendants, and has served in a neutral capacity as a mediator, arbitrator, and court-appointed neutral pursuant to the special master provisions of Federal Rule of Civil Procedure 53. Chris has also served as a Tennessee Supreme Court-appointed panel arbitrator and solo hearing examiner in numerous professional responsibility and disciplinary matters involving issues of legal ethics and malpractice. Before joining SRVH, Chris was an Assistant United States Attorney in the Middle District of Tennessee, where he worked predominantly on civil healthcare fraud litigation and criminal white collar investigations. As an AUSA, Chris served in a quasi-neutral role in several mediations at the invitation of the parties, and with the permission of the Department of Justice in declined False Claims Act cases to help facilitate negotiations and resolutions between the parties.
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Shipley	Marietta	<p>Mediation Group of Tennessee 2809 Wimbledon Road, Nashville, Tn. 37215 marietta@mariettashipley.com B: (615) 292-6069 C: (615) 330-9098</p>	<p>Marietta Shipley retired in September 2006 as judge of the Second Circuit Court in Nashville presiding over civil jury and non-jury trials for the past 16 years. She is now the President of The Mediation Group of Tennessee, LLC , where she and others do mediations, collaborative law, www.themediationgrouptenn.com., as well as arbitrations for the American Arbitration Association.</p> <p>During her tenure as judge she served on the ADR Commission, was a member of the National Mass Torts Committee ,and was a Parenting Plan Legislation Pilot Judge. She presided over numerous settlement and status conferences in civil and family cases. She served on the Appellate Mediation Task Force and presently serves on the Mediation Committee of the Pro Se Access to Justice Committee. She founded and is past- President of The Tennessee Association of Professional Mediators. In 2010 she received a Public Service Award for Contribution to the Mediation Field by the Tennessee Coalition of Mediation Associations.</p> <p>She is a frequent presenter at NBA, TBA, NBI, TAJ , M. Lee Smith and IMLA, Municipal Attorneys seminars and is a trainer for Rule 31 Family Mediation Training at Lipscomb University.</p> <p>She is a founding member of Middle Tennessee Collaborative Alliance and Training chair. She is the Chair of the Tennessee Bar Association Taskforce on Collaborative Practice.</p> <p>She is married to Dr. David McMillan, a psychologist, who also mediates cases, is a collaborative practice coach and serves as a parent coordinator. She has a dog named Greta and cat named Sable. The two get along very well.</p>
Smith	Sam	<p>1710 Jefferson Ave. Knoxville, TN 37917 ssmith@nicholassociates.com (865) 216-0105</p>	

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Smith	Carlos C.	<p align="center">Miller & Martin PLLC 832 Georgia Ave., Ste. 1300 Chattanooga, TN 37404 carlos.smith@millermartin.com (423) 756-6600</p>	<p>B.S. University of Tennessee at Chattanooga J.D. University of Cincinnati Fellow, American College of Trial Lawyers Admitted to practice in Tennessee state and federal courts. Admitted to practice before the United States Supreme Court; the United States Courts of Appeals for the Fourth, Sixth and District of Columbia Circuits; U.S. District Court Eastern District of Tennessee; and in other U.S. District Courts Pro Hac Vice Fellow, American Bar Foundation, Tennessee Bar Foundation, and Chattanooga Bar Foundation Listed Best Lawyers of America for Corporate law; Energy law; and Antitrust law Former Member and Chair, Tennessee Law Revision Commission Former President, Chattanooga Bar Association American Bar Association: Member of Antitrust Section (State Action Exemptions Committee); Member of the Infrastructure (Governance Committee); Member of Business Law Section (Governance Committee) Active and former Chair and other Board offices of civic and community organizations (More biographical information upon request)</p>
Tarpley	John	<p align="center">Lewis Thomason PO Box 198615 Nashville, TN 37919 jtarpley@lewisthomason.com (615) 259-1395</p>	<p>John has mediated more than 1200 disputes including personal injury, product liability, commercial and construction matters.</p>

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Tarpy	Thomas	<p>Tarpy, Cox, Fleishman & Leveille, PLLC 1111 Northshore Ste. N-290 Knoxville, TN 37919 ltarpy@tcflattorneys.com (865) 525-7313</p>	<p>I represent a wide variety of business and personal clients. My practice has evolved into commercial litigation, business law, bankruptcy, mediation, and general practice.</p> <p>EDUCATION Bachelor of Arts, University of Tennessee, 1973 J.D., University of Tennessee, 1977 Phi Delta Phi</p> <p>ADMITTED 1978, Tennessee 1983, U.S. District Court, Eastern District of Tennessee U.S. Court of Appeals, Sixth Circuit</p> <p>MEMBERSHIPS Knoxville and Tennessee Bar Associations</p> <p>HONORS AND ACHIEVEMENTS Pro Bono Hall of Fame Recipient (2019) Member of the Board of Trustees Catholic Charities of East Tennessee (2016-2022) Board Member, Knoxville Bar Association's Board of Governors (2008-2011) Chairman of the Knox County Republican Party (1991-1993)</p>
Travis	Mark	<p>Travis ADR Services, LLC PO Box 2460 Cookeville, TN 38502 mtravis@travisadr.com (931) 252-9123</p>	<p>Labor relations and employment discrimination law attorney for twenty-five years before becoming full-time independent neutral in 2009. Neutral practice devoted exclusively to resolution of employment law and labor relations disputes in the public and private sectors. Also serve as Administrative Judge for Office of Federal Operations, Equal Employment Opportunity Commission.</p>

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Tribble	Mark	<p style="text-align: center;">Tribble Law, PLLC 13 S. Jefferson Avenue, Cookeville TN 38501 tribblelaw@gmail.com (931) 854-9200</p>	<p>A Christian Mediator/Attorney.</p> <p>40+ Experienced Lawyer/Mediator Focused on Christian Values. Assisting Individuals, Families, and businesses throughout the Upper Cumberland.</p> <p>I have practiced law in California and Tennessee since 1982. I have attended mediation training at the Pepperdine Dispute Resolution Center, received training and certification in Civil and Family Mediation. I have acted as a mediator in all types of civil disputes and advocated for client in all types of civil mediation.</p> <p>There are many influences upon our lives: family, faith, experiences and education. Certainly one of the main influences upon our lives is our faith in Jesus Christ. This means a daily consideration of His life as our example, and His teachings as our benchmarks. We seek to "do unto others as I would have them do unto me."</p> <p>I believe that every person is of unique and great value, which motivates me to do my very best as our client's advocate and legal counselor. This also has given me great perspective on assisting clients reach agreements through mediation.</p> <p>Helping People by Serving the Complete Needs of Clients The people who visit our office for legal service are often in turmoil, facing some of the most significant challenges of their lives. Particularly for families embroiled in the struggle of a criminal case, divorce or clients who are taking on the responsibility of a new business venture, the practical matters of law, finances and risk can weigh heavily. Our law practice is committed to helping clients face their natural sense of fear and frustration.</p> <p>-Sympathetic Ear: We understand that our clients face major challenges - taking the time to listen to you is our first and foremost duty. Many people find it beneficial to work with a professional who has witnessed</p>
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			the hardships that arise in criminal law, family law, business litigation or personal injury matters.
Vines, III	William D.	Butler, Vines and Babb, PLLC 2701 Kingston Pike, Knoxville, TN 37919 wvines@bvblaw.com (865) 244-3917	
Vital	Patricia	Vital Law Office & Dispute Resolution Services P.O. Box 314, Signal Mountain, TN 37377-0314 best-law@mindspring.com B: (423) 267-2378 C: (423) 580-4468	I founded Vital Law Office/Dispute Resolution Services in 1993, bringing to bear my prior experiences in medical staff administration and regulatory compliance. I am TN and GA law-licensed and admitted to practice before all Courts of those States and before the U.S. Supreme Court. For over 30 years, I have handled a wide variety of legal matters including but not limited to health, employment, business, contracts, consumer matters, and family/domestic matters. I serve and have served since 1999 as a FINRA Arbitrator and am panel chair and expungement trained and experienced. I hold active memberships in local, State and national bar associations. I have arbitrated/mediated Americans With Disabilities matters for the KeyBridge Foundation/U.S. Department of Justice and the TN Department of Finance & Administration's Division of Individuals With Intellectual Disabilities. For many years, I chaired the Fee Dispute Arbitration Program for the local bar association. I co-authored the TN ADR Handbook (Thomson West 1997). I currently represent E. TN on the executive council of the TN Bar Association's Dispute Resolution Section and have previously chaired that Section. I have served on numerous local and State boards including but not limited to the Tennessee Supreme Court's Commission on Continuing Legal Education and the TN Bar Association House of Delegates. In 2016, I was named as a Life Fellow of the American Bar Association, an honor bestowed annually on only 1% of practicing attorneys in North America and its territories.

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Vogel	Howard H.	O'Neil, Parker & Williamson, PLLC 7610 Gleason Drive, Suite 200, Knoxville, TN 37919 hvogel@opw.com (865) 546-7190 C: (865) 310-0933	Howard H. Vogel is a graduate of Vanderbilt University and the University of Tennessee. He has been in practice since 1975. He is a former president of the Knoxville Bar Association, the Tennessee Bar Association, the International Academy of Mediators and the American Bar Endowment. He is a member of the Metropolitan Knoxville Airport Authority Board of Commissioners and is a former chair of that Board. He has served on the American Bar Association Board of Governors twice.
Wagner	Michael A.	Wagner & Weeks PLLC 701 Market Street, Suite 310 Chattanooga, TN 37402 maw@wagnerinjury.com (423) 266-8816	37 years general litigation practice of law. Licensed in all Tennessee courts (1987) and Tn. Federal Dist. Court(1988) have tried jury trial in all Tn. State and Appellant Courts and Federal Court, 6th Circuit Court of Appeals. Born and resided in Chattanooga, Tn. area all of my life. Attended Notre Dame High School (class 1987), University of Tn. at Chatt. (BS Business Management), Nashville School of Law (JD).

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Ward	Jeffrey M.	<p style="text-align: center;">Milligan & Coleman PLLP 230 W Depot St. Greeneville, TN 37743 jward@milligancoleman.com (423) 329-1426</p>	<p>Jeffrey M. Ward is a partner in the law firm of Milligan & Coleman, PLLP located in Greeneville, Tennessee. He has over thirty years of experience practicing law in the area of civil litigation and was inducted as a Fellow of the American College of Trial Lawyers in 2018. He has been listed in Tennessee as a Rule 31 General Civil Mediator since 2013 and has been approved as a Certified Mediator for the Federal Mediation Program of the United States District Court of the Eastern District of Tennessee since 2014. Since 2013, he has served as a mediator in over 300 cases. On January 9, 2024, he was appointed by the Tennessee Supreme Court to serve as a Commissioner on the Alternative Dispute Resolution Commission. In 2024, he was also inducted into the National Academy of Distinguished Neutrals.</p> <p>https://www.nadn.org/jeffrey-ward</p> <p>Mr. Ward graduated from the University of Tennessee College of Law, summa cum laude, in 1993. Prior to that, he graduated from the University of Tennessee in 1990 with a Bachelor of Science degree, with honors, in Electrical Engineering. He is a member in good standing of the Bar of the State of Tennessee, the Sixth Circuit Court of Appeals, the United States District Court for the Eastern District of Tennessee, and the United States District Court for the Middle District of Tennessee.</p>
Woodfin	Clint	<p style="text-align: center;">Spicer Rudstrom, PLLC 800 S. Gay Street, Suite 1400 Knoxville, TN 37929 cwoodfin@spicerfirm.com (865) 244-4667</p>	<p>Clint J. Woodfin is admitted to practice in all courts in Tennessee and in the United States Court of Appeals for the Sixth Circuit. During his years of practice, he has represented major corporations, insurance carriers, local businesses, and individuals in all phases of litigation. His specific areas of practice include alternative dispute resolution, automobile liability, business, and commercial litigation, employment practices litigation, insurance coverage, insurance defense, insurance subrogation, premises liability, products liability, real estate and construction litigation, and workers' compensation. He is passionate about leadership and advocating for those who need a voice.</p>

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Woods	Ronald	Milligan & Coleman PLLP 230 W Depot St. Greeneville, TN 37743 rwoods@milligancoleman.com (423) 639-6811	
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