

RESUME OF PAUL J. DUBOW

ADR Experience

I have served as an arbitrator and mediator since 1994 and have been a full time neutral since January 2001. In that period, I have conducted hearings in approximately 125 cases and have acted as the mediator in approximately 250 cases. Issues arbitrated and mediated include wage and hour disputes, wrongful termination, sexual harassment, ADA violations, breach of employment contracts, covenants not to compete, professional malpractice, securities, ERISA, and general business disputes. I have also, from time to time, been involved in insurance, franchise, and construction cases. Prior to becoming a neutral, I served as an advocate in approximately 130 arbitrations.

I am a fellow and member of the Board of Directors of the College of Commercial Arbitrators. I also was a member of the committee that drafted the original employment rules for the American Arbitration Association and was a member of the Judicial Council working group that drafted the Rules of Conduct for Mediators in Court Connected Mediations. I was an observer to the Drafting Committees of the National Conference of Commissioner for Uniform State Laws on the Revised Uniform Arbitration Act and the Uniform Mediation Act. I served as a member of the Securities Industry Conference on Arbitration. I have also served as co-chair of the Arbitration Committees of the ABA Litigation Section and ABA Dispute Resolution Section and ADR Committees of the California State Bar Litigation Section and Contra Costa County Bar Association. I am one of the founders and former president of The Mediation Society of San Francisco and am a former president and current legislative chair of the California Dispute Resolution Council.

Legal Experience

I am a member of the State Bar of California. I was employed by Dean Witter Reynolds, Inc. (now Morgan Stanley & Co.) from 1970 to 2000, finishing as senior vice president and deputy general counsel. I spent 26 of those years as director of litigation, personally trying 130 arbitrations and eleven court trials. Initially, I was solely engaged in securities litigation but, as time progressed, I became involved in employment litigation and that in turn led to my appointment to the committee that drafted the AAA employment rules. I also served as a member of the Judicial Council Civil and Small Claims Committee and as chair and vice chair of the State Bar Task Force on Complex Litigation.

Education

B.A., LL.B, Rutgers University

Recent Publications

Avoiding the Pitfalls of Mediation Confidentiality, Contra Costa Lawyer (2008); *Collecting Attorney Fees in Arbitration*, California Litigation Magazine, vol. 22, no. 3 (2009); *The Cassel*

Decision: More Questions than Answers, California Litigation Magazine, vol. 24, no. 1 (2011); *Can Post-Award Searches Vacate Arbitration Awards?*, California Litigation Magazine, vol. 27, no. 1 (2014); *Failure to Pay Arbitrator's Fees*, California Litigation Magazine, vol. 29, no. 3 (2016); *I Agreed to Arbitrate That?* Contra Costa Lawyer (2017).