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OBJECTIVE

This comprehensive Curriculum Vitae (“C.V.”) was prepared in conjunction with the celebration of my 40th anniversary of my call to the bar in 1984. I trained to be a mediator and started mediating in 1993. I have mediated thousands of cases in a wide range of insurance law cases, including personal injury, occupiers’ liability, general negligence, medical malpractice, dental malpractice as well as lawyers’, accountants’ and insurance brokers’ negligence and product liability cases. I have also mediated employment cases, estate cases, contract and general commercial cases.

I have trained to be an arbitrator and I have had the privilege to arbitrate priority and loss transfer disputes between insurers under the *Insurance Act*, as well as general commercial disputes.

This C.V. will set out my education and training, my employment, my achievements, appointments and volunteerism. Please note that due to the timeframe involved, there may be additional mediation conferences I have attended or speaking engagements that I have not included.

EDUCATION AND TRAINING

Advanced Negotiation Workshop – Harvard Law School, Cambridge, Massachusetts – June 15-19, 1998

Certificate Course in Arbitration – Arbitration and Mediation Institute of Ontario (now ADRIO) – 1995

Negotiation Workshop – Harvard Law School, Cambridge, Massachusetts – October 31-November 4, 1994

40 Hour Certificate Course in Mediation Training – Arbitration and Mediation Institute of Ontario (now ADRIO) – 1993

I have attended numerous continuing legal education courses in the areas of civil litigation and mediation, including numerous educational programs of the International Academy of Mediators (“IAM”). A number of these courses related to ADR training are listed below under the heading of Participation in CLE on ADR issues. I have not listed numerous CLE courses that I have taken over the years in insurance, employment and estates law. – 1993 – Present

Admitted to the Bar of Ontario – 1984

Bachelor of Law Degree – Osgoode Hall Law School – 1982

EMPLOYMENT

Rudolph Mediation & Arbitration Services Inc. – November, 1998 – Present

J. Jay Rudolph, Lawyer, Mediator & Arbitrator – January, 1996 – Present

Shibley Righton, Barristers and Solicitors – March, 1984 – December, 1995

ACHIEVEMENTS, APPOINTMENTS AND VOLUNTEERISM

Selected in 2024 by Who's Who Legal (WWL)'s independent research as being only one of four Global Elite Thought Leaders in all of Canada. This is WWL's highest tier of ranking with less than 5% of WWL's global practitioners achieving this rank. Using different criteria, WWL also ranked Jay as one of only 49 recommended experts for Commercial Mediation in the Canada National Report

Member of Planning Committee and Co-Chair of the Joint Winkler/IAM/OsgoodePD Mediation Conference – 2023, 2024

Contacted and Interviewed by Global News TV as an expert on negotiation regarding the end of the strike involving the St. Lawrence Seaway Workers – October 24, 2023

One of two IAM Board Members on the Planning Committee of the IAM's Spring Conference in Zurich, Switzerland – June 1-3, 2023

Contacted and Interviewed by Global News TV as an expert on negotiation regarding the CUPE education worker negotiations with the Province – November 8, 2022

Co-Chair of the Planning Committee of the IAM's Fall Virtual Conference – October 18, 28 and November 4, 2022

Elected to the Board of Governors of the IAM for a three-year term – 2022

Chair of the Planning Committee and Chair of the IAM's Spring Conference in Montreal, Quebec – June 2-4, 2022

Inducted into the Canadian Academy of Distinguished Neutrals, an invitation-only professional association for well established and trusted neutrals – 2020

Member of Planning Committee and Chair of the Joint Winkler/IAM/OsgoodePD Mediation Conference – 2019, 2021, 2022 (2020 Conference cancelled due to Covid-19)

Selected in late 2018 by Class Counsel and Counsel for the Defendant in a Class Action to provide independent legal advice to Class Members regarding the proposed settlement, including whether to opt out of the proposed settlement. The Superior Court of Ontario approved the settlement in 2019.

Designated as a Chartered Mediator and Chartered Arbitrator by the ADR Institute of Canada – 2013

Elected to the Board of Directors of Camp Northland, a residential summer camp operated by a not-for-profit corporation – 2003-2015. I was President of the Board from 2011-2013. From 2016 to date, I have still been very active as a special advisor to the Board and I volunteer on special projects. In 2021, I received the first ever Lifetime Achievement Award as well as the Community Volunteer Appreciation Award.

Supervisor to student in Masters program in Conflict Analysis and Management, Royal Roads University, Victoria, B.C. – 2003-2006

Selected by counsel for Manulife Financial and Class Counsel and approved and appointed by Orders of the Ontario Superior Court of Justice and the Supreme Court of British Columbia to be an Independent Third Party Arbitrator to resolve appeals made by class members in the Manulife Premium Offset Insurance Class Action Litigation in Ontario and British Columbia – 1999

Elected Secretary-Treasurer of the IAM for a two-year term - 1999

Appointed by the Admissions and Equity Committee of the Law Society of Upper Canada to chair a working group to examine and report on Procedures regarding Summer Student Recruitment – 1998

Appointed by the Commissioner of Insurance to the roster of Pre-Hearing Arbitrators at the Ontario Insurance Commission – 1997

Elected by the partners of Shibley Righton to the firm’s Executive Committee, responsible for overall financial and administrative management of the firm – 1994

Member of the Articling Sub-Committee of the Legal Education Committee of the Law Society of Upper Canada, 1991-1995; Appointed Chair in 1995

Instructor in Civil Procedure course at the Bar Admission Course – 1989-1994

I have been an unofficial “Big Brother” and lifelong friend to a person with significant neurodevelopment challenges and epilepsy since the very early 1980’s. I have taken an active role in his life planning committee and collaborate with other professionals in this regard. He is a huge part of my life and I support him on an almost daily basis.

AWARDS

Camp Northland, Lifetime Achievement Award, 2021

Camp Northland, Community Volunteer Appreciation Award, 2021

PROFESSIONAL MEMBERSHIPS

Law Society of Ontario

Canadian Bar Association and Ontario Bar Association

Distinguished Fellow of the International Academy of Mediators

ADR Institute of Ontario, Inc.

The Advocates Society

Canadian Academy of Distinguished Neutrals

EXCELLENCE IN THE PRACTICE OF ADR

As indicated above, I trained as a mediator in 1993 and started mediating cases in November, 1993, when I was a lawyer with ten years experience. From the time I started mediating, I knew that I found my true calling and in every case that I mediate, I give 100% effort and work tirelessly to ensure that the mediation process is a fair and positive experience for everyone involved, including the parties and their respective lawyers.

I bring to the mediation process an ability to listen, empathize, communicate and connect with the parties. I encourage the parties (and their lawyers) to take a realistic view of the strengths, weaknesses, risks and uncertainties of their respective cases in a manner that allows the parties to make informed decisions that very often result in settlements that are fair and reasonable to all of the parties. If a mediation does not result in a settlement, I try to ensure that the parties and their lawyers leave the mediation knowing what may need to be done to reach a settlement and with open lines of communication between them. I often follow up on cases that did not settle at mediation to assist the parties in continuing their negotiations until a settlement is reached.

When acting as an arbitrator, I make sure that every pre-arbitration conference and the arbitration itself is conducted in a manner that is fair and balanced and that the parties and their lawyers feel that they have been heard and that the arbitration process was fair. If an arbitration hearing is held, I strive to provide a written decision that is comprehensive, well-reasoned, that the parties will understand and that will stand up to appellate review.

I have received many unsolicited testimonials over the years. I have included a sampling of these below:

“...As we all know, matters that settle are dependent on GREAT mediators and as such I thank you. Your hard work in assisting Steve and I getting this matter settled is appreciated...”

Written by representative of self-insured defendant

“...You are awarded by me the Gold Medal for your performance today. You went above and beyond many if not all mediators in getting this case settled. The issues were complex and the parties difficult as between the defendants and third party. I cannot thank you enough for the effort you put in and the results achieved...”

Written by a plaintiff’s lawyer

“...It’s my great pleasure to be able to work with you. Your approach to settling disputes is the benchmark toward which all mediators ought to strive...”

Written by a defence lawyer

“...I want to thank you for your exemplary efforts throughout. You really went above and beyond. The passion you bring to the craft of mediating puts you in a class of your own and I will absolutely be calling upon you often...”

Written by a plaintiff’s lawyer

“...As always, it was a pleasure working with you on this one and we do appreciate all of your hard work in assisting to bring this claim to a resolution...”

Written by an insurance representative

“...Thank you very much. We really appreciate your assistance. We were very pleased with the result. We will definitely meet again and I have already recommended you to all my colleagues...”

Written by a defence lawyer

PARTICIPATION IN CONTINUING LEGAL EDUCATION ON ADR ISSUES

A. International Academy of Mediators – Conferences and Webinars

Clearwater, Florida – May 1-4, 1997

New Orleans, Louisiana – November 6-9, 1997

Toronto, Ontario – April 29-May 3, 1998

Houston, Texas – November 5-7, 1998

San Diego, California – April 28-May 1, 1999

Washington, D.C. – November 11-13, 1999

Las Vegas, Nevada – May 4-6, 2000

Scottsdale, Arizona – November 2-4, 2000

Toronto, Ontario – May 17-19, 2001

Malibu, California – October 16-18, 2003

New Orleans, Louisiana – April 29-May 1, 2004

Harvard University, Cambridge, Massachusetts – April 27-29, 2006

San Antonio, Texas – November 9-11, 2006

Salt Lake City, Utah – March 11-13, 2010

Nashville, Tennessee – October 20-23, 2010

Austin, Texas – November 10-12, 2011

Toronto, Ontario – May 9-11, 2013

“The Future is Here” – Austin, Texas – November 2-4, 2017

“Moving from the Unconscious to the Self-Aware” – Banff, Alberta – May 30-June 1, 2019

Webinar: “How to Deal with Obnoxious Lawyers & Clients” – June 24, 2020

Fall Virtual Conference: “A Time for Reflection and Conversation” – October 16, 2020

Webinar: “Developing a Mediation Market from the Ground Up: 30 Years of Mediation” – January 26, 2022

Webinar: “Mediation 2022: Where Do we go from Here?” – February 11, 2022

Fall Virtual Conference: “A Deep Dive Into Mediation Techniques” – October 18, 28 and November 4, 2022

Webinar: “Are Commercial Mediators Diverse?” – January 25, 2023

“Resolving Conflicts with Hearts and Minds: The Value of Shared Experiences” – Montreal, Quebec – June 1-3, 2023

Webinar: “Hidden Challenge to Resolution: The Role of Culture, Emotions and Cognitive Barriers” – November 29, 2023

Spring Conference: “Client-Centric Mediation: New Challenges, Perspectives and Strategies” – Seattle, Washington – May 29-June 1, 2024

B. Winkler/IAM/OsgoodePD Mediation Conferences

Winkler/IAM Conference on Mediation: “Mediation Issues and Strategies for Advanced Mediators and Counsel” – May 14, 2015

Winkler/IAM/OsgoodePD Conference on Mediation: “The Unsetttable Case – Advanced Strategies for Senior Counsel and Mediators” – May 12, 2016

Winkler/IAM/OsgoodePD Conference on Mediation: “Mediation Advocacy in the Age of Diversity” – May 11, 2017

Winkler/IAM/OsgoodePD Conference on Mediation: “The Evolution of Mediation – Where are we going?” – April 23, 2018

Winkler/IAM/OsgoodePD Conference on Mediation: “Mediation Styles and Processes: Practical Strategies to Determining What Works Best and When” – May 2, 2019

Winkler/IAM/OsgoodePD Conference on Mediation: “Closing the Deal: Effective Strategies for Advocates and Mediators” – May 13, 2021

Winkler/IAM/OsgoodePD Conference on Mediation: “Navigating Risk in Mediation: Risk Analysis and Decision Making” – May 12, 2022

Winkler/IAM/OsgoodePD Conference on Mediation: “Mechanics of Mediation: Preparation Creates Success” – May 11, 2023

Winkler/IAM/OsgoodePD Mediation Forum: “Innovation in Mediation: Elevating your Practice” – May 9, 2024

C. General Courses and Programs

Court-Annexed ADR: The New Practice Direction – March 28, 1994

ADR Maximizing Mediation – Canadian Bar Association – February, 1995

Commercial Mediation Training, Level 1 – Canadian Dispute Resolution Corporation – September 20-22, 1995

Training for Roster Arbitrators – Ontario Insurance Commission – September, 1997

Maximizing the Mediation Process – Canadian Bar Association – November 24, 1999

Opening Statements in Mediation – ADR – April 2, 2007

Successful Advocacy in Tort and Personal Injury Mediation – Osgoode Professional Development – February 15-16, 2017

The Essential Guide to Estate Dispute Mediations – OsgoodePD – June 5, 2019

TEACHING ON ADR ISSUES

Panel Member on “Handling Bad Behaviour and Difficult Personalities” in Mediation – Osgoode Professional Development “Successful Advocacy in Tort and Personal Injury Mediations” February 15-16, 2017

Videotaped one hour presentation with Susan Gunter on Handling Bad Behaviour and Difficult Personalities in Mediation for Osgoode Professional Development – April 10, 2018

Panel Member on “The Future of ADR: A Fireside Chat” and led breakout session on “Ethical Problems” – Winkler/IAM/OsgoodePD Conference on Mediation: “The Evolution of Mediation – Where Are We Going?” – April 23, 2018

Chaired the Winkler/IAM/OsgoodePD Conference on Mediation: “Mediation Styles and Processes: Practical Strategies to Determining What Works Best and When” – May 2, 2019

Panel Member on settling mediations, conducting effective Zoom mediations and the future of mediations in general – Will Davidson LLP Webinar: “Litigating in Challenging Times: How To Prepare Yourself For The Post-Covid Litigation Landscape” – September 23, 2020

Chaired the Winkler/IAM/OsgoodePD Conference on Mediation: “Closing the Deal: Effective Strategies for Advocates and Mediators” – May 13, 2021

Panel Member on Mediations in the Post-Covid World – Will Davidson LLP Webinar: “Ready, Set, Litigate: Are You Prepared For The Post-Covid World?” – September 15, 2021

Chaired the Winkler/IAM/OsgoodePD Conference on Mediation: “Navigating Risk in Mediation: Risk Analysis & Decision Making” – May 12, 2022

Chaired the Planning Committee and Chair of the 2022 Spring Conference of the International Academy of Mediators in Montreal: “In Celebration of Community” – June 2-4, 2022

Panel Member and led discussion on mediation techniques, best practice and ethical issues – Will Davidson LLP Webinar: “Blast Off to Professional Success” – September 15, 2022

Co-Chaired the Winkler/IAM/OsgoodePD Conference on Mediation: “Mechanics of Mediation: Preparation Creates Success” – May 11, 2023

Member of the Planning Committee of the 2023 Spring Conference of the International Academy of Mediators in Zurich, Switzerland: “Resolving Conflicts with Hearts and Minds: The Value of Shared Experiences – June 1-3, 2023

Panel Member and led discussion on mediation techniques, best practice and ethical issues – Will Davidson LLP Webinar: “The Art of Advocacy” – June 22, 2023

Panel Member and led discussion on “Effective Mediation as an Alternative to Trial” – Will Trial Lawyers 9th Annual CLE – October 8-9, 2024

MENTORING OF OTHER PERSONS IN ADR

Since I became a mediator, I have consistently mentored law students, as well as younger mediators who are trying to develop a mediation practice. If a law student or a younger mediator has asked me to sit in and observe one of my mediations, I have always allowed him or her to do so. Over the years, dozens of law students and younger mediators have sat in on my mediations. When they do so, I always try to impart what I am doing during a mediation and why.

In 2003, I was contacted by Judy Neger, a legal assistant working in a boutique insurance defence firm. Judy was working towards her Masters degree in Conflict Analysis and Management from Royal Roads University in Victoria, B.C. As part of her course requirements, Judy was required to observe 80 hours of mediations. Because I saw potential in Judy, I agreed to be the supervisor for her Masters thesis and to mentor her. Between 2003 and 2006, Judy sat in and observed approximately 100 mediations with me. I spent many hours teaching, mentoring and guiding Judy as she learned how to be a mediator of insurance disputes. Judy graduated in 2006 with her Masters degree. Her thesis that I helped her with was later converted into an article published in the 2008 Canadian Journal of Arbitration and Mediation.

In 2012, Judy started working with me as an independent contractor mediating cases. I continued to guide and mentor her as she developed and built a very busy mediation practice. In early 2020, Judy started her own mediation practice. I continue to mentor and support Judy and I am extremely proud of her accomplishments as a mediator.

Since 2009 and every year since, I have had two students each year from Osgoode Hall Law School's Insurance Law Course taught by Professor Joseph Campisi observe a mediation that I conduct as part of the course practicum. I explain my thought processes to the students, answer their questions and provide insight to the students. The students need to write a short paper on their respective experiences with me at the mediation. The feedback that Professor Campisi has received from the students on their experiences observing me mediate has always been excellent.

I have also had Jonathan Cooper and Logan Cooper (the children of Vance Cooper) observe a number of my mediations as part of their training to become full-time mediators. I have also done the same with Nick Lavkulik, the son of mediator David Lavkulik. I am always very glad to share my expertise and experience with other up-and-coming mediators.

I judged, mentored and provided positive feedback to law students at the following mediation competitions:

- (i) Canadian National Mediation Advocacy Competition – November 20-22, 2008
- (ii) International Competition for Mediation Advocacy – March 7-11, 2011
- (iii) International Competition for Mediation Advocacy – March 6-9, 2012

Most recently, I was one of a few experienced mediators and lawyers who provided tips for an effective and successful mediation to Nancy Sarmiento Barkhordari of Gosai Law. Ms. Barkhordari incorporated these tips from me and others into an article recently published by the Ontario Bar Association on February 7, 2024, entitled "Mastering Mediation: A Compilation of Tips From the Masters Themselves".

ARBITRATIONS

I trained to be an arbitrator in 1995. Acting as an arbitrator involves a somewhat different set of skills than when acting as a mediator. It is crucial that every interaction with the parties and their lawyers be fair and balanced. In the arbitrations that I conducted, I was involved in the creation of the Arbitration Agreement between the parties, which included assisting the parties in determining their rights of appeal, documentary production, oral examinations prior to the hearing, whether evidence would be presented viva voce or through an Agreed Statement of Facts and other procedural issues. I would conduct various pre-hearing conferences and essentially case-manage the proceeding. Like any litigation, the majority of cases settled before the arbitration hearing. However, many cases did proceed to

hearings and I prepared and released written decisions. A number of arbitrations that I conducted were appealed and I am proud that, to the best of my knowledge, all of my decisions were upheld on appeal.

The following is a list of some of the arbitrations that I have conducted:

A. Arbitration Hearings conducted with Decisions Released

- (i) Kamstra v. Allstate Insurance v. State Farm; Decision released October 30, 1996
- (ii) Co-Operators v. Zurich Insurance; Decision released July 27, 1998
- (iii) Gan General Insurance v. State Farm; Decision released December 30, 1998
- (iv) Jevco Insurance v. Unifund Assurance; Decision released July 29, 1999
- (v) Axa Insurance v. Co-Operators; Decision released May 1, 2000
- (vi) Homelife Miracle Realty v. St Paul Guarantee; Decision released August 31, 2006
Counsel: John Rowinski / Chris Stribopoulos
- (vii) Aviva v. Royal Insurance; Decision released June 28, 2007
Counsel: Mark Donaldson / John Aikins
- (viii) Unifund and Axa Insurance v. St. Paul Fire; Preliminary Decision released August 27, 2007,
Preliminary Decision released January 9, 2008, Decision released February 6, 2008
Counsel: Daniel Strigberger / Kerri Knudsen / Angela James
- (ix) Allstate v. Aviva – Decision Regarding Costs released January 29, 2008
Counsel: Todd McCarthy / Shirline Apiou
- (x) Wawanesa v. Old Republic; Decision with Respect to Preliminary Issues released October 15,
2009
Counsel: Kevin Mitchell / Kevin Adams
- (xi) The Personal v. TD Insurance; Decision released July 15, 2010
Counsel; Kimberley Tye / Daniel Strigberger
- (xii) Royal & SunAlliance v. Kingsway; Decision released April 5, 2012
Counsel: John Aikins / Bruce Chambers

B. Arbitration Hearings conducted that settled prior to Decisions

- (i) Woodall v. MacEachern; First Pre-hearing conducted on August 23, 2000
- (ii) Lloyd's Underwriters v. Co-Operators – First Pre-Hearing April 12, 2002
- (iii) Belair Insurance v. Sovereign General – First Pre-Hearing June 24, 2002
- (iv) MVACF v. Coseco Insurance; First Pre-Hearing August 28, 2002
- (v) Co-Operators v. Federated Insurance – First Pre-Hearing August 18, 2005
Counsel: Bruce Keay / John Aikins
- (vi) Aviva v. American Home – First Pre-Hearing September 15, 2005
Counsel: Grant Dow / John Strung
- (vii) Certas Direct v. Dominion of Canada – First Pre-Hearing November 3, 2005
Counsel: Ralph D'Angelo / Daniel Strigberger
- (viii) Allianz v. Lombard – First Pre-Hearing November 7, 2005
Counsel: Deborah Nielson / Jillian Van Allen
- (ix) State Farm v. Coachman Insurance – First Pre-Hearing January 6, 2006
Counsel: Joanna Chadwick / Kevin Adams
- (x) Wawanesa v. Aviva Insurance – First Pre-Hearing March 27, 2006
Counsel: Kevin Mitchell / Shirline Apiou
- (xi) Wawanesa v. TD Meloche Monnex – First Pre-Hearing April 10, 2006
Counsel: Kevin Mitchell / Patrick Ho
- (xii) The St. Paul Fire & Marine Insurance v. Pafco Insurance – First Pre-Hearing May 2, 2006
Counsel: Chris Blom / Richard Horst
- (xiii) State Farm v. The Personal – First Pre-Hearing June 16, 2006
Counsel: Todd McCarthy / Loris Carlesi

- (xiv) Pilot Insurance v. Kingsway General Insurance – First Pre-Hearing August 16, 2006
Counsel: Rudolph Lobl / Michael Duda
- (xv) Co-Operators v. Markel Insurance – First Pre-Hearing February 12, 2007
Counsel: Ivan Luxenberg / Kevin Adams
- (xvi) Security National v State Farm – First Pre-Hearing November 7, 2007
Counsel: Thomas Percival / Terry Tustin
- (xvii) Royal & SunAlliance v. Kingsway General Insurance – First Pre-Hearing January 24, 2008
Counsel: Dana Eichler / Frank Benedetto
- (xviii) Wawanesa v. TD Meloche Monnex – First Pre-Hearing January 29, 2008
Counsel: Gregory Birston / David Strigberger
- (xix) Developer Owner of Parking Spots v. Condo Corporation B (names withheld for privacy reasons)
– First Pre-Hearing June 2, 2017
Counsel: Brad Teplitsky / Noah Schwartz
- (xx) Condo Corporation A v. Tenant B (names withheld for privacy reasons) – First Pre-Hearing May 17, 2019; Arbitration conducted on December 3 and 4, 2019, and January 15 and February 21, 2020. The case settled prior to the release of the Decision
Counsel: David Elmaleh / Deborah Howden

PROMOTION OF THE USE OF, AND GENERALLY PROVIDING LEADERSHIP IN ADR

I am very proud that I was able to start my ADR practice quite early in the advent of ADR in Ontario. My approach to the practice of mediation and arbitration has always been one of collegiality where I am happy to share my knowledge and experience. I have always invited my fellow ADR practitioners to call me if they ever have a question or an ethical issue that they are facing.

The International Academy of Mediators (IAM) is one of the pre-eminent organizations of experienced commercial mediators in the world. It was founded in 1996. The organization requires its members to meet experience requirements and to be “well established and recognized” in their community as “leading mediators”. The IAM provides a forum to discuss best practices, support each other professionally and grow the practice of mediation across the world. Members meet at outstanding, top-tier conferences where ideas are exchanged, and mediation tools are refined. Members also serve as mentors to new mediators worldwide. I was honoured to be inducted as a Fellow of the IAM in about 1997 or 1998. I served on the IAM Board for two years as its Secretary Treasurer starting in 1999. I have attended many of its conferences. In 2022, I was elected again to the IAM’s Board of Governors for a three-year term. The IAM’s membership stands currently at about 270 members that are spread across the world in North America, South America, Europe, the Middle East, Asia, Africa, Australia and New Zealand. The IAM “is dedicated to inclusiveness and diversity” and to growing and promoting the practice of ADR across the world.

Approximately eleven years ago, the IAM formed a partnership with the Winkler Institute for Dispute Resolution at Osgoode Hall Law School and the two organizations, together with Osgoode Professional Development, collaborate on presenting an annual high-level mediation conference. I have been involved in planning and chairing (or co-chairing) this conference since 2019.

In 2024, I was selected by Who’s Who Legal (WWL)’s independent research as being a Global Elite Thought Leader in Commercial Mediation. This is WWL’s highest tier of ranking with less than 5% of WWL global practitioners achieving this rank. There are only four mediators in all of Canada who have been recognized as a Global Elite Thought Leader. In addition, using different criteria, WWL also ranked me as a recommended expert for Commercial Mediation in the Canada National Report. I am one of only 49 mediators in Canada on this list.

