

Ron Friedman Mediations

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MEDIATION EXPERIENCE

■ Extensive ADR Experience

■ Full Time Since 1993

My Firm has extensive experience conducting mediations, including a large number of Business, Real Estate, Personal and Family disputes of all kinds, and hundreds of complex and multi-party cases. I have been trusted to handle **more than 2,300 mediation assignments** and have worked successfully with thousands of lawyers and their clients. As an ADR professional for over 20 years, I have mediated countless settlements and frequently have been asked to arbitrate cases. This experience assures you that I can help you communicate the true value of your case. In 2007, it was my honor to receive the Los Angeles Superior Court Award recognizing Outstanding Contributions to their ADR Program.

■ Overview Of What to Expect

- A Systematic Mediation Process that Promotes Dialogue and Understanding
- Discovery of your Choices and Help Evaluating Them
- Savvy Assistance to Negotiate Enforceable Settlement Agreements
- Careful Protection of Confidential Communications
- Strict Compliance with ABA's "Model Standards of Conduct for Mediators" and Local Rules
- Non-Confrontational Private Meetings with the Mediator
- Proven Strategies and Tactics to Overcome Impasse and Achieve Settlements
- Preservation of Important Business or Family Relations by Solving the Dispute
- Bottom Line: Most Cases will Settle within an Acceptable Range for a Reasonable Cost

■ My Goals

I endeavor to provide a fair and impartial process with reasonable outcomes that both sides find acceptable. Your satisfaction with the process is my top priority!

■ Community Service

After a successful career as an attorney, I have chosen Mediation as my way to contribute to our community. In that effort, I have provided **thousands of pro-bono hours** of mediation service because I enjoy helping others and knowing that my firm makes a difference in their lives.

■ What Help do I Provide during a Mediation Session?

Mediation is a **voluntary process in which the parties negotiate** the outcome of a dispute with the help of a Mediator. There are many trade-offs and competing priorities as the parties evaluate their options. Often, the problem of making a good choice is daunting, even for experts and advanced negotiators. Bringing in an experienced third party neutral to "mediate the dispute" changes the dynamics of the bargaining, exposes more possibilities, and can afford better opportunities for the parties to make the best choice. If you

select **Ron Friedman Mediations**, you can expect that I will take the time to review the mediation statements, read the authorities cited, and prepare carefully for the mediation session. During the mediation session, I endeavor to ***listen, acknowledge and validate*** my understanding of your positions while providing all of the following services and assistance.

- Help both parties to communicate their message effectively
- Foster a more empathetic understanding of interests and concerns
- Identify and clarify the outcome decisive issues
- Discuss (in caucus) the strengths and weakness of each side's liability and damages arguments
- Explore the consequences of not settling [i.e., discuss the BATNA]
- Find settlement options the parties did not recognize before
- Stimulate the exchange of acceptable compromises
- Employ years of practical experience to overcome obstacles during the Mediation sessions
- De-escalate the conflict and channel the parties into the settlement process
- If requested, offer competent neutral evaluation, decision tree analysis and "mediator proposals"
- Consult on preparing a binding settlement document

■ Areas of Specialization

My firm offers highly qualified and professional mediation services to help you in all of the following areas of legal specialization. I have mediated many cases in each of these areas of practice. It can be helpful to work with a Mediator that has experience in valuing similar claims. In appropriate cases, you also can contract for Binding Mediation or Med/Arb. arrangements.

Some of the disputes and claims I handle include:

- Contract and Fraud Disputes
- Real Estate and Lease Disputes
- Construction Defect Claims
- Employment Claims
- Subrogation and Insurance Issues
- Complex Multi-Party Litigation
- Legal Malpractice Claims
- Intellectual Property Disputes
- Homeowner Remodeling Claims
- Entertainment Industry Disputes
- Statutory & Business Torts
- Family, Elder Abuse and Probate Disputes
- Debt Collection Claims
- Partnership & Dissolution Issues
- Environmental Claims
- Unfair Competition/Antitrust Claims

ARBITRATION EXPERIENCE

- **Arbitrator, American Arbitration Association** ■ **1993 - 2002**
Business, Commercial and Entertainment Industry Disputes
Arbitrated cases in Record Industry, Movie Industry, Internet Sector, Legal Malpractice, Real Estate, and other business areas.
- **Los Angeles Superior Court Panel Arbitrator** ■ **Since 2001**
Arbitration and Settlement officer

- **Arbitrator, Beverly Hills Bar Association
Attorney/Client Fee Disputes**

■ 2001 - 2004

ATTORNEY EXPERIENCE

**Vice President, Associate General Counsel
Capitol Records, Inc. and Capitol Industries, Inc.**

■ 1975-1992

- **Law Department Supervisor:** Supervised law department, hired and trained attorneys and staff, and prepared law department budgets.
- **Litigation Management:** Managed all phases of litigation, including formulation of case strategy, conducted discovery and settlement negotiations, prepared litigation budgets, and supervised outside counsel.
- **Transactional Responsibilities:** Negotiated and drafted business contracts and commercial agreements of all types, including Artist Royalty Agreements, Music Publishing Agreements, Label and Joint Venture Agreements, Asset Purchase Agreements, Manufacturing and Distribution Agreements, Settlement Agreements and Releases, Office Leases, Construction Agreements, Equipment Leasing Agreements, Employment Agreements and Termination Agreements, Real Estate and Construction Agreements, and many other varied business agreements.
- **Attorney to Senior Management:** Counseled senior management and department heads in a wide range of "legal" problems such as employment issues, antitrust and trade regulation issues, licensing, clearance, and intellectual property issues, real estate issues, corporate compliance issues, environmental issues, insurance coverage, and many other legal matters.
- **Business Affairs Attorney:** Acted as the business affairs attorney for Capitol's retail record store division and Capitol's audio devices division (manufacturing and distribution of specialty product lines).

**Trial Attorney (GS15 level)
United States Department of Justice
Antitrust Division**

■ 1970 - 1975

- **Preparation for Trial** of civil and criminal litigation, including, for example, work on the Government's monopoly case against IBM, and litigation involving challenges to Mergers and other corporate combinations.
- **Civil investigation,** preparation of complaints, conducting discovery, handling motions and advising the operations department of the Department of Justice on all phases of each matter.
- **Conducted Grand Jury investigations** of price fixing activities, with extensive study of the structure and dynamics of competition within many target industries.

SAMPLE PUBLICATIONS AND CONTRACTS

- "What is Needed For A Successful Mediation" ■ 2009

- “The Corporate Law Department, It’s Functions and Accomplishments”
Paper presented to Capitol Records, Inc, Los Angeles, CA ■ 1991
- “Joint Venture Agreement between Artist and Record Label”
Contract Negotiated for Capitol with major Record Label, Los Angeles ■ 1990
- “Interference With Contract In the Record Industry”, Paper presented to International Meeting of
EMI Limited Law Departments, Palm Springs, CA ■ 1988

MEDIATION TRAINING

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| American Bar Association
Employment Disputes | ■ 2002 |
| Beverly Hills Bar Association
Mediating International Child Abduction cases | ■ 2002 |
| Beverly Hills Bar Association
Mediation Confidentiality after <u>Foxgate</u> | ■ 2002 |
| Straus Institute for Dispute Resolution, Malibu, CA
Mediating the Litigated Case, 6 days program | ■ 2001 |
| American Arbitration Association
Avoiding Litigation, The Large Complex Cases | ■ 1993 |

FORMAL EDUCATION

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| <u>University of California, Los Angeles (UCLA), CA</u>
J.D. in Law Honors: Top 15% of Law School Class
 American Jurisprudence Award for Civil Procedure | ■ 1969 |
| <u>University of California, Los Angeles (UCLA), CA</u>
B.A. in Political Science | ■ 1966 |

PRESENT AND PAST MEMBERSHIPS

- **American Bar Association, Dispute Resolution Committee**
- **Beverly Hills Bar Association, Executive Committee, ADR**
- **Southern California Mediation Association, Certified Professional Member**
- **California Bar Association, Litigation Section**

PERSONAL

- Married 44 years, excellent health, two adult children, and five grandchildren.