



ALABAMA CENTER FOR DISPUTE RESOLUTION

2009 ANNUAL REPORT

**415 Dexter Avenue • Montgomery • Alabama 36104
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2009 ALABAMA SUPREME COURT COMMISSION ON DISPUTE RESOLUTION

Charles Y. Boyd, Esq., Chair

Anne Isbell, Vice Chair

COMMISSION MEMBERS

Thomas B. Albritton, Esq.
Charles Y. Boyd, Esq.
Honorable Tommy Bryan
Honorable Robert P. Bynon Jr.,
Honorable Ralph Coleman
William D. Coleman, Esq.
Honorable Aubrey Ford, Jr.
J. Noah Funderburg, Esq.
Honorable William R. Gordon
Hon. Hub B. Harrington
S. Anthony Higgins, Esq.
Anne Isbell, Director BBB Huntsville
Karl Kirkland, Ph. D.
Honorable Richard D. Lane
Cheryl L. Leatherwood, AOC
Debra Black Leo, Esq.
Justice Glenn Murdock
H. Sonny Reagan, Esq.
Sandra I. Speakman, Esq.
Honorable Gerald S. Topazi
Robert C. Ward Jr., Esq.
Senate Pro Team Appointment

Andalusia
Gadsden
Montgomery
Birmingham
Bessemer
Montgomery
Tuskegee
Tuscaloosa
Montgomery
Columbiana
Montgomery
Huntsville
Montgomery
Opelika
Ozark
Birmingham
Birmingham
Montgomery
Montgomery
Birmingham
Montgomery
OPEN

APPOINTING AUTHORITY

Speaker of the House
Alabama Association for Justice
Alabama Court of Civil Appeals
District Court Judges
District Court
Alabama State Bar
District Court
At Large
Alabama State Bar
District Court
Alabama Defense Lawyers
At Large
At Large
Circuit Court
At Large
Alabama State Bar
Supreme Court
Governor
Attorney General
Lt. Governor
Alabama Lawyers

LIAISON MEMBERS:

Callie Dietz, Director (Dean Hartzog, Esq.)
Keith B. Norman, Executive Director

Montgomery
Montgomery

Administrative Office of Courts
Alabama State Bar

CENTER FOR DISPUTE RESOLUTION:

Judith M. Keegan, Esq., Executive Director

Montgomery

Alabama Center for Dispute Resolution

ALSO ATTENDING:

Celeste Sabel, Esq., Appellate Mediation Admin.
Rebecca Oates, Esq. Assistant Clerk
Lynn DeVughn, Docket Clerk
Michelle Ohme, Executive Director

Montgomery
Montgomery
Montgomery
Montgomery

Alabama Supreme Court
Alabama Court of Civil Appeals
Alabama Court of Civil Appeals
Appellate Mediation Program



2009 ANNUAL REPORT

The fall 2009 issue of the Alabama Lawyer focused on celebrating 15 years of ADR in Alabama. It was filled with wonderful articles: *Alabama Appellate Mediation, Five Years Later*, by Rebecca Oates and Celeste Sabel; *The Role of Mediation for ESI Disputes*, by Allison O. Skinner; *Dependency Cases-Litigate or Mediate?* by Sarah Clark Bowers; *Saying No to Court - An Introduction to the Collaborative-Law Process*, by Hon. Tommy Bryan; and *The Arbitration Alternative, Some Common Issues* by William D. Coleman. We honored Charles H. Booth, Jr. of Birmingham, who won the Pro Bono Mediator Award at the Alabama State Bar's Annual Meeting. There was a story about the Alabama Supreme Court Commission on Dispute Resolution and the Cumberland Community Mediation Center.

We also featured some pictures from a special African delegation who visited us in June of 2009. The Center hosted ten individuals interested in conflict resolution, who were accompanied by three State Department interpreters. The individuals were leaders in their countries: Benin, Cameroon, Central African Republic, Comoros, Democratic Republic of Congo, Mali, Niger, Rwanda and Togo. Our guests' United States visit was to address methods for resolving regional and sub-regional, political, ethnic, economic and other disputes. After morning refreshments in the Board Room, and a greeting by Keith Norman, Judy Keegan presented an overview of ADR in Alabama. Our panel of experts (wired like the UN) Robert Ward, Rebecca Oates, Justice Harold See and Cheryl Leatherwood covered general civil and commercial mediation, appellate mediation, the rule of law and mediation, and family and domestic relations mediation. Lynn DeVaughn kept us together with PowerPoint. We all enjoyed the experience.

Our work with district court mediation programs (primarily small claims mediations by volunteers) inspires us! We have the best coordinators who also mediate along with their volunteers. Lee Davis

coordinates Cullman County; Cheryl Leatherwood coordinates Dale County; newly minted lawyer, Heather Friday, Esq., coordinates Dallas County; Vicki Bonner-Ward coordinates Elmore County; Michelle Obradovic, Esq., coordinates Jefferson County; Read Haughery coordinates Lee County; Marjorie Stellingwerf coordinates Madison County; Michael Godwin, Esq. coordinates Montgomery County; Kim Gully coordinates Morgan County; Robert Stankoski, Jr., Esq. will begin to coordinate the Baldwin County program; and Al Giles, Esq. will coordinate Mobile. All the mediators for the programs are volunteers, and include many lawyers. The coordinators let us know the names of their volunteers and the number of cases mediated and settled each year. I commend them all.

I finally completed the Judges' Mediation Bench Book and mailed it to every trial judge in the state.

Statistics in this report are collected annually as part of our roster member survey sent to each mediator and arbitrator. We began collecting the 2009 statistics in January of 2010, and ended in July. The survey enables us to receive information about types and numbers of cases settled or decided in alternative dispute resolution processes conducted by our members. Participation is voluntary, and some neutrals elect not to respond to the survey. We know that there are more mediations and arbitrations happening "out there" than we are able to track. It is easy to see this by comparing the appellate mediation program statistics with what the mediators turn in to us; we show fewer appellate mediations in our statistics than the actual numbers collected by Michelle Ohme, the Executive Director of the Appellate Mediation Program. The total number of reported arbitrations decreased in 2009. The total number of reported mediations increased by about 9% over 2008, and the settlement rate was 77.95%. Almost 11% of the cases were mediated pro bono.

Judith M. Keegan, Executive Director

THE ALABAMA SUPREME COURT COMMISSION ON DISPUTE RESOLUTION

The Commission, chaired by Charles Y. Boyd, Esq., of Gadsden, appointed by the Alabama Association for Justice, and co-chaired by Anne Isbell, of the Better Business Bureau in Huntsville, an at-large member, met four times in 2009: March, May, September and November. Members of the Commission are listed on the first page of this report. After hearing the recommendations of the Grants Committee, the Commission voted to award mini grants to the Cumberland Community Mediation Center, the Montgomery County District Court Mediation Program, the Alabama Appleseed Center for Law & Justice, Inc., and the Marshall County Visitation & Family Center. Total grants awarded for 2009: \$16,000. The Commission has awarded over \$286,000 to develop mediation programs since 1997.

During the year the Commission operated with the following seven committees and chairs:

ADR Effectiveness, Debra Leo

Center for Dispute Resolution, Bill Coleman

School and Community Mediation, Anne Isbell

Grants Committee, Charles Boyd

Legislative Matters-Open

Neutrals Qualifications Review Task Force, Noah Funderburg

Domestic Relations Task Force, Tommy Bryan

Finances and Increasing Revenues-Open

The Supreme Court of Alabama supports the work of the Commission with an annual grant in the amount of \$125,000. Additional revenue to support Center staff, programs, publications and operations is generated by the Center through roster registration, publication sales, training and other means. The Alabama State Bar provides the Center office space.

Agenda and Minutes of the Commission are available by calling the Center. Members of the Commission and appointing authorities are listed inside the front cover of this report and at the website:

www.alabamaadr.org

ALABAMA CENTER FOR DISPUTE RESOLUTION, INC.

When the Supreme Court of Alabama established the Center in 1994, it gave it the ability to function as an ADR clearinghouse to serve all organizations, agencies, and citizens of Alabama.

The Center is the operational arm and secretary for the Commission, and a 501(c) (3) corporation. As part of its work in 2009, the Center tracked and disseminated national, regional and local ADR information, and monitored legislation, uniform law development, and cases dealing with mediation and arbitration. It provided assistance with ADR research, court mediation programs and rules, statistics, community mediation programs, and state agency ADR. Additionally, the Center was involved with school peer mediation initiatives in Lee County, and Montgomery. The Center supports dispute resolution programs at the law schools and universities, and is an active participant in mediator and arbitrator education and training, and in the dissemination of ADR information to the public and businesses.

Judith Keegan, Center Executive Director, regularly attends and participates at meetings of the Alabama Supreme Court Commission on Dispute Resolution, serving as secretary, the Alabama State Bar's ADR Committee, the Board of Bar Commissioners, local bar associations, Jones Law School ADR Certificate Program, the Alabama Academy of Attorney Mediators, and the Alabama State Agency ADR Support Group. She is part of a network of state offices of dispute resolution directors.

Judy was a guest lecturer at Jones School of Law, and the University of South Alabama, School of Business. She participated in the JAG school negotiating course, worked with the Air Force civilian mediation program, and helped in the Air War College negotiation/mediation course. Judy made CLE presentations to the Marshall, Autauga, Lee and Calhoun/Cleburne Bars. She planned the State Department African Delegation program, and the Appellate Mediation training course.

Judy continued to participate in two projects of great interest: Legal Services of Alabama collaboration on a website to assist clients with legal issues, www.alabamalegalhelp.org, and the Chief Justice's Family Law Evidence Based Practices Task Force

The Center has been instrumental in the development of the district court volunteer mediation programs, establishing the benchmark Montgomery County District Court Mediation Program with a Commission grant in 1998. That program has been replicated in other counties, some with money from AOC, others, with Commission grants. All program materials are available at no cost for use by any district court.

The Center's work includes making sure that Alabama has high quality ADR training. The Center, using objective criteria, reviews private in-state mediation and arbitration training to make sure that the various courses would sufficiently prepare individuals to qualify for the mediator and arbitrator rosters. In 2009, we had 13 in-state mediator training courses. At six of the trainings the Center director taught the mediator ethics portion of the course. All courses were approved for CLE by the Alabama State Bar.

The Center/Commission website is located at www.alabamaadr.org, and contains the most current versions of the Alabama State Court Mediator Roster and the Alabama Arbitrator Roster.

The Center's income and expenses appear in this report.

SPECIAL PROJECTS

This year the Center sponsored a book mark contest in schools with peer mediation. Madison County Elementary School was the winner. The peer mediators had a pizza party, and the bookmarks were copied and laminated so that every student in their school could receive a copy. The subject was the use of "I" messages instead of "you" messages when communicating.

The Center completed the Judges' Mediation Bench Book: A Resource for Alabama Trial Judges. The bench book was mailed to every trial judge in the state.

MEDIATION PROGRAMS SUPPORT AND ASSIST THEIR COURTS

Appellate Mediation

The Appellate Mediation Program continues its exceptional work in both courts, this year referring more cases and capturing more settlements than ever before. Statistics show that between January 1, 2009, and December 31, 2009, the Supreme Court of Alabama referred 97 cases to mediation with 48 settlements; the Alabama Court of Civil Appeals referred 110 cases, settling 45. Michelle Ohme is the Executive Director of the Appellate Mediation Program. Celeste Sabel, Esq., attorney for the Alabama Supreme Court serves as Appellate Mediation Administrator, and Rebecca Oates, Esq., Assistant Clerk of the Court of Civil Appeals, is over that court's program.

District Court Mediation

District court mediation programs (listed as part of this report) are made up of volunteer mediators (lawyers or non-lawyers), and their coordinators are either court employees with multiple roles where they work, or are simply volunteers. The programs are primarily for small claims and for specially set district cases, but some of the mediators have had family mediation training, and the judges will send divorcing couples with children to them for help in constructing parenting plans. All district court programs are similar, based on Montgomery's program, but there are differences. The following district court programs operated in 2009.

Montgomery County: The longest continually running district court program in Alabama began in 1998 with a Commission grant to Judges Bright and Givhan, and became the model Alabama district court program. The current program operates with 27 mediators and Michael Godwin, Esq. as coordinator. In 2009, they mediated 221 cases settling 66%. Participant satisfaction rate was 4.6 out of 5. Law students from Jones School of Law mediate with this program as part of their clinical training.

Jefferson County: This program also utilizes volunteer lawyers, and is coordinated by Michelle Obradovic, Esq., a private mediator and teacher. No statistics were reported for 2009.

Lee County: The Lee County program was established in 1998 under an AOC grant. Read Haughery, a court employee, is the volunteer coordinator under Judge Richard Lane (Commission appointee), and heads the district mediation program as well as the juvenile conferencing and peer mediation programs. Read reported that in 2009 his volunteer non-lawyer mediators mediated 41 small claims cases settling 26 of them; 25 district civil cases, settling 15; 21 divorce and child support cases, settling 17; and 4 juvenile restitution cases settling 2. The Lee County program has also trained peer mediators in several schools.

Madison County: Marjorie Stellingwerf, the director, reported that total 2009 mediations reached 111 with 61 settlements. Eight non-attorney volunteers mediate in this district court.

Morgan County: Kim Gully is a judicial employee, and has been overseeing mediation in Morgan County since 1999. She also keeps tabs on all the other AOC sponsored programs. There are two non-lawyer mediators (including Kim) and they mediated 45 small claims cases, settling 29, with 78 volunteer hours.

Dale/Geneva Counties: Cheryl Leatherwood (Commission appointee) is the Family Court Coordinator. Her 129 mediations centered on access and visitation issues.

Elmore County: Vicki Bonner-Ward is an unpaid volunteer who coordinates small claims mediation in this county. Vicki reported 40 mediations conducted, and 19 settlements.

Cullman County: Lee Davis coordinates the Cullman program, and is joined by one other mediator, Regina Hammond, a member of the Alabama State Court Mediator Roster.

Circuit Court Mediation

Circuit Court mediation is the arena for entrepreneurial lawyers who add mediation as an adjunct to the practice of law. Most of the mediation in Alabama falls into this "private mediation" category, differentiating itself from the court-ordered settlement conference.

Statistics this year show that 4,159 cases were mediated by roster mediators at the circuit level. Our top volume roster mediators are recognized by name on the back cover of this report. Also at the circuit court level, the Ombuds Program of the Alabama Department of Industrial Relations settled many cases that would have been heard in circuit court. Their statistics are reported in the agency mediation section.

U.S. Bankruptcy Court Mediation

Tom Corbett, Esq. is the Chief Deputy Bankruptcy Administrator and mediator for the Northern District of Alabama. He mediates and keeps statistics for that court.

Workers' Compensation, Ombuds Program.

This program, under the direction of Al Pelham, sets high standards, and consistently keeps statistics. In 2009 they mediated 2,023 cases, with 1,653 resolutions. That's an 82% settlement rate, and a great many cases that are diverted from circuit court. Funded through insurance companies, mediators travel to where the workers are to mediate disputes between workers, employers and physicians at no cost to the state or the employee.

PRO BONO MEDIATION

Mediators on the Alabama State Court Mediator Roster conducted 454 pro bono mediations in 2009. In thanks, we recognize them by name in this report.

COMMUNITY MEDIATION

The Cumberland Law School Community Mediation Center began in 2006 with Cassandra Adams, a trained mediator and facilitator, as director. It is the only one of its kind in a southeast region law school. With 36 volunteer mediators, the thrust of the program is toward community mediation. Mediators work on post minority cases in Birmingham and Bessemer divisions of Jefferson County.

FORWARD INTO 2010

I know the Bar's ADR Committee and especially Judge Gordon are looking forward to publishing the 3rd edition of *Alternative Dispute Resolution Procedures in Alabama with Mediation Model*, fondly known as, "The Gold Handbook." Gary Canner, Esq. is already scheduled for another appellate mediation training. And of course there are surprises just around the corner.

Thank you Patsy Shropshire, my able assistant, for your loyalty, faithfulness, and great administrative and personal support. The Center's ADR work is an exciting challenge, and we look forward to serving.

03/21/11

Alabama Center for Dispute Resolution, Inc.
Profit and Loss
January through December 2009

	<u>Jan - Dec '09</u>
Ordinary Income/Expense	
Income	
ADR Course Approval	25.00
ADR Programs, Projects, Training	13,140.00
Grant	1,116.33
Handbook Sales	216.00
Interest	120.65
Interest on Investments	1,349.68
Refund	145.80
Roster Registration Fees	62,988.00
Supreme Court Reimbursement	112,500.00
Travel to Train	593.00
Total Income	<u>192,194.46</u>
Expense	
Account Correction	0.00
ADR Program Refund	880.00
ADR Programs, Projects, Training	6,964.01
Center Outreach	933.19
Check Order	24.50
Commission Expenses	4,560.07
Computer Repair/service	220.00
Contractors/Administration	20,627.12
Grants Awarded	16,000.00
Membership Dues	569.25
Office Supplies	1,021.42
Postage/Shipping	751.29
Printing & Publications	9,319.20
Programing/Web/Database	4,041.22
Reimbursable Fee	44.97
Returned Check Deposit	133.00
Salaries/Benefits	119,416.42
Subscriptions/Books, etc	1,277.65
Tax Preparation	2,545.00
Tax/Payroll	4,819.62
Telephone/Fax	98.75

03/21/11

Alabama Center for Dispute Resolution, Inc.
Profit and Loss
January through December 2009

	<u>Jan - Dec '09</u>
Travel to Speak/Train	3,988.85
Uncategorized Expenses	0.00
Total Expense	<u>198,235.53</u>
Net Ordinary Income	<u>-6,041.07</u>
Net Income	<u><u>-6,041.07</u></u>

Mediated by Members of the Alabama State Court Mediator Roster

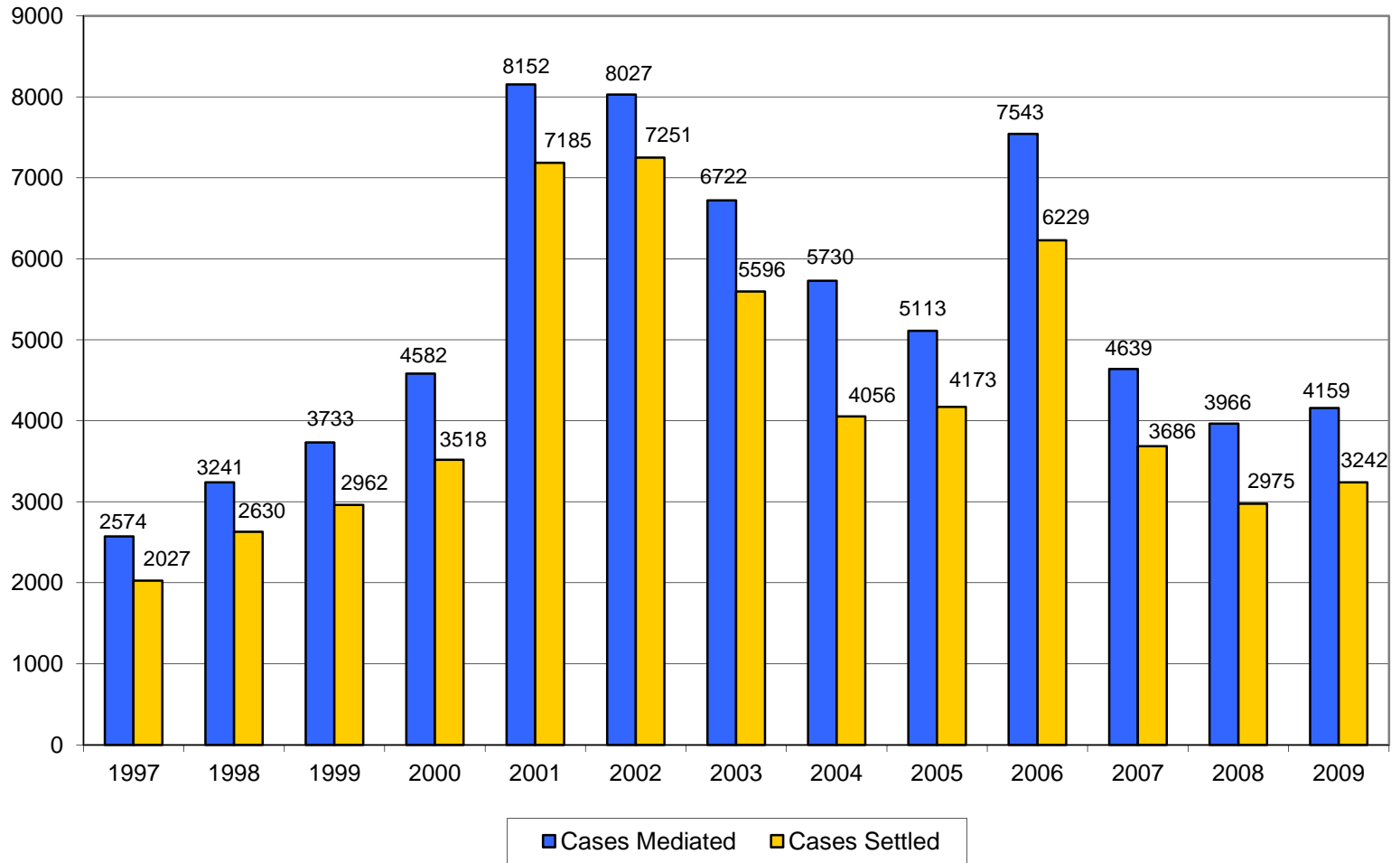
Case Year 2009

<i>Circuit & District Courts</i>								<i>Appellate Courts</i>						<i>Non Court</i>		
<i>Civil Mediation Non Divorce</i>				<i>Civil Mediation Divorce</i>				<i>Appellate Mediation</i>								
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
# Cases	<i>Crt Ord'rd</i>	<i>Settled</i>	<i>Pro Bono</i>	# Cases	<i>Crt Ord'rd</i>	<i>Settled</i>	<i>Pro Bono</i>	<i>Suprm Crt</i>	<i>Crt CivAppl</i>	<i>Non Divorce</i>	<i>Divorce</i>	<i>Settled</i>	<i>Pro Bono</i>	<i>Cases</i>	<i>Settled</i>	<i>Pro Bono</i>
3197	1111	2586	327	479	344	320	80	74	130	138	58	90	16	279	246	31
Total Mediated (cols 1+5+9+10+15):							4159									
Total Settled (cols 3+7+13+16):							3242	PerCent Settled:		77.95%						
Total ProBono (cols 4+8+14+17):							454	PerCent ProBono:		10.92%						

Registered Mediators: 444

Mediators Reporting: 299

Alabama State Court Mediator Roster Statistics
Cases Mediated and Settled: 1997-2009
(As reported by mediators on the Roster)



Arbitrated by Members of the Alabama Arbitrator Roster

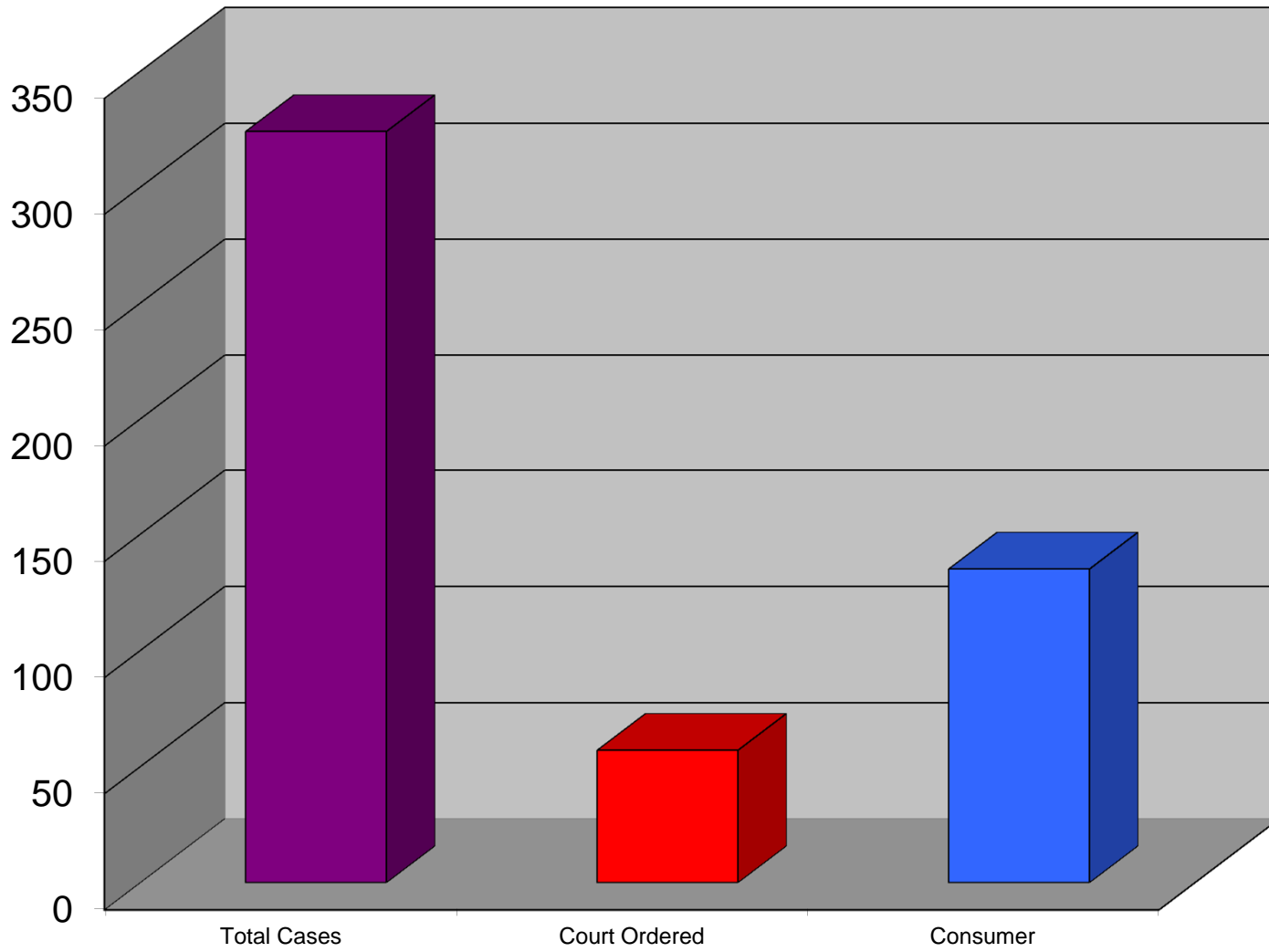
Case Year: 2009

<i>Arbitrations</i>				<i>Administrative Organizations</i>					<i>Subject Areas</i>								
<i># Cases</i>	<i>Court Ordered</i>	<i>Consumer</i>	<i>PB</i>	<i>AAA</i>	<i>CPR</i>	<i>JAMS</i>	<i>NAF</i>	<i>FINRA</i>	<i>Contract</i>	<i>Labor / Employment</i>	<i>Securities</i>	<i>Credit / Banking</i>	<i>Construction</i>	<i>Auto</i>	<i>Insurance NurseHome</i>	<i>Other</i>	
<i>Case Totals:</i>	324	57	135	17	14	3	0	7	4	6	110	5	19	45	3	1	126

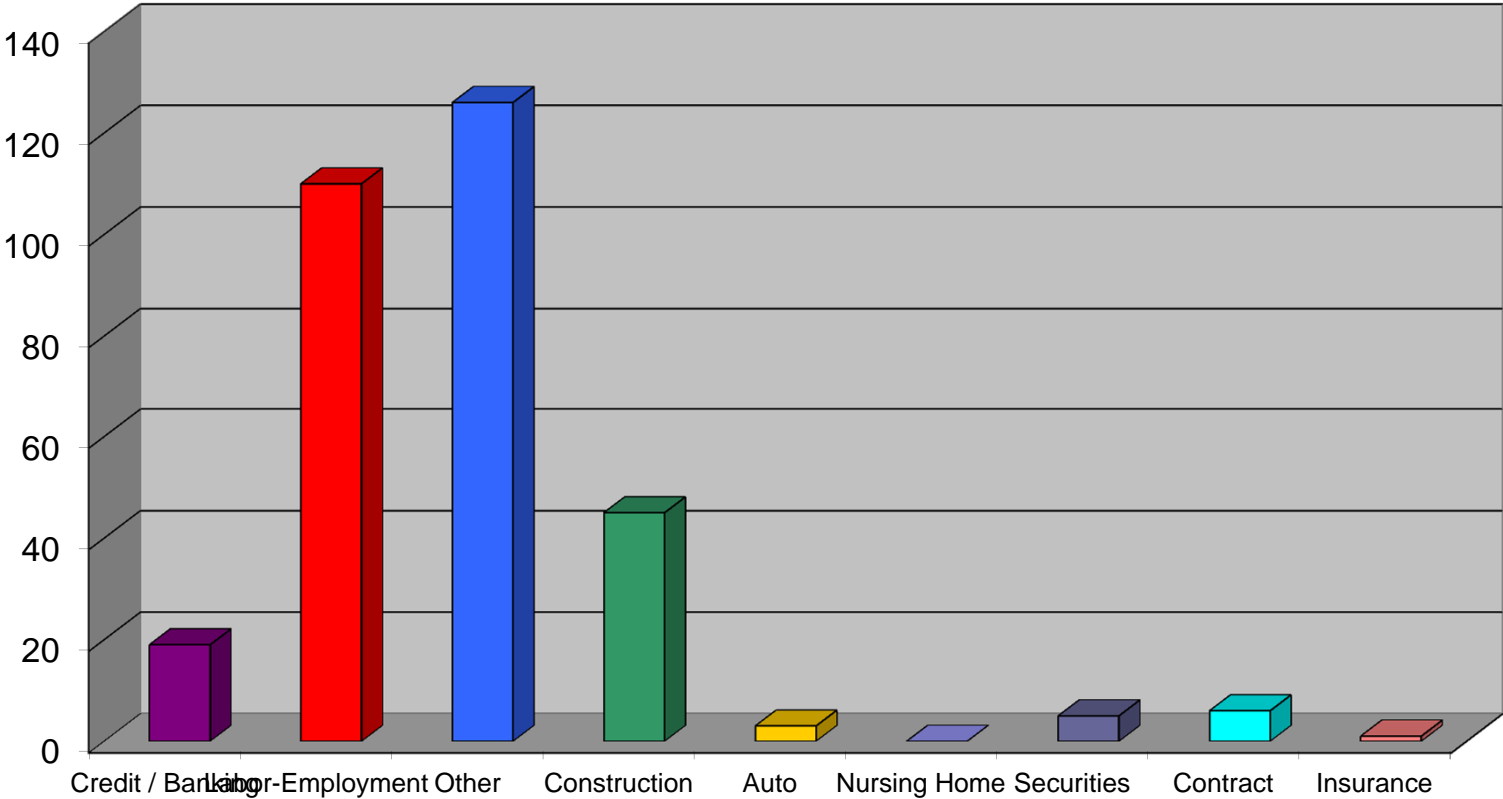
Registered Arbitrators: 107

Arbitrators Reporting: 77

2009 Arbitration Statistics



2009 Arbitration Subject Area



THANKS

*The Alabama Center for
Dispute Resolution
wishes to thank the
following Roster
members who mediated
pro-bono in 2009.*

Phillip Adams
Beverly P. Baker
Daniel Banks
Kay Barbaree
Mary Lynn Bates
Joseph Battle
Betsy Blake
Robert Boliek
Charles Booth
Sarah Bowers
Quentin Brown
Howard Bryan
Terry Lucas Butts
William Carn
R. Garry Clem
Stephen Clements

Louis Colley
Pamela G. Cook
George Copeland
James Corbett
E. Steven Croomes
Samuel Crosby
Dan Cushing
Larry Darby
Lee Davis
John Davis
Lois DiVietro
J. Robert Faulk
Charles Fleming
Michael Ford
George Ford
Robert French
Stevan Goozee
Charles Griffin
Regina Hammond
Arthur Hanes
Jerry Hicks
Claire Suzanne Holland
Christopher Hughes
Anne Isbell

John (Jack) Janecky
John Karrh
Braxton Kittrell
Oliver Latour
R. Blake Lazenby
Debra B. Leo
Rocco Leo
John McClusky
J. Wesley McCollum
Edward McDermott
Elizabeth McGlaughn
Robert Methvin
Ed Meyerson
R. Boyd Miller
James Moffatt
Samuel Monk
Pamela Nail
Claud Neilson
Randall Nichols
H.E. (Chip) Nix
Pamala Oliver
J. Richmond Pearson
John Quenelle
William Ratliff

Adolph Reich II
Benjamin Rice
Richard Riley
Nicholas Roth
Sandra Segall
Thomas Sherk
Kenneth Simon
Fern Singer
Donna Smalley
Steven Smith
Jeffrey Smith
Donald Stewart
Robert Thetford
Randy Thomas
Stella Tipton
Jere Trent
Brian Turner
Michael Upchurch
George Van Tassell
James Vickrey
Michael Walls
Lawrence Wettermark
D. Scott Wright

TOP VOLUME MEDIATORS FOR 2009

<i>Phillip Adams</i>	<i>Opelika</i>	<i>Edward McDermott</i>	<i>Mobile</i>
<i>Daniel Banks</i>	<i>Huntsville</i>	<i>Boyd Miller</i>	<i>Mobile</i>
<i>Robert Boliek</i>	<i>Birmingham</i>	<i>James Moffatt</i>	<i>Athens</i>
<i>Charles Booth</i>	<i>Birmingham</i>	<i>Sam Monk</i>	<i>Anniston</i>
<i>Quentin Brown</i>	<i>Birmingham</i>	<i>Claud Neilson</i>	<i>Demopolis</i>
<i>Louis Colley</i>	<i>Prattville</i>	<i>Jerry Oglesby</i>	<i>Anniston</i>
<i>George Copeland</i>	<i>Mobile</i>	<i>*Pamala Oliver</i>	<i>Tuscumbia</i>
<i>James Corbett</i>	<i>Birmingham</i>	<i>J. Richmond Pearson</i>	<i>Leroy</i>
<i>Jeffrey Courtney</i>	<i>Wetumpka</i>	<i>William Ratliff</i>	<i>Birmingham</i>
<i>*Lee Davis</i>	<i>Cullman</i>	<i>Philip Reich II</i>	<i>Moulton</i>
<i>Charles Denaburg</i>	<i>Birmingham</i>	<i>James Rives</i>	<i>Montgomery</i>
<i>William Donald</i>	<i>Tuscaloosa</i>	<i>Joseph Schreiber</i>	<i>Birmingham</i>
<i>Robert Faulk</i>	<i>Prattville</i>	<i>Kenneth Simon</i>	<i>Birmingham</i>
<i>Charles Fleming</i>	<i>Mobile</i>	<i>Fern Singer</i>	<i>Birmingham</i>
<i>Michael Ford</i>	<i>Florence</i>	<i>Harold Stephens</i>	<i>Huntsville</i>
<i>*Regina Hammond</i>	<i>Hanceville</i>	<i>Mike Suttle</i>	<i>Florence</i>
<i>Arthur Hanes</i>	<i>Birmingham</i>	<i>Robert Thetford</i>	<i>Montgomery</i>
<i>Bernard Harwood</i>	<i>Tuscaloosa</i>	<i>Randall Thomas</i>	<i>Montgomery</i>
<i>Claire S. Holland</i>	<i>Tuscaloosa</i>	<i>Stella Tipton</i>	<i>Birmingham</i>
<i>Richard Kingrea</i>	<i>Foley</i>	<i>Jere Trent</i>	<i>Athens</i>
<i>Blake Lazenby</i>	<i>Talladega</i>	<i>James Turnbach</i>	<i>Gadsden</i>
<i>Debra Leo</i>	<i>Birmingham</i>	<i>Michael Upchurch</i>	<i>Mobile</i>
<i>Rocco Leo</i>	<i>Birmingham</i>	<i>Marty VanTassell</i>	<i>Birmingham</i>
<i>Michael Maddox</i>	<i>Birmingham</i>	<i>Michael Walls</i>	<i>Birmingham</i>
<i>Rodney Max</i>	<i>Birmingham</i>	<i>Robert Wash</i>	<i>Birmingham</i>

** Non-Lawyer Mediators*