



Rosemary A. Townley, Esq.
TownleyADR, P.C.

Current Employer-Title	Townley ADR, PC (self-employed)
Profession	Full-time, self-employed arbitrator-mediator for the past 30 years based in the NYC metro region.
Mediation Profession	Attorney, Arbitrator, Mediator
Current Employer-Title	Self-employed
Labor Experience	Prior experience in labor relations and business management practices in the public and private sectors. Former Adjunct Professor of Law, St. John's Law School. AAA Faculty, AAA Labor Arbitrator II: Advanced Case Management Issues, 2004.
Profession	Attorney, Arbitrator, Mediator
Issues	Arbitrability, discharge, discipline, health insurance, layoff, leave, management rights, overtime, past practice, pay rates, retention, seniority, Title VII (including sex harassment/age discrimination), transfers, unit composition, work assignment, workplace injuries.
Work History	<p>Rosemary A. Townley has been a full-time, independent arbitrator and mediator for over 30 years based in the Metropolitan New York City region. She is a member of AAA's Commercial, Employment, Executive Contracts, Complex Case, and Labor Panels, and handles international cases assigned by ICDR.</p> <p>Her experience, which includes the disposition of over 1500 arbitration cases and 150 mediation matters, ranges from the commercial to contractual. For example, she has dealt with the resolution of disputes concerning international investment banking to collective bargaining issues between the NFL and the NFL Players Association. She serves as a permanent contract arbitrator in many contracts including industries such as transportation, education, energy (electric, oil, gas and nuclear), home health care, entertainment venues, news/reporters, among others.</p> <p>She is listed on the Panel of Arbitrators of the London Court of Arbitration and as a Public Arbitrator for FINRA. She is also a member of CPR's Distinguished Panel of Sports Neutrals. She is skilled in matters dealing with employment arbitration, especially in the area of executive C-suite contract disputes as well as in federal and state discrimination statutes. Her cases have involved claims ranging from \$50,000 to \$250 million.</p>
Industries	Airlines, bakery, construction, education, electronics, entertainment/arts, food processing, football, government (local, state), health care, hospitals, hotels, paper, pharmaceuticals, plastics, prisons, restaurants, service, steel, storage, transit,

transportation, trucking, universities, utilities, warehouse.

Experience

GENERAL EXPERIENCE BY INDUSTRY

These matters were arbitrated or mediated under various institutional and ad hoc rules either as a panel chairperson, panel "wing" member, or as a solo arbitrator which occurred in the majority of case.

Employment Contracts: Over 200 individual and/or multiparty cases of FLSA wage-and-hour and ERISA claims under Plan Committees, OSHA, SEC, civil RICO/money laundering, CFAA, NYC Civil Rights Act and NYS Civil Rights Act, New York Executive Law, health insurance, RIFs, equitable defenses, affirmative defenses, wage/hour claims, class action/waivers, general commercial breach of contract disputes (fraud, stock evaluation/options/vesting, change of control, consulting and independent contractor issues, tortious interference, negligence, legal malpractice, misappropriation of corporate assets.... discrimination, including sex, race, age, national origin, religion, disability, pregnancy), retaliation, sexual harassment, hostile work environment, ADA, ADEA, OWBPA, EEOC, FMLA,

Securities/Financial Institutions: Disputes involving executives and institutional domestic and international commercial banking and investing on matters concerning securities trading, risk specialists, equity redemption issues, book of business, proprietary trading, day trading, trading platforms, hedge funds, credit management, fixed income securities and commodities, derivatives and financial products development, business development, options trading, electronic real-time news/distribution of content to business customers.

Entertainment/Technology: Individual disputes between professional football players and NFL League clubs, music intra-group dispute re: IP rights, ownership, product endorsement covering span of five decades, public relations/crisis communications/agents, international telecommunications rights, syndicated television programming venues, publishing, web development/engineering design, choice of law, forum selection, trade secrets, copyright, trademark.

Dissolution of Partnerships: Matters includes disputes regarding the impact of "best interests of partnership" when dissolution involves commercial ski property/medical or law practices, nursing homes change of control implicating issues of certified asset valuation, breach of representations and warranties, trust and estate issues of family-held and operated corporation following death of owner-principal.

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Work History

Full-time Arbitrator and Mediator, Self-employed, 1986-present; Adjunct Professor of Law, St. John's University School of Law, 1997; Business Management Consultant, Townley Associates, 1984-86; Director Employee Relations, Ardsley UFSD, 1980-84; Employee Relations Specialist, New York State Office of Court Administration, 1979-80; Associate Employee Relations, Business Management, New York State Education Department, 1978-79; Assistant Director Continuing Education/Instructor, D'Youville College, 1974-76; Member-at-Large/Vice President, Buffalo Board of Education, 1974-76.

Permanent Arbitrator

National Football League & NFL Players Association Non-Injury Grievance Panel; Nat'l Assoc. Traffic Controllers Assoc. & FAA (Eastern Region); Anheuser Busch & Local 843, IBT; Verizon & IBEW Local 827 (former); Dow Jones & IAPE; Barney's & Local 340 UNITE; New York Post & Newspaper & Mail Delivery Union; New York Joint Board 25 & UNITE!HERE; Hudson News Co. & Newspaper Guild Local 3; Madison Square Garden & Loc. 100 UNITE!HERE; American Airlines & Association of Professional Flight Attendants (former); City Center & Local 1, IATSE; Infineum (Exxon/Shell Oil) & Local 877, IBT; Liz Claiborne & UNITE; Rutgers University & AAUP; Mountainview East Condo & Local 32-J SEIU; Suffolk County & Suffolk Association of Municipal Employees.

Alternative Dispute Resolution Experience

REPRESENTATIVE MATTERS

- Claim of breach of contract and misappropriation in matter involving family-held corporation where president has passed and remaining members are disputing assets and control of operation.
- Claim of malpractice claims against law firm/partners by clients.
- Dispute over matter regarding alleged oral contract and fraudulent inducement in matter where executive left large firm to join start-up and did not receive expected support.
- Alleged breach of contract for a joint venture to develop international telecommunication syndicated programming in Spanish
- Claims regarding current ownership and copyright matters that arose from a handwritten contract executed by a well-known Motown group nearly fifty years ago.
- Alleged breach of contract by CEO and CFO who resigned without following the contractual notice procedures in their respective contracts.
- Claims by professional football players concerning ability to collect workers' compensation in another state other than the one named in their individual contracts.
- Alleged breach of contract by proprietary trader who claimed platforms and technology support by company never materialized, thereby impacting profits.
- Question whether an equity redemption issue was subject to the arbitration clause of a separate arbitration agreement or by the language of the management equity plan/shareholders plan.
- Claim of civil RICO and related violations when executive terminated for alleged misappropriation, theft of trade secrets and breach of fiduciary duty.
- Alleged breach of oral contract when U.S. international bankers-traders did not receive the same bonuses from a pool as that of their counterparts in European market.
- Claim of breach of contract by in-house general counsel of an international fashion design corporation who claimed retaliation for the reporting of sexual harassment claims by employees .
- Alleged breach of contract when national public relations agent terminated for cause and counterclaims race discrimination.
- Breach of contract claim by financial executive alleging oral contract, fraud, promissory estoppel, national origin discrimination, when not promoted to president of subsidiary
- Alleged breach of contract when partner challenges his removal from agreement

concerning the operation of a ski chalet.

- Claim of breach of contract for misappropriation, duty of loyalty, among others when corporate officer claims a shipment had been embargoed but instead diverts it to different port and secretly splits profits with seller.
- real estate, entertainment software, "alter ego," telecommunications, manufacturing, law firms, mergers
- Choice of law/forum (domestic & international)
- Research scientists allege breach of contract under ERISA following pharmaceutical company computation of payout following change in control
- Claim of breach of contract/partnership by wholesaler of goods that had been shipped from China, embargoed at port by partner per secret deal with shipper, and resold to other parties.
- Claim of tortious breach of contract by CEO pursuant to Delaware law.

1. Civil rights including Title VII, ADA, sex discrimination, sexual harassment, national origin discrimination, US Civil Rights law, ADEA, FMLA, FLSA, New York City Human Rights Law; New York State Human Rights Law.

2. Other federal statutes including RICO, FCPA, SOX, Dodd-Frank, Delaware corporation law, executive breach of contract claims; fraudulent conduct; fraudulent inducement; oral agreements; deferred compensation; severance pay; restricted stock; options; bonus entitlement; commissions; proprietary trading; non-compete; non-disparagement; defamation; deceptive trade practice; change of control; wrongful termination (with and without cause); closely held corporations; joint ventures; in

Experience as a Mediator

Has mediated over 100 cases in the employment and commercial areas.

General Experience

Full-time alternate dispute resolution practice since 1986 in the private, public commercial and international sectors, primarily in labor and employment matters. As 1999-2000 Chair of the Labor and Employment Section, New York State Bar Association, lectured widely on employment matters. Extensive experience in conducting arbitrations as sole arbitrator in cases involving claims up to \$50 million in various sectors. Former Adjunct law professor at St. John's School of Law.

Representative Issues Handled as a Mediator

Mediated cases have included the following examples: age discrimination claim based on contractual failure to promote; wrongful termination based upon sexual harassment of fellow employees brought under employer's ADR program in cosmetics industry; racial discrimination claim based upon failure to reassign to more lucrative franchise in pest control industry; employee/ attorney breach of contract claim for wrongful termination/defamation/non-compete issues in IP sector; national origin and same-sex discrimination claim brought by employee under contractual relationship against high-level supervisor in publishing industry; break-up of medical practice with multiple claims of alleged fraud, discrimination, defamation, and related claims raised by partners against each other; Family Medical Leave Act and American with Disabilities Act claim by employee under company's ADR plan based upon failure to accommodate ergonomic needs of employee in securities sector; statutorily-related claims of age, sex, religion brought by employee pursuant to individual contract with company for failure to

promote in transportation industry; executive compensation claim based upon contractual wrongful termination/restricted stock release related to change of control question as well as national origin claim in banking/investment sector; claim of wrongful termination by employee of major restaurant chain for failure to properly maintain business records; claim of breach of non-compete provision in franchise agreement by franchisor when franchisee started own business; and, employee claim of age discrimination and severance pursuant to executive compensation agreement in insurance industry.

Alternative Dispute Resolution Training

ADR TRAINING/CLE:

AAA: Cybersecurity and Arbitration: Arbitrating B2B Data Breaches and Protecting the Arbitral Process, 2018;

AAA: Sexual Harassment and Discrimination Awareness, 2018;

NYSBA, Commercial/Fed. Litigation and Corp. Counsel Sections, The "Litigative DNA": The Underutilization of Mediation in NY and What Can Be Done About It, 2018;

Fordham Law School Int'l Conference: Key Issues in International Commercial and Treaty Arbitration, 2018;

AAA-ICDR/ICC/ICSID 34th Annual Joint Colloquium on International Arbitration, 2018;

AAA/ICC/ICSID Institute Training on Drafting Enforceable Awards 2018;

AAA: Arbitrator Performance and Demeanor: Meeting Participant Expectations, 2018;

AAA: Arbitration "Techropolis": Cybersecurity Protocol for International Arbitration, 2017;

College of Commercial Arbitration 17th Annual Meeting: When Justice Delayed Would be Justice Denied: Emergency Arbitration and Interim Measures in Arbitration, 2017;

AAA-ICDR/ICC/ICSID 34th Annual Joint Colloquium on International Arbitration, 2017;

AAA/ICC/ICSID Institute Training on Drafting Enforceable Awards 2017;

AAA Using Guided Choice to Get the Most from Your Mediation, 2017;

AAA "Out-of-Sight, Out-of-Mind: Preventing and Arbitrating Business-to-Business ("B2B") Data Breaches, 2017;

AAA Exploring Critical Issues in Arbitration, 2016;

AAA Ethical Considerations for Arbitrators, Mediators and Advocates, 2016;

AAA/ICDR/Mediation.org Panel Conference, 2016;

AAA/NYSBA (Dispute Resolution Section), Three Day Training Program in Commercial Arbitration Techniques, 2016;

AAA/ICDR: The Common Law/Civil Law Gap: The Issues and How International Arbitrators May Resolve Them, 2016;

Columbia Law School/Chartered Institute of Arbitration (NYC Chapter), One Week Course on Principles/Procedures in International Commercial Arbitration, 2015;

AAA Arbitrating in a Digital World; Fair & Expeditious Management of Electronic Discovery, 2015;

AAA/Fordham Univ. School of Law, Society, Commerce and Dispute Resolution: Goals for Justice and Trade 2015;

AAA Managing the Arbitration Process for Efficiency & Economy Following the Preliminary Hearing, 2013;

AAA Chairing an Arbitration Panel: Managing Procedures, Process & Dynamics (ACE005), 2006;

AAA Pro Se: Managing Cases Involving Self-Represented Parties (ACE002), 2003; Arbitrator Update 2003;

Advanced Case Management Issues, 2002;

AAA Mediator Training Conference, 2000;

AAA Employment Arbitrator Training, 1996

AAA/New York State Division of Human Rights, Arbitrator Training, 1996;

TRAINING COURSES (FACULTY MEMBER)

AAA Labor Arbitration Advanced Advocacy - Case Preparation, 2015, 2016, 2018;

AAA (Commercial Arbitration)/New York Law School, Symposium, Emergency Arbitration & Interim Measures, 2017;

College of Commercial Arbitrators, 17th Annual Meeting, "The Ultimate Umpires: Sports Arbitration in the Domestic and International Forum, 2017;

AAA Raising Your Game: Winning Practice Tips for Advocates in Employment Arbitration 2014;

AAA Labor Arbitrator II Training, 2009, 2004, 2003;

Faculty, NAA Annual Meeting, Employment Arbitration Protocols, 2007;

Professional Licenses	Admitted to the Bar: State of New York U.S. District Court (Southern and Eastern Districts of New York) U.S. Supreme Court Oneida Tribal Nation Court.
Years of Practice as a Mediator	20
Multi Party Mediation Experience	Multi-party cases have included: entitlement to severance benefits in the pharmaceuticals sector; eligibility to pension benefits in entertainment sector; class action suit-consent decree regarding amount due various plaintiffs who filed discrimination claims against town in New York State; and dissolution of business enterprise which involved multiple partners and insurance companies.
Education	Brooklyn Law School (JD) Syracuse University (PhD) SUNY at Buffalo (M. Ed.) D'Youville College (BS) .
Total Number of Cases Mediated	300
Professional Associations	Fellow, Chartered Institute of Arbitrators (UK) Fellow, College of Labor and Employment Lawyers Fellow, American College of e-Neutrals (e-Discovery) Inaugural Member, New York International Arbitration Center National Academy of Arbitrators, Former Member Board of Governors New York State Bar Association, Former Chair, Section on Labor and Employment Law New York State Bar Association, Member, Sections on International Law; Commercial and Federal Litigation Fellow, American Bar Foundation Life Fellow, New York Bar Foundation American Bar Association (Section on Labor & Employment; International Law; Individual Rights and Responsibilities) Association of the Bar of the City of New York
Publications and Speaking Engagements	Faculty, AAA Labor Arbitration Advocacy - Case Preparation, 2015; Presenter, November 2011, "Arbitration in the NFL"; Centre for the Law and Economics of Sport (CDES), Limoges University, France, MESGO (Executive Master in European Sport Governance candidates); Moderator, "How Arbitrators Rule," FMCS, May 2011; Panelist, "Impact of U.S. Supreme Court's 14 Penn Plaza v. Pyett," NYS Bar Association, Oct. 2010; Co-Coordinator, "The ADR Track: I Won't See You in Court" (employment arbitration), ABA Annual CLE Program,

November 2007; Panelist, "What Employment Mediators Want From Advocates," Cornell Univ. Law School/ILR, Oct. 2007; panelist, "Mock-Arbitration/Federal Jury Trial-How Do Judges Rule on Objections vs. Arbitrators", NAA Annual Conference, Las Vegas, 2004; Chapter Author, "How Mediators Operate: A Mediator's View", HOW ADR WORKS, BNA (2002); "10 Tips to Improve Employment Mediation," ADR CURRENTS, vol. 5, no. 2, June-August 2000; "Use of ADR in Intellectual Property Disputes," BRIGHT IDEAS, Spring/Summer, 2000; "Non-Traditional Joins Traditional in Labor and Employment Law," NEW YORK LAW JOURNAL, pp. S7, January 26, 2000; Former member, Board of Directors and contributor, NEW YORK EMPLOYMENT LAW & PRACTICE, American Law Media/New York Law Journal Seminar Press, 1999-present; Panelist, "The Use of Alternate Dispute Resolution in Intellectual Property Disputes," New York State Bar Association, October, 1999; Panelist, "Sexual Harassment in the Law Firm Teleconference," New York State Bar Association, November, 1998; Chair-Arbitrator, "Mock Pre-Hearing Discovery Conference of an Employment Arbitration," Association of the Bar of the City of New York, September, 1998; Panelist, "What to Expect at Your Employment Arbitration," National Academy of Arbitrators Annual Conference, May, 1998; Panelist; "Practical Advice in Handling Mediation and Arbitration of Employment Disputes," Georgetown University Law Center's Annual Employment Law & Litigation Update Conference, April, 1998; Conference Chair, "The Ill, Injured and Disabled Employee/Job Applicant," New York State Bar Association, April, 1998; Contributor, DISCHARGE and DISCIPLINE in ARBITRATION, BNA, 1998; Contributor, HOW ARBITRATION WORKS-SUPPLEMENT, BNA, 1997; contributor, ARBITRATION 1997: THE NEXT FIFTY YEARS, BNA, 1998; Co-author, "Arbitration and the Americans with Disabilities Act," ADR CURRENTS, vol. 1, no. 1, Summer 1996.

Mediation Experience as an Advocate or Party

Worked as a Director of Employee Relations in a public school district in Westchester County approximately 25 years ago. During this time, served as chief negotiator on all collective bargaining agreements and handled all federal and state employee claims, in consultation with counsel for the district. Also, worked as an analyst for the New York State Office of Court Administration during the late 1970s; was a member of the negotiating team that handled all contract talks and impasse procedures, including mediations of disputes, in the New York City area.

Awards and Honors

Fellow, Chartered Institute of Arbitrators (UK)
Fellow, College of Labor and Employment Lawyers
Fellow, American College of e-Neutrals (e-Discovery)
Inaugural Member, New York International Arbitration Center
National Academy of Arbitrators, Former Member Board of Governors
New York State Bar Association, Former Chair, Section on Labor and Employment Law
New York State Bar Association, Member, Sections on International Law; Commercial and Federal Litigation
Fellow, American Bar Foundation
Life Fellow, New York Bar Foundation
Super Lawyers, Top Women Attorneys in Metro New York
Best Lawyers in America (NYC Region: Arbitration)
Best Lawyers in America

Mediation Philosophy	I do not regard myself as either a "facilitative" or "evaluative" mediator. Rather, I view the process of mediation as a convergence of the two approaches, which are to be relied upon at various stages of the process, depending upon the reaction of the parties, the progress being made, and my reading of those intangibles that are unique to mediation. In order to fully understand my philosophy, I suggest that you read a chapter I authored in <i>How ADR Works</i> , which was published by the ABA Section of Labor and Employment Law (BNA, 2002). The chapter is entitled "How Mediators Operate: A Mediator's View". It provides a summary of the principles that I believe should serve as guidance for the conduct of a mediation session.
Mediation References	Michael Volpe, Esq., mvolpe@venable.com , (212) 808-5676; Steven Macri, Esq., smacri@putneylaw.com , (212) 682-0020; Carla Walworth, Esq., carlawalworth@paulhastings.com , (203) 961-7465.
Alternative Dispute Resolution Training	Faculty, AAA Labor Arbitration Advocacy - Case Preparation, 2015; AAA Arbitrating in a Digital World; Fair & Expeditious Management of Electronic Discovery, 2015; AAA, Society, Commerce and Dispute Resolution: Goals for Justice and Trade 2015; Faculty, AAA Raising Your Game: Winning Practice Tips for Advocates in Employment Arbitration 2014; AAA Managing the arbitration Process for Efficiency & Economy Following the Preliminary Hearing, 2013; Faculty, AAA Labor Arbitrator II Training, 2009, 2004, 2003; NAA Annual Meeting, 2007; ICDR The Common Law/Civil Law Gap: The Issues and How International Arbitrators May Resolve Them, 2006; AAA Chairing an Arbitration Panel: Managing Procedures, Process & Dynamics (ACE005), 2006; AAA Pro Se: Managing Cases Involving Self-Represented Parties (ACE002), 2003; Arbitrator Update 2003; Faculty, AAA Employment Arbitrator II Training: Advanced Case Management Issues, 2002; AAA Mediator Training Conference, 2000; AAA Employment Arbitrator Training, 1996; Supervising Mediator-Faculty, Brooklyn Civil Court, Brooklyn Law School Mediator Training Program, 1995; New York State Public Employment Relations Board, Mediator/Fact-Finding Training; AAA/New York State Division of Human Rights, Arbitrator Training; New York State Office of Court Administration, ADR Training Program; various other ADR training.
Professional Licenses	Admitted to the Bar: New York State; U.S. District Court: Southern and Eastern Districts of New York; U.S. Supreme Court; Oneida Tribal Nation Court.
Professional Associations	National Academy of Arbitrators (Board of Governors; Past Legal Representation Coordinator); New York State Bar Association (Labor and Employment Law Section, Past Chair); New York State Bar Association, Member, International Law Section (Entertainment/Sports Law Committee; International Arbitration Law Committee; and International Employment Law Committee); Federal Bar Council; New York State Bar Foundation (Fellow); St. John's University School of Law; Employment Law Litigation Institute (Past Co-Chair); American Bar Association (Section on International Law; Individual Rights and Responsibilities); Association of the Bar of the City of New York.
Education	D'Youville College (BS-1973); State University of New York at Buffalo (M, Education-1976); Syracuse University (PhD-1978); Brooklyn Law School (JD-1992).

Publications and Speaking Engagements

Presenter, November 2011, "Arbitration in the NFL"; Centre for the Law and Economics of Sport (CDES), Limoges University, France, MESGO (Executive Master in European Sport Governance candidates); Moderator, "How Arbitrators Rule," FMCS, May 2011; Panelist, "Impact of U.S. Supreme Court's 14 Penn Plaza v. Pyett," NYS Bar Association, Oct. 2010; Co-Coordinator, "The ADR Track: I Won't See You in Court" (employment arbitration), ABA Annual CLE Program, November 2007; Panelist, "What Employment Mediators Want From Advocates," Cornell Univ. Law School/ILR, Oct. 2007; panelist, "Mock-Arbitration/Federal Jury Trial-How Do Judges Rule on Objections vs. Arbitrators", NAA Annual Conference, Las Vegas, 2004; Chapter Author, "How Mediators Operate: A Mediator's View", HOW ADR WORKS, BNA (2002); "10 Tips to Improve Employment Mediation," ADR CURRENTS, vol. 5, no. 2, June-August 2000; "Use of ADR in Intellectual Property Disputes," BRIGHT IDEAS, Spring/Summer, 2000; "Non-Traditional Joins Traditional in Labor and Employment Law," NEW YORK LAW JOURNAL, pp. S7, January 26, 2000; Former member, Board of Directors and contributor, NEW YORK EMPLOYMENT LAW & PRACTICE, American Law Media/New York Law Journal Seminar Press, 1999-present; Panelist, "The Use of Alternate Dispute Resolution in Intellectual Property Disputes," New York State Bar Association, October, 1999; Panelist, "Sexual Harassment in the Law Firm Teleconference," New York State Bar Association, November, 1998; Chair-Arbitrator, "Mock Pre-Hearing Discovery Conference of an Employment Arbitration," Association of the Bar of the City of New York, September, 1998; Panelist, "What to Expect at Your Employment Arbitration," National Academy of Arbitrators Annual Conference, May, 1998; Panelist; "Practical Advice in Handling Mediation and Arbitration of Employment Disputes," Georgetown University Law Center's Annual Employment Law & Litigation Update Conference, April , 1998; Conference Chair, "The Ill, Injured and Disabled Employee/Job Applicant," New York State Bar Association, April, 1998; Contributor, DISCHARGE and DISCIPLINE in ARBITRATION, BNA, 1998; Contributor, HOW ARBITRATION WORKS-SUPPLEMENT, BNA,1997; contributor, ARBITRATION 1997: THE NEXT FIFTY YEARS, BNA, 1998; Co-author, "Arbitration and the Americans with Disabilities Act," ADR CURRENTS, vol. 1, no. 1, Summer 1996.

Citizenship

United States of America

Languages

English

Locale

Larchmont, New York, United States of America

Compensation

Hearing:	\$650.00/Hr
Study:	\$650.00/Hr
Travel:	\$650.00/Hr
Cancellation:	\$650.00/Hr
Cancellation Period:	14 Days
Comment:	No travel fees for immediate NYC metropolitan area-if outside this area, reasonable travel time will be assessed at \$650 hour in addition to applicable expenses. If notice of cancellation is received less than 14 calendar

days before a scheduled hearing, a flat cancel fee of \$1500 will be charged for each day cancelled. There is a four (4) hour minimum rate charged per hearing day. Reasonable travel expenses//overnight mail services/copy costs may be billed.