

William H. Lemons
Mediator and Arbitrator

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EXPERIENCE:

Bill Lemons is an experienced Arbitrator and Mediator. He assists counsel in the selection of an arbitrator or panel, advises on preparation/presentation of the case in arbitration and critiques the case in chief through summary arbitration. He has over 30 years experience as a trial and appellate attorney, initially representing and advising employees, unions and employers, both large and small, in all aspects of compliance with state and federal employment laws. His practice then moved into bankruptcy and insolvency matters, large complex commercial matters and healthcare / physician / hospital disputes. Bill's past experience also includes several nationwide class actions and appeals in the Fifth Circuit. He has handled numerous cases at the agency level and in litigation involving individual and collective actions under the FLSA, both as counsel and as Arbitrator or Mediator. He has significant experience in the financial services sector, particularly as pertains to corporate or individual liability and with respect to guaranties. He has experience with professional fee applications, fee disputes, fee forfeiture actions and legal malpractice issues. He is busily engaged as a Qualified Neutral in these and other areas generally, and is admitted as a Qualified Neutral in numerous U.S. District Courts. Bill is an active Arbitrator on the Employment Law, Commercial Dispute, Financial Services and Large Complex Case Panels of the American Arbitration Association (AAA), the Panel of Distinguished Neutrals of CPR for a four-state region, the American Health Lawyers Association, a Member, The Chartered Institute of Arbitrators, London, and A Fellow, College of Commercial Arbitrators. Bill is a permanent Neutral for Southwest Airlines Co., Kraft Foods, Toyota USA, Inc., Neiman Marcus and Cocoa Cola Refreshment, USA.

ASSOCIATIONS and PROFESSIONAL ACTIVITIES:

Bill is a past Chair of the State Bar of Texas ADR Section. He also is a member of the Texas Association of Mediators; Association of Attorney-Mediators (President-Elect and member, National Board of Directors 2080-Present); *Distinguished Mediator* – Texas Mediator Credentialing Association; State Bar of Texas Labor and Employment Law Section; San Antonio Bar Association; San Antonio Bar Association ADR Committee (former officer); State Bar of Texas; Fellow, Texas Bar Foundation; Admitted Texas Supreme Court (1973), United States Supreme Court; United States Courts of Appeal for the Fifth and Eleventh Circuits; Numerous U.S. District Courts.

SPEAKING ENGAGEMENTS:

Bill is a frequent speaker and author, and has contributed to the programs and publications of numerous law schools and legal seminars. Examples include Texas Bankers Association Seminar: *The Power of Apology in Mediation*, March, 2009; State Bar of Texas ADR Section Seminars: *Arbitration Roundtable* (2009-2010); TAM Annual Seminar: *The Accidental InterCulturalist: Experiences of Workplace ADR Practitioners in Managing Diversity Issues* (February, 2007); *Colloquy: To Arbitrate or Not to Arbitrate*, 2006 Tarrant County Bench Bar Conference; *How to Participate Effectively in Arbitration* (National Employment Lawyers Association, 9th Annual Seminar, June, 2005); *Arbitration Advocacy* (TexasBarCLE Webcast, November, 2006); *Arbitration Advocacy for Attorneys: A Guide to Case Preparation & Presentation in Arbitration* (American Arbitration Association, Austin and San Antonio, 2004-2005); AAM Advanced Attorney-Mediator Training: *Everything a Mediator Needs to Know About Arbitration* (November, 2005).

EDUCATION:

Bill received a B.B.A. with Emphasis in Personnel Management from the University of Houston in 1970, and a J.D. *Magna Cum Laude* (Top 2%) from the University of Houston Law Center in 1972 (Order of the Coif and Houston Law Review). He completed the Attorney-Mediators Institute Training Program in March, 1997, and since has completed over four hundred hours of Advanced Mediator and Arbitrator training by AAM, TAM, CPR and the AAA. Bill has assisted the AAA as facilitator or trainer in teaching the 40 hour basic mediation skills course to *Coca Cola Enterprises, Inc.*, *Zachry Construction Corporation*, *Alamo Community College District* and others, and has taught the "Arbitration Advocacy" course for the AAA.