



Carole Katz Alternative Dispute Resolution, *Principal (2012-present)*

Mediator and Early Neutral Evaluator. Uses decades of litigation and business experience to help organizations and people resolve disputes in less time, at a lower cost, and through processes that give parties and their lawyers more control over the outcome. Examples:

- Class, collective and individual employment cases
- Commercial and business disputes
- Public accommodation cases under ADA Title III
- Professional liability claims

Selected Panel Memberships

- U.S. District Court for the Western District of Pennsylvania:
 - Mediator and Early Neutral Evaluator
 - eDiscovery Special Master and eMediator
- American Arbitration Association

Prior Legal and Business Executive Experience

FedEx Ground Package System, Inc., Moon Township, PA
Vice President, Litigation (2006–2012)

Responsible for Litigation and Risk Management. Led staff of about 40. Built talented, diverse teams.

Litigation

- Managed entire docket of hundreds of commercial, employment, and insurance coverage cases.
- Developed litigation and negotiation strategies, assessed and valued cases, led negotiations in complex cases that carried significant financial implications, and oversaw trials.

Risk Management

- Responsible for overseeing all public liability and property damage claims (over 300 in active litigation), workers' compensation claims, and general insurance and risk management advice. Assessed, valued, and provided settlement authority for all serious and catastrophic personal injury cases. Oversaw mediation and trial strategies in high dollar personal injury cases.

Officer

- Assumed leadership role in developing strategies to mitigate and avoid legal exposure.
- Participated actively on cross-functional strategic teams.
- Chaired Pro Bono Committee launching FedEx Ground's Pro Bono Initiative, recognized by the Allegheny County Bar Foundation with the 2011 Organization Pro Bono Award.

Morgan Lewis

Partner & Manager, Pittsburgh Labor & Employment Group (2002–2006)

- Expanded the office's labor, employment, restrictive covenant and trade secret practices.
- Led team of approximately ten professionals, including six attorneys.
- Tried three cases, all to victories.
- Member, Advisory Committee, U.S. District Court for the Western District of PA for ADR (2005-06).

Reed Smith

Partner (1994–2002); Associate (1985-1994); Summer Associate (1983-1984)

- Obtained successful results through trials, settlements and summary judgments.
- Served in various leadership roles including: Head of Restrictive Covenant/Trade Secret Group; Member of Legal Personnel, New Associates and Summer Associates Committees.

Education

Columbia University School of Law, J.D., 1985

Kenyon College, B.A., 1981 (Phi Beta Kappa, Summa Cum Laude, Honors)

Formal Training

Mediation

Strauss Institute for Dispute Resolution, Advanced Mediation: Skills and Techniques, June 2017

The Center for Dispute Settlement, Advanced Mediation Techniques, May 2015

Mediation, Inc., Advanced Mediation Seminar, July 2015

Mediation Council of Western PA, Advanced Mediation Workshop, November 2015

Harvard Negotiation Institute, Mediating Disputes Program, Fall 2012

Speaking and Panel Engagements

- How to Value a Case & Develop a Theme, Acad. of Trial Lawyers & Allegheny Cty. Bar Ass'n (Apr. 2024)
- Mediation in the Time of COVID-19, Allegheny County Bar Ass'n Webinar (May 2020)
- Mediation Strategies That Work – The Savvy Advocate's Guide, PBI (Mar. 2019)
- Diffusing Bad Faith Mediation Threats, Mediation Council of Western PA Roundtable (Feb. 2018)
- The Best Mediation I Ever Had: Making the Most of Mediation, PBI Employment Law West (Nov. 2017)
- How to Win Your Mediation: Preparation & Pitfalls, Academy Federal Practice Program (Dec. 2015)
- Deception in Mediation: What Crosses the Ethical Line, PBI Employment Law West (Nov. 2015)
- Getting Passed Impasse, Mediation Council of Western PA Roundtable (Apr. 2015)
- Class Actions and FLSA Collective Actions: Overview, Differences, and Third Circuit Developments, Allegheny County Bar Association Federal Court Section (Nov. 2014)
- Top Ten Do's (and Don'ts) for Mediation Counsel (presented several times at various law firms)
- Behind the Curtains – What Plaintiff's and Defense Counsel Want to Know About How Businesses Strategize for Mediation, PBI Employment Law West (Nov. 2013)
- Advocacy in the Mediation of a Commercial Case, PBI (Aug. 2013)

Professional Recognitions

Martindale-Hubbell, AV (preeminent) peer rating (rated 5.0 out of 5)

Chambers USA: America's Leading Lawyers for Business, while in private practice

Pennsylvania Super Lawyers, while in private practice

Professional Memberships

American Bar Association: Member, Dispute Resolution, Litigation, and Labor & Employment Sections

Mediation Council of Western Pennsylvania: Board Member; Former Secretary

Pennsylvania Council of Mediators: Member

Academy of Trial Lawyers of Allegheny County: Former Membership Chair & Board of Governors Member

Allegheny County Bar Association: Former Chair, Federal Court Section; Member, Labor and Employment Law Section and Alternative Dispute Resolution Committee