



(Please read Membership Criteria and on pages four and five before completing this application)

1. **Sponsor:**
2. **Co-sponsor:**
3. **Nominee Information** Include the following: Name, Firm, Address, City, State/Province
Zip/Postal, Country; Phone/Fax, and email
4. **Description of Nominee's Practice** (include information regarding the market in which the Nominee practices, eg., whether courts mandate mediation and how frequently mediation is utilized in that market)
5. Please attach the Nominee's current curriculum vitae, including mediation certifications, training, speaking, writing, teaching, and training.
6. **IAM Conference Attendance**
Please list the place and date of all IAM Conferences (live or virtual) attended by the Nominee:
7. **IAM Members Known.** Please identify any IAM members the Nominee knows

8. Mediation Experience

a. How many years has the Nominee served as mediator for compensation in commercial disputes? _____

b. How many days has the Nominee served as a mediator for compensation in commercial disputes?

i. In the past 12 months _____

ii. In the past 3 years _____

iii. in the Nominee's career _____

(Commercial disputes shall include a variety of business or economic conflicts as distinct from family, community, political, or public policy disputes. Commercial disputes do not include residential landlord/tenant or dissolution of marriage matters. A day is at least 4-6 hours or more, including preparation time.)

c. Please attach a description of any other mediation-related experience that the Nominee considers to be relevant to this nomination for membership (eg., mediation training, teaching, presiding over settlement conferences as a judge or magistrate, etc.).

9. References

Please list three references whom the Sponsors have contacted and submit summaries of each reference's comments along with this form. References should be counsel, parties, or party representatives with whom the Nominee has worked in a mediation session in the past year.

Name/Address/Phone/Email

Name/Address/Phone/Email

Name/Address/Phone/Email

10. Background

Has the Nominee ever been convicted of or are charges pending regarding a violation of any criminal law (other than minor traffic offenses), ethical, code of conduct, or disciplinary rules of any state government or provincial agency, bar association or private or public professional entity? _____

If yes, please explain status and/or resolution in an attachment.

Nominee Affirmation

The undersigned Nominee affirms and verifies that he or she has read and understands the information provided herein, and that the information is true and complete to the best of his or her knowledge, information and belief. Nominee also confirms that he or she understands this submission does not create any obligation on the part of the International Academy of Mediators to admit me as a member. If granted, membership is subject to the conditions of the IAM By-laws and Constitution, including but not limited to dues and conference attendance requirements.

Steven G. Pearl

Nominee's Signature/Date

Sponsors' Affirmations

We the undersigned sponsor and co-sponsor of this Nomination, affirm that based on our personal knowledge and review of at least three professional references, the Nominee meets all the qualifications for membership in the IAM and accordingly, we are pleased to nominate _____ to become a Distinguished Fellow of the IAM immediately upon approval of this Nomination by the Board of Governors. (Please attach any additional comments regarding this Nomination that you believe will be helpful to the Board in reviewing the Nomination)

Sponsor's Signature/Date

Co-sponsor's Signature/Date

INTERNATIONAL ACADEMY OF MEDIATORS MEMBERSHIP CRITERIA

Overview

New IAM members will be admitted to membership in the Academy under the following guidelines:

- Membership is by **invitation only**
- Membership is limited to **professional commercial mediators** who are **well established and recognized** in their local or regional community as **leading mediators** in the field
- The IAM is dedicated to **inclusiveness** and **diversity** across a full spectrum
- The Membership and Recruiting Committees assist Academy members in identifying mediators who meet the criteria for invitation by the Board of Governors to join as **Distinguished Fellows**

Criteria for Admission to Membership as Distinguished Fellow

Nominees for membership in the Academy in the **Distinguished Fellow** category must generally meet the following **minimum qualifications** with respect to **mediation experience**:

- in commercial mediation practice at least **5 years**, with corresponding certification for those mediators who practice in jurisdictions that have certifications for commercial mediation
- at least **a majority of their professional efforts** are dedicated to commercial mediation
- in developed markets, must have worked at least **300 - 600 commercial mediation days**
- in emerging markets¹, must have worked at least **150-300 commercial mediation days**
- in undeveloped markets², must have worked at least **50-100 commercial mediation days**
- **mediation days** consist of **at least 4 hours** of work focused on **mediation of commercial disputes** (including teaching, training or facilitating as well as mediating disputes and excluding days spent mediating pro bono, small claims and domestic relations matters)
- **alternative mediator experience** may be considered provided it is **substantially equivalent** (participation in mediations as party or counsel is not considered mediator experience)

¹ “Emerging” markets are those areas or regions where relatively fewer commercial disputes are mediated, in contrast with developed markets where the majority of commercial disputes get referred to mediation, whether by courts, counsel or parties. Factors include: the extent to which mediation is mandatory, the length of time mediation has been in use, the types of disputes that go to mediation and the numbers of mediators who practice on a full or substantial-time basis.

² “Undeveloped” markets are those areas or regions where mediation is just beginning to be utilized and thus very few commercial disputes are mediated and very few mediators practice on a full or substantial-time basis.

Membership Nomination Process

Invitations to join the Academy are issued only upon **approval** by the **Board of Governors** of a **Nomination** from a qualified **Sponsor** and **Co-sponsor**

- **Sponsors** must be **Distinguished Fellows** who have been **members** of the IAM **for at least two (2) years** or **who have attended at least four (4) conferences**
- **Nominations** are **submitted** to the Board of Governors **only from** qualified **Co-Sponsors** on a form that includes **attestations vouching** that the prospective new member is a ***pre-eminent distinguished or rising star mediator*** in their local community
- **Nominees for membership** are encouraged (not required) to **attend at least one live or virtual IAM conference** at the invitation of a member (any Distinguished Fellow may invite with approval of the Recruiting Chair) before their Sponsors submit a Nomination on their behalf.
- **Mentees** in the Mentorship Program who have gained the **requisite experience** are encouraged to seek Sponsors for nomination as **Distinguished Fellows (generally including the Mentor)**

STEVE PEARL

MEDIATION

STEVEN G. PEARL, ESQ.
CASE MANAGER: NIKKI SAFAVI
DIRECT: (213) 598-1722
NIKKI@STEVEPEARLMEDIATION.COM
WWW.STEVEPEARLMEDIATION.COM



Steve Pearl resolves all types of employment law disputes and other class actions, including:

Wage and hour class, Private Attorneys General Act, and Fair Labor Standards Act collective actions

Actions alleging discrimination and harassment based on all types of protected characteristics

Actions alleging retaliation and wrongful termination for all types of protected activity

Actions alleging theft of trade secrets and violation of non-competition agreements

Class actions under the Unfair Competition Law, Fair Credit Reporting Act, Telephone Consumer Protection Act, False Advertising Law, and Consumer Legal Remedies Act

Recognition

A “nationally renowned wage and hour class/collective action mediator...”
George v. Academy Mortgage Corp., 369 F. Supp. 3d 1356 (N.D. Ga. 2019)

“[S]pecializes in mediating employment disputes, including wage and hour class actions.”
Espinosa v. California College of San Diego, Inc. (S.D. Cal. 2018)

A “well-respected and experienced mediator of class action lawsuits in California.”
Gradie v. CR England, Inc. (D. Utah 2020)

A “well-respected mediator in wage and hour matters.”
McClure v. Brand Energy Service, LLC (E.D. Cal. 2021),
citing *Contreras v. Worldwide Flight Servs., Inc.* (C.D. Cal. 2019)

An “experienced class action mediator...”
Hernandez v. Children's Creative Learning Centers (N.D. Cal. 2013)

STEVE PEARL

MEDIATION

“Super Lawyer” in Dispute Resolution and Employment & Labor Law
2011 to 2023 Southern California Super Lawyers Magazine

“Rising Star” Neutral (One of Ten in California)
2013 Daily Journal List of Top California Neutrals

Education

University of California, Hastings College of Law (Juris Doctor, 1992)
Dean’s Scholar

University of California, Berkeley (Bachelor of Arts, 1989)
Graduated with Honors from the Department of English

Experience

Full Time Neutral (2011 - present)

The Pearl Law Firm, A Professional Corporation (1994 - 2011)
Founded practice with emphasis in litigating individual and class action wage and hour, employment, unfair competition, and consumer protection actions.

Orrick, Herrington & Sutcliffe (1992 - 1994)
Litigated complex employment, business, insurance coverage, and entertainment actions.

Judicial Extern for Hon. Fern M. Smith (1991 - 1992)
United States District Court, Northern District of California

Professional Associations

State Bar of California (now California Lawyers Association)
Executive Committee, Labor and Employment Law Section
2011 - 2015

Los Angeles County Bar Association
Executive Committee, Labor and Employment Law Section
2010 - Present

Treatises

California Wage and Hour Law and Litigation
Continuing Education of the Bar
Contributing Author

Employee Rights Litigation: Pleading and Practice
Matthew Bender and National Employment Lawyers Association
Contributing Author

STEVE PEARL

MEDIATION

Lead Organizer, Full-Day Conferences

“Advanced Mediation Conference: Practical Skills to Improve Results in Mediation”

California Lawyers Association (formerly State Bar of California)
2016, 2019, 2022

“Advanced Wage and Hour Conference”

California Lawyers Association (formerly State Bar of California)
2013 - 2014

“Advanced Wage and Hour Conference”

California Employment Lawyers Association
2008 - 2011

Blogs & Newsletters

“California Employment Law Blog”

From 2009 to 2017, Mr. Pearl wrote more than 800 blog posts on current developments in state and federal employment, wage and hour, class action, unfair competition, and arbitration law

“Mediation and Negotiation Blog”

Insights into mediation and negotiation theory and best practices

“The Employment Law Update”

Monthly email update on employment law developments with more than 2,000 subscribers, including plaintiffs’ attorneys, defense attorneys, and neutrals

Other Publications

“Anti-SLAPP and Employment in 2015”

Daily Journal, January 27, 2016

“Wage and Hour Update”

California Labor & Employment Law Review
Official Publication of the State Bar of California Labor and Employment Law Section
2011 - 2015

“Don’t Get Carried Away with Your Demands”

Daily Journal, December 11, 2015

“Pre-Mediation Demands May Anchor Talks”

Daily Journal, September 25, 2015

“Does the Federal Arbitration Act Cover Your Dispute?”

Daily Journal, August 28, 2015

STEVE PEARL

MEDIATION

“Improving Results in Mediation: Practical Lessons from the Science of Decision Making”
California Labor & Employment Law Review, November 2014

“When Negotiation Becomes Extortion”
Daily Journal, June 26, 2014

“Employment Law Class Actions after *Concepcion*”
Los Angeles Lawyer, April, 2014

“What Are They Thinking?!? Understanding Decision-Making in Mediation”
Advocate Magazine, September, 2012

“The Limits on Employer Deductions from Pay in California”
Los Angeles Lawyer Magazine, November, 2010

“California Supreme Court Finally Defines ‘Employer’ Under California Wage Law”
Continuing Education of the Bar, California Business Law Reporter, July, 2010

“‘Employer’ Defined Under California Wage Law”
Daily Journal, June 1, 2010

“Bargaining in the Dark”
Daily Journal, April 30, 2010

“Real World Lessons from ‘Powerless’ Mediators”
Daily Journal, April 8, 2010

“Undocumented Workers Have Equal Rights Under Wage and Hour Laws”
California Employment Lawyers Association Bulletin, May, 2008

“Powerful Weapon: The Role of the Expert in Civil Litigation Has Changed”
Daily Journal, September 12, 2001

Speaking Engagements

“The ABCs of Resolution”
California Lawyers Association (formerly State Bar of California), January 20, 2023

“Ethically Mediating Your Case”
Orange County Bar Association, January 15, 2023

“Ethics in Mediation”
Steve Pearl Mediation P.C. and Barr Mediation LLC, January 12, 2023

STEVE PEARL

MEDIATION

“Mediation: Mixed Motives and Mixed Signals”

“Competition and Cooperation”

“Doing the Dance and Cutting to the Chase”

*California Lawyers Association (formerly State Bar of California)
Advanced Mediation Conference, December 1 and 2, 2022*

“PAGA: What’s Next After *Viking River Cruises*?”

Los Angeles County Bar Association, May 22, 2022

“Fundamentals for New Practitioners: Employment Law 101”

California Lawyers Association (formerly State Bar of California), January 20, 2022

“Ethically Mediating Your Case”

Orange County Bar Association, January 15, 2022

“Mediators Roundtable”

California Employment Lawyers Association, October 27, 2021

“Fundamentals for New Practitioners: Employment Law 101”

California Lawyers Association (formerly State Bar of California), January 20, 2021

“Beyond *Dynamex* and AB5: Independent Contractors in the 2020s”

Los Angeles County Bar Association, April 25, 2020

“FLSA Regulations and Opinion Letters: The Latest from the DOL”

American Bar Association, April 23, 2020

“Mediation: Mixed Motives and Mixed Signals”

“Competition and Cooperation”

“Preparing for Mediation”

“Lessons Learned”

*California Lawyers Association (formerly State Bar of California)
Advanced Mediation Conference, November 14, 2019*

“Valuing Employment Law Actions for Settlement”

Alameda County Bar Association, October 26, 2018

“Hot Topics in PAGA Litigation and Arbitration”

California Lawyers Association (formerly State Bar of California), July 12, 2018

“Mediation and Settlement: Tips on Damages Analysis, New Case Law, and Cy Pres”

Bridgeport Continuing Education, December 8, 2017

“Mediating Employment Discrimination Cases in Changing Times”

Southern California Mediation Association, May 18, 2017

STEVE PEARL

MEDIATION

“Mediation: Mixed Motives and Mixed Signals”

“Competition and Cooperation”

“Preparing for Mediation”

“Lessons Learned”

State Bar of California

Advanced Mediation Conference, December 2, 2016

“The Watch List: Pending United States and California Supreme Court Employment Law Cases”

State Bar of California, September 29, 2016

“Advanced Strategies for Mediating the Employment Law Case”

State Bar of California, October 8, 2015

“What Are They Thinking?! Understanding the Science of Decision-Making Can Help You Achieve Better Results in Mediation”

Consumer Attorneys of San Diego, May 3, 2014

“Advanced Strategies for Mediating the Employment Law Case”

State Bar of California, October 11, 2013

“Recent Developments in Wage and Hour Law”

Pasadena Bar Association, September 10, 2013

“Resolving Discrimination and Harassment Claims”

State Bar of California, June 14, 2013

“Getting To and Through a Class Action Trial”

California Employment Lawyers Association, April 5, 2013

“Wage & Hour Compliance for Business Law Practitioners”

Continuing Education of the Bar, March 8, 2013

“*Harris v. City of Santa Monica*: Causation in Fair Employment and Housing Actions”

State Bar of California, February 22, 2013

“Advanced Strategies for Mediating the Employment Law Case”

State Bar of California, February 20 and 27, 2013

“The Fair Labor Standards Act and California Labor Code”

Lorman Education Services, January 15, 2013

“Update on Arbitration Law and The Nuts and Bolts of Arbitrations”

Bridgeport Continuing Education, December 14, 2012

“Wage & Hour – Now What? Emerging Trends and New Developments”

Employment Roundtable of Southern California, November 7, 2012

STEVE PEARL

MEDIATION

- “Wage and Hour 201: The Future of Wage and Hour Class Actions”
California Employment Lawyers Association, October 5, 2012
- “Advanced Mediation Techniques in Wage and Hour Cases”
State Bar of California, July 25, 2012
- “Wage and Hour after *Brinker* – What’s Next?”
Pasadena Bar Association, July 9, 2012
- “Mediating Employment Law Cases”
State Bar of California, June 21, 2012
- “Settlement Talks & Mediation in Discrimination and Harassment Cases”
Bridgeport Continuing Education, May 11, 2012
- “Beyond *Brinker*: Give Me A Break!!”
Beverly Hills Bar Association, May 1, 2012
- “Ethical Considerations in Mediation”
Ventura County Bar Association, March 9, 2012
- “Hot Button Issues in Wage and Hour Law”
Los Angeles County Bar Association, March 7, 2012
- “Achieving Your Goals Through Successful Mediation”
Association of Corporate Counsel, Southern California Chapter, February 15, 2012
- “Advanced Mediation Techniques for the Employment Lawyer: The Lost Art of Preparation”
Los Angeles County Bar Association, January 13, 2012
- “Strategies for Settlement of Individual and Wage & Hour Class Action Cases”
Bridgeport Continuing Education, December 16, 2011
- “Employment Law Update: Wage and Hour Misclassification”
Consumer Attorneys Association of Los Angeles, September 9, 2011
- “Developing and Sustaining an Employment Law Firm: Plaintiff, Defense and Mixed Plaintiff-Defense Practices”
Los Angeles County Bar Association, June 9, 2011
- “Master Mediators: After the Mediation, It’s Never Over Even When It’s Over”
Southern California Mediation Association, May 21, 2011
- “30 Cases in 30 Minutes: A Round-Up of the Last Year's Most Important Developments”
California Employment Lawyers Association, April 29, 2011

STEVE PEARL

MEDIATION

“Wage and Hour Compliance for Business Law Practitioners”

Continuing Education of the Bar, April 15, 2011

“Beyond Overtime: Spotting Wage and Hour Issues for Employers and Employees”

Encino Lawyers Association, March 9, 2011

“Damage Modeling in Wage and Hour Class Actions”

Bridgeport Continuing Education, December 16, 2010

“Lessons Learned: Successful Lawyers Talk about Painful Moments”

California Employment Lawyers Association, October 1, 2010

“Technology in the Courtroom: Using Excel to Calculate Wage and Hour Damages”

California Employment Lawyers Association, September 30, 2010

“Class Certification Standards and *Daubert* Analysis in Flux”

Strafford Publications, July 8, 2010

“Current Developments in California and Federal Wage and Hour Law”

California Employment Lawyers Association, April 30, 2010

“California Employment Law Face Off: Plaintiff and Defense Attorneys Go Head-to-Head on California Employment Law Issues”

Employment Law & HR Forum, November 6, 2009

“Mediating Independent Contractor Cases”

Southern California Mediation Association, May 9, 2009

“Starting Off on the Right Foot: Case Intake, Investigation, and Provisional Remedies”

California Employment Lawyers Association, May 1, 2009

“[Mis]Classified Information: Independent Contractor vs. Employee Status”

Los Angeles County Bar Association, March 31, 2009

“Handling Small Cases in Difficult Industries: Practical Solutions for Practitioners”

California Employment Lawyers Association, October 3, 2008

“Meal and Rest Period Compensation is a Wage - So What? Mediating Meal and Rest Period Cases after *Murphy v. Kenneth Cole*”

Southern California Mediation Association, May 10, 2008

“Recent Developments and Hot Topics in California Wage and Hour Law”

California Employment Lawyers Association, May 9, 2008

“Recent Developments and Hot Topics in California Wage and Hour Law”

California Employment Lawyers Association, May 11, 2007

STEVE PEARL

MEDIATION

“To Pay or Not to Pay: Cutting Edge Issues in Employers' Duties to Indemnify Employees and Employees' Duties to Repay Their Employers”

Los Angeles County Bar Association, March 8, 2007

Pro Bono and Charitable Activities

Mr. Pearl has given his time to numerous pro bono and charitable organizations, including AYSO, The Los Angeles Jewish Home for the Aging, and TreePeople.

Personal

Mr. Pearl loves skiing, mountain biking, hiking, and travel. He lives in Los Angeles with his wife.

To Whom It May Concern:

I write to give my highest recommendation for Steve Pearl for acceptance into IAM. My practice consists primarily of representation of employment, consumer and class action litigation. I have known Steve for over 15 years both as a practitioner and a mediator. Words I would use to describe Steve are integrity, professionalism, competence and highly regarded. I never hesitate to propose Steve to act as the mediator in my cases. He is always well-versed on the current state of the law, the facts of the case and the parties involved. His ability to connect and communicate with the client is what makes Steve one of the best as he is able to educate the client on the mediation process and the realities of the strengths and weaknesses in a manner that allows the client to make a fully informed decision. Steve also shows tremendous respect to the attorneys on both sides. It is my belief that Steve will be a valuable addition to your organization.

Katie Odenbreit

Senior Attorney

MAHONEY LAW GROUP, APC

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Long Beach, California 90802

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Email: kodenbreit@mahoney-law.net Website: www.mahoney-law.net

I am happy to provide a reference for Steve Pearl.

I have worked with Steve Pearl in his capacity as a mediator for almost ten years. I have found Steve to be a top notch mediator not only in his ability to get cases settled, but also in his approach, professionalism, and tenacity. Steve knows the law, knows how to interact with counsel and lay-people (clients) and combines his knowledge of the law and his ability to interact with counsel and clients as well as any mediator I have worked with over my 17+ years of practice. Steve has settled some of my most difficult cases over the years and there are no mediators I trust more with a difficult case or client. If the International Academy of Mediators consists of the most successful and highly trained professional mediators in the world, then this group is not complete without the inclusion of Steve Pearl. If I can provide any additional information on Mr. Pearl or his mediation ability, please do not hesitate to contact me.

Thank you,
Todd Scherwin



Todd B. Scherwin

Regional Managing Partner

Fisher & Phillips LLP

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tscherwin@fisherphillips.com | O: (213) 330-4450 |

[vCard](#) | [Bio](#) | [Website](#) *On the Front Lines of Workplace LawSM*

The following is my reference for Steve Pearl for the IAM.

I have known and utilized Steve's mediation services for many years and can undoubtedly say that Steve is one of the best and most professional mediators I have worked with. Steve is always well-prepared from the very beginning as he already knows all of the issues when the mediation day starts. Steve is not just someone who passes numbers back and forth, but actually thinks/talks through all of the issues/hurdles/barriers with each party, which allows a party to see things from a different perspective. Even when the mediation seems hopeless, you can still see Steve hard at work, trying to get the parties to continue to engage and talk – and this continues even after the mediation is concluded without a settlement. As someone who has mediated with countless mediators, I can easily say that Steve exhibits excellent qualities and professionalism as a mediator in every mediation.

Larry W. Lee

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