

CHRISTOPHER M. SHULMAN
CURRICULUM VITAE

EDUCATION

Stetson University College of Law, St. Petersburg, FL Juris Doctor *cum laude*, May 1991
Honors and Activities: Research Editor, STETSON LAW REVIEW
 Published Law Review Case Note; won Leeman Award for best student writing
 Public Service Fellow; Judicial Intern – U.S. District Court (Magistrate Judge)

Rutgers University, New Brunswick, NJ Bachelor of Arts in Political Science, May 1987

PROFESSIONAL

Appointed: Florida Supreme Court ADR Rules and Policy Committee (2011 – date)
 Florida Supreme Court Mediator Ethics Advisory Committee (2000-2008)
 Hearing Officer, Hillsborough County Childcare Licensing Board (October 2001 – date)
 Florida Bar Clients' Security Fund Committee (1994 - 2003; Chair, 1998 - 99)

Admitted: The Florida Bar (#955980)
 United States Circuit Court of Appeals for the Eleventh Circuit
 United States District Court, Middle and Southern Districts of Florida

Member: J. Clifford Cheatwood Inn of Court – Barrister Member
 Florida Circuit Civil Mediator Society (2005 – date)
 National Association of Distinguished Neutrals (Board Member, 2010-2011)
 Florida Bar, Labor & Employment Law Section (1992 - date)
 Florida Academy of Professional Mediators, Inc. (2002 – date; *Diplomate* as of April 2005)
 Hillsborough County Bar Association (1999 – date; ADR Committee Co-Chair, 2004-06)

Certified: Florida Circuit and County Court Mediator (#8542CR)
 Florida Qualified Court-Appointed Arbitrator
 Florida Dispute Resolution Center Primary Mediator Trainer (County; Circuit);
 Approved Circuit Civil and County Mediation Training Provider
 Florida Dispute Resolution Center Primary Arbitrator Trainer;
 Approved Arbitration Training Provider
 EEOC MD-110 Certified Federal-Sector EEO Investigator and EEO Counselor
 Volunteer Juvenile Arbitrator (6th Circuit) and Teen Court Judge (13th Circuit)
 Florida Department of Financial Services Neutral Evaluator Training Provider

Panels: Federal Mediation and Conciliation Service (Labor Arbitrator) (#3892)
 American Arbitration Association (Large and Complex Case (LCC) Panel: Arbitrator;
 Consumer Arbitration Panel (CAP): Arbitrator; Commercial/Employment Panel:
 Mediator; Arbitrator; Labor Panel: Arbitrator) (#152785)
 U.S. District Court, Middle District of Florida (Mediator and Arbitrator)
 FINRA (NASD) Dispute Resolution, Inc. (Arbitrator (#A30651))
 Collins Center for Public Policy, Inc. (Mediator)
 Florida Div. of Land Sales, Condominiums and Mobile Homes (HOA Mediator Panel)
 RMFM Managed Mediation: 6th, 10th, 12th, and 13th Judicial Circuits

ADJUDICATORY/ARBITRATION EXPERIENCE

American Arbitration Association

162 Commercial Panel (employment; LCC; CAP) disputes pending or heard (2005 – date)

Florida Circuit and County Courts

394 arbitrations of various county civil and circuit civil court cases (1997 - date)

NASD Dispute Resolution, Inc./FINRA

57 arbitrations of securities industry disputes (including 10 employment cases) (1999 - date)

Hillsborough County Childcare Licensing Board

18 evidentiary hearings with preparation of Hearing Officer's Recommended Orders (2002 - date)

Federal Agencies (subcontractor)

557 recommended Final Agency Decisions (FADs) on federal-employee EEO Complaints prepared; reviewed 129 FADs written by others (2000 – date)

Federal Mediation and Conciliation Service/Private Engagement

26 Labor Arbitration Cases in arbitration or heard (2004 – date)

Juvenile Arbitrations/Teen Court Proceedings

39 Circuit and County-Court Diversion Juvenile Arbitrations (1994, 2006 – date)

Private Party Arbitrations

39 presuit or escrow arbitration matters in arbitration or heard (2006 – date)

EEO/EMPLOYEE RELATIONS INVESTIGATION EXPERIENCE

MD-110 Federal Agency EEO Investigations

119 Complaints investigated; reviewed 161 matters investigated by others (2000 – date)

Private Sector and Local Government (EEO/Employee Relations Complaints)

60 matters investigated and resolved (1994 – date)

MEDIATION EXPERIENCE

- Florida Circuit and County Courts** (1996 - date)
912 mediations of various circuit civil court cases (principally 5th, 6th, 9th, 10th, 12th, and 13th Judicial Circuits; including employment, breach of contract, mortgage foreclosure, injunctive relief, consumer protection, personal injury, liability and casualty, etc.) and county civil disputes (principally Hillsborough, Pinellas and Pasco Counties; including collections, consumer protection, personal injury, liability and casualty, etc.)
- United States District Court (M.D. Fla.)** (2002 – date)
195 mediations of employment or consumer statutory claims
- NASD Dispute Resolution, Inc.** (2001 – date)
6 mediations of securities industry disputes
- Private Party (Pre-Suit) Disputes** (2002 – date)
330 mediations of private, pre-suit disputes – including employment, breach of contract, consumer protection, business dispute, and personal injury, and mandatory mediations of Homeowners Association Disputes
- Florida Department of Financial Services (Insurance, Hurricane, Continuing Care)** (2003 – date)
89 mediations of first-party, presuit homeowner insurance or automobile collision claims – continuing care contract disputes
- American Arbitration Association** (2005 – date)
20 Commercial Panel (employment) disputes mediated
- Equal Employment Opportunity claims** (1998 - date)
142 mediations of employment discrimination claims before EEOC or local FEP Agency (includes 2 Fair Housing act claims); EEO matters mediated pre-suit or during litigation are listed above
- Hillsborough County Community Mediation Program** (1995 - 1997)
61 mediations of community disputes

EMPLOYMENT

Christopher M. Shulman, P.A., Tampa, FL February 2003 – present
President – Providing alternative dispute resolution services (mediation, arbitration, and facilitation) including labor and employment law and all other areas of substantive law; also providing mediator certification training and initial court-appointed arbitrator training.

EEO Solutions, Inc., Tampa, FL July 1999 - present
Principal – Providing alternative dispute resolution services (mediation, arbitration, and facilitation) in the substantive areas of labor and employment law. Also providing training in EEO investigation (including MD-110 annual refresher), Negotiations, and Harassment Prevention.

JDG Associates, Inc., Tampa, FL March 2001 – January 2005 (employee & subcontractor)
Investigator/Reviewer – Conducting private-sector and federal-sector investigations of EEO complaints; drafting proposed Final Agency Decisions for federal-sector EEO complaints; preparing and conducting annual MD-110 required EEO refresher course; reviewing 75 other investigators' reports of investigation and Final Agency Decisions for legal sufficiency and high-quality work.

Eckerd Youth Alternatives, Inc., Clearwater, FL September 2000 – August 2002
Director of Employee Relations – Responsible for employer's compliance with federal and state employment laws; resolution of employee grievances; oversight of outside counsel on employment and other matters; and advising management team as to proper employee coaching and discipline, for a 1400-employee organization with 36 work sites across eight states.

Frank Hamilton & Associates, P.A., Tampa, FL March 1998 - August 2000
Associate Attorney – Representing individual, union, and management clients in labor and employment, civil rights, and personal injury matters in federal and state courts as well as administrative fora; mediation and arbitration as neutral.

Law Office of Christopher M. Shulman, Tampa, FL June 1995 - March 1998
Sole Practitioner – Representing individual and management clients in labor and employment; civil rights; general contract and corporate matters; mediation of disputes as neutral.

Labor Attorney, City of Lake Worth, Lake Worth, FL April 1994 - May 1995
In-house labor counsel – Representing management in collective bargaining, EEO and wage investigations, administrative and civil litigation.

Frank Hamilton & Associates, P.A., Tampa, FL November 1991- March 1994
Associate (law clerk until 9/92 Bar Admission) – labor and employment law; civil rights.

SCHOLASTIC AFFILIATIONS

Stetson University College of Law, St. Petersburg, FL August 2006 – present
Adjunct Faculty – Teaching “Alternative Dispute Resolution”; “Negotiation and Mediation”; and “Mediation Skills Training” to law students.

Keller Graduate School of Management, Tampa, FL November 1999 – August 2009
Senior Adjunct Faculty - Teaching graduate-level Business Law, Employment Law, and Business Negotiation; revised curriculum nationwide for Keller’s Employment Law class.

National-Louis University, Tampa, FL June 1996 – December 2001
Adjunct Faculty - Teaching graduate-level Labor Law; Employment Law; Business Law & Ethics.

PUBLICATIONS

Christopher M. Shulman and Ellen K. Shulman, THE NUTS AND BOLTS OF RUNNING YOUR MEDIATION PRACTICE (Christopher M. Shulman, P.A. 2008)

“Circuit Civil Mediation Is Not Just for Lawyers Anymore”, Hillsborough County Bar Association *Lawyer*, Vol. 18, No. 6, at 43 (February 2008)

“Having Your ADR Cake & Eating It, Too: MED-ARB & ARB-MED”, Hillsborough County Bar Association *Lawyer*, Vol. 16, No. 7, at 42-43 (April 2006)

“Circuit Mediator Certification: Not Just for Lawyers Anymore?”, Hillsborough County Bar Association *Lawyer*, Vol. 16, No. 4, at 16-17 (December 2005)

“Mandatory and Voluntary ADR of Homeowner Association Disputes”, Hillsborough County Bar Association *Lawyer*, Vol. 16, No. 2, at 12-13 (October 2005)

“Advancing Successful Mediation: The Mediation Confidentiality and Privilege Act”, Hillsborough County Bar Association *Lawyer*, Vol. 15, No. 2, at 22-23 (October 2004)

“Voluntary Trial Resolution: Tailor-Made for Employment Claims”, *The Checkoff*, Vol. XLII, No. 3, at 5 (Florida Bar Labor and Employment Section May 2004)

“Voluntary Trial Resolution: Revision 7 Relief?”, Hillsborough County Bar Association *Lawyer*, Vol. 14, No. 7, at 40-41 (April 2004)

“Non-Binding Arbitration: a Primer and a Proposal”, Hillsborough County Bar Association *Lawyer*, Vol. 14, No. 3, at 44-45 (November 2003)

Cave Canem - Police Department Liability and Equitable Standing Under 42 U.S.C. § 1983, 19 STETSON L. REV. 973 (1990)

PRESENTATIONS, TRAININGS & EXPERT TESTIMONY

Primary Arbitration Trainer, “Court-Appointed Arbitrator Training”, Dispute Resolution Center Conference, August 25, 2011, Orlando, FL

Primary Mediation Trainer, “County Mediator Certification Training”, August 18-20, 2011 Tampa, FL

Trainer, “Harassment Prevention Training”, for two private employers (names withheld) training over 2700 employees and managers: April 2010 – September 2011

Primary Mediation Trainer, “County Mediator Certification Training”, July 25-27, 2011 Tampa, FL

Primary Arbitration Trainer, “Court-Appointed Arbitrator Training”, July 1, 2011 Tampa, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, May 31 – June 4, 2011, Tampa, FL

Primary Mediation Trainer, “County Mediator Certification Training”, April 4-5 and 12, 2011 Tampa, FL

Primary Arbitration Trainer, “Court-Appointed Arbitrator Training”, March 25, 2011 Tampa, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, February 22-26, 2011, Tampa, FL

Panelist, “Making the Most of Mortgage Foreclosure Mediation”, Florida Bar Real Property, Probate, and Trust Law Section Seminar, February 10, 2011, Tampa, FL

Primary Mediation Trainer, “County Mediator Certification Training”, January 28-30, 2011, Tampa, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, January 3-7, 2011, Tampa, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, October 13-17, 2010, Tampa, FL

Primary Mediation Trainer, “County Mediator Certification Training”, September 23-25, 2010, Tampa, FL

Primary Trainer, “Residential Mortgage Foreclosure Mediator Training”, per Supreme Court Administrative Order AOSC09-54, Conant Mediation Center, Ft. Myers, FL, August 28, 2010

Panelist, “Mediator Ethics”, Florida Academy of Professional Mediators Summer 2010 Mediation Symposium, August 21, 2010, Orlando, FL

Primary Trainer, “Residential Mortgage Foreclosure Mediator Training”, per Supreme Court Administrative Order AOSC09-54, UF Levin School of Law, Gainesville, FL, August 3, 2010

Primary Arbitration Trainer, “Court-Appointed Arbitrator Training”, July 23, 2010, Tampa, FL

Primary Trainer, “Residential Mortgage Foreclosure Mediator Training”, per Supreme Court Administrative Order AOSC09-54, Orange County Bar Association, July 20, 2010

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, July 14 - 18, 2010, Tampa, FL

Primary Trainer, “Residential Mortgage Foreclosure Mediator Training”, per Supreme Court Administrative Order AOSC09-54, Palm Beach County Bar Association, June 18, 2010

Primary Trainer, “Residential Mortgage Foreclosure Mediator Training”, per Supreme Court Administrative Order AOSC09-54, Hillsborough County Bar Association, June 15, 2010

Primary Trainer, “Residential Mortgage Foreclosure Mediator Training”, per Supreme Court Administrative Order AOSC09-54, Palm Beach County Bar Association, June 1, 2010

Primary Mediation Trainer, “County Mediator Certification Training”, May 18 - 20, 2010, Stetson University College of Law, Tampa, FL

Primary Arbitration Trainer, “Court-Appointed Arbitrator Training”, May 14, 2010, Tampa, FL

Primary Trainer, “Residential Mortgage Foreclosure Mediator Training”, per Supreme Court Administrative Order AOSC09-54, Pensacola, FL, April 17, 2010

Primary Trainer, “Residential Mortgage Foreclosure Mediator Training”, per Supreme Court Administrative Order AOSC09-54, Sunrise, FL, April 9, 2010

Primary Trainer, “Residential Mortgage Foreclosure Mediator Training”, per Supreme Court Administrative Order AOSC09-54, Treasure Island, FL, April 3, 2010

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, April 21 – 25, 2010, Tampa, FL

Primary Trainer, “Residential Mortgage Foreclosure Mediator Training”, per Supreme Court Administrative Order AOSC09-54, Hillsborough County Bar Association, March 10, 2010

Lecturer, “Continuing Mediator Education: Mediator Trends in a Changing Environment”, Hillsborough County Bar Association, February 18, 2010

Primary Arbitration Trainer, "Court-Appointed Arbitrator Training", February 12, 2010, Tampa, FL

Primary Mediation Trainer, "Circuit Civil Mediator Certification Training", January 27 – 31, 2010, Tampa, FL

Mediation Panelist, "Loan Modification and Workout Town Hall Meeting", Hillsborough County Bar Association, January 19, 2010

Primary Mediation Trainer, "County Mediator Certification Training", January 7 – 9, 2010, Stetson University College of Law, Gulfport, FL

Primary Arbitration Trainer, "Court-Appointed Arbitrator Training", November 13, 2009, Tampa, FL

Primary Mediation Trainer, "Circuit Civil Mediator Certification Training", October 7 – 11, 2009, Tampa, FL

Lecturer, "Nuts and Bolts of Running Your Mediation Practice", Florida Supreme Court's Dispute Resolution Center's Annual Conference for Mediators and Arbitrators, August 20-21 2009, Orlando, FL

Primary Mediation Trainer, "Circuit Civil Mediator Certification Training", August 12 - 16, 2009, Tampa, FL

Primary Arbitration Trainer, "Court-Appointed Arbitrator Training", August 7, 2009, Tampa, FL

Primary Mediation Trainer, "County Mediator Certification Training", July 16 – 18, 2009, Tampa, FL

Trainer/Presenter, "Mediator Ethics", CMEWorks Teletraining, June 9, 2009

Primary Arbitration Trainer, "Court-Appointed Arbitrator Training", May 8, 2009, Tampa, FL

Primary Mediation Trainer, "Circuit Civil Mediator Certification Training", April 27 – May 1, 2009, Tampa, FL

Trainer/Presenter, "Avoiding Impasse", CMEWorks Teletraining, April 14, 2009

Primary Mediation Trainer, "County Mediator Certification Training", April 16 – 18, 2009, Tampa, FL

Trainer/Presenter, "Mediator Ethics", CMEWorks Teletraining, March 24, 2009

Primary Mediation Trainer, "Circuit Civil Mediator Certification Training", March 6 – 10, 2009, Jacksonville, FL

Primary Arbitration Trainer, “Court-Appointed Arbitrator Training”, March 5, 2009, Jacksonville, FL

Trainer/Presenter, “Managers’ Employment Law and Harassment Prevention Training”, Florida Municipal Power Agency, February 10 and 26, 2009, Orlando, FL

Trainer/Presenter, “Harassment Prevention Training”, Florida Municipal Power Agency, February 10, 2009, Orlando, FL

Primary Arbitration Trainer, “Court-Appointed Arbitrator Training”, November 14, 2008, Tampa, FL

Primary Mediation Trainer, “County Mediator Certification Training”, November 6 – 8, 2008, Tampa, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, October 23 – 27, 2008, Tampa, FL

Primary Arbitration Trainer, “Court-Appointed Arbitrator Training”, September 26, 2008, Tampa, FL

Lecturer, “County Mediator Ethics in 2008: Now What?”, and Facilitator, Post-Plenary Group Discussion on Domestic Violence Awareness in Mediation, Florida Supreme Court’s Dispute Resolution Center’s 17th Annual Conference for Mediators and Arbitrators, August 29 – 30, 2008, Orlando, FL

Primary Arbitration Trainer, “Court-Appointed Arbitrator Training”, August 22, 2008, Tampa, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, July 24 – 28, 2008, Jacksonville, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, June 16 – 20, 2008, Tampa, FL

Primary Mediation Trainer, “County Mediator Certification Training”, May 15 – 17, 2008, Tampa, FL

“The Hearing from an Arbitrator’s Perspective”, NPELRA Labor Relations Academy II, April 13, 2008, Clearwater, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, March 26 – 31, 2008, Jacksonville, FL

Trainer/Presenter, “Managers’ Employment Law and Harassment Prevention Training”, Florida Municipal Power Agency, February 20, 2008, Orlando, FL

Trainer/Presenter, “Harassment Prevention Training”, Florida Municipal Power Agency, February 20, 2008, Orlando, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, February 14 – 18, 2008, Tampa, FL

Primary Mediation Trainer, “County Mediator Certification Training”, January 23 – 25, 2008, Tampa, FL

Panelist, “The Shape of Things to Come: Legal and Ethical Trends in Mediation,” Florida Association of Family and Conciliation Courts (AFCC), Annual Conference, November 2-3, 2007, Orlando, FL

Primary Mediation Trainer, “Circuit Civil Mediator Certification Training”, October 12 – 16, 2007, Tampa, FL

Panelist, “The Search for Truth: How Arbitrators Determine Witness Credibility,” National Academy of Arbitrators, Southeast Regional Conference, February 23-24, 2007, Atlanta, GA

Presenter, “Dealing with and Defusing Workplace Conflict”, Consumer Credit Counseling Services, Regional Employee Training, October 18, 2006, Tampa, FL

Panelist, Ethics Plenary, and Lecturer, “Nuts and Bolts of Running a Successful ADR Practice”, Florida Supreme Court’s Dispute Resolution Center’s Annual Conference for Mediators and Arbitrators, August 25-26, 2006, Orlando, FL

Guest Lecturer/Assistant Trainer, “Guardianship Mediation Training”, Stetson University College of Law, January 12-13, 2006, St. Petersburg, FL

Panelist, Ethics Plenary, and Lecturer, “Mediating Cases under Challenging Circumstances” and “Mandatory ADR of Homeowner Association Disputes”, Florida Supreme Court’s Dispute Resolution Center’s Annual Conference for Mediators and Arbitrators, August 26-27, 2005, Orlando, FL

Guest Lecturer, “LAW 3120 – ALTERNATIVE DISPUTE RESOLUTION”, Stetson University College of Law, June 18, 2005, St. Petersburg, FL

Panelist, “Advocacy in Mediation”, Hillsborough County Bar Association Young Lawyers’ Division State Trial Court Seminar, June 17, 2005, Tampa, FL

Guest Lecturer/Assistant Trainer, “Guardianship Mediation Training”, Stetson University College of Law, June 1 & 4, 2005, St. Petersburg, FL

Panelist/Training Coordinator, "Alternative Dispute Resolution 2005 Update", Hillsborough County Bar Association Alternative Dispute Resolution Committee, May 20, 2005, Tampa, FL

Expert Witness, Mediator Qualifications Board Proceeding MQB 2003-003, accepted as expert on Mediator Ethics by Hon. Dee Anna Farnell, Circuit Judge, Sixth Judicial Circuit, April 21, 2005, Clearwater, FL

Panelist, "Homeowner Association Dispute Resolution – New Mandatory Processes" as part of *Seminar on Homeowner Associations and Community Development Districts*, Council of Neighborhood Associations (CONA), East Pasco Chapter, April 16, 2005, Wesley Chapel, FL

Panelist/Mock Arbitrator, "Labor Arbitration Advocacy", Labor Arbitration Services, Inc., March 17-18, 2005, Clearwater Beach, FL

"Mediating County and Circuit Cases Under Challenging Circumstances", Florida Academy of Professional Mediators, Inc., Advanced Mediation Seminar, February 12, 2005, Orlando, FL

Panelist/Training Coordinator, "The 2004 Mediation Confidentiality and Privilege Act: What Every Mediator and Attorney Needs to Know", Hillsborough County Bar Association Alternative Dispute Resolution Committee, November 9, 2004, Tampa, FL

"Recent Developments in County and Circuit Mediator Ethics", Florida Supreme Court's Dispute Resolution Center's Annual County Mediator Summit and Annual Conference for Mediators and Arbitrators, August 26 – 28, 2004, Orlando, FL

Mediator, "Mediation: An Examination of Management's Opportunities for Early Charge Resolution", U.S. Equal Employment Opportunity Commission Technical Assistance Program Seminar (TAPS), July 26, 2004, Tampa, FL

Panelist/Training Coordinator, "Voluntary Trial Resolution and Arbitration: Cure for Revision 7 Woes?", Hillsborough County Bar Association Alternative Dispute Resolution Committee, May 28, 2004, Tampa, FL

"HR Law Update", at Eckerd Youth Alternatives, Inc., May 18, 2004, Clearwater, FL

"Recent Developments in County and Circuit Mediator Ethics", Florida Academy of Professional Mediators, Inc., Advanced Mediation Seminar, April 17, 2004, Orlando, FL

"Wrapping Up the Investigation", as part of *Public Sector EEO Investigations*, Council on Education in Management, December 12, 2003, Orlando, FL

"EEO Law Update", as part of EEO Investigator 8-hour Refresher Course, JDG Associates, Inc., October 24, 2003, San Antonio, TX

"Career Advisors' Training – HR Hiring Law Update", at Eckerd Youth Alternatives, Inc., May 1, 2002 and July 2, 2003, Clearwater, FL

“ADR for HR Professionals”, at Mid-Florida Chapter of the Society for Human Resource Management, May 8, 2003, Lakeland, FL

“Sexual Harassment Prevention Train-the-Trainer Training”, at Eckerd Youth Alternatives, Inc., since February 2003, Tampa, FL

“ADA/Rehab Act Update”, as part of EEO Investigator 8-hour Refresher Course, JDG Associates, Inc., November 8, 2002, San Antonio, TX

“Inside the Mediator Ethics Advisory Committee”, at the 2002 Dispute Resolution Center County Mediator Summit, August 21, 2002, Orlando, FL

“Sexual Harassment Prevention”, at Eckerd Youth Alternatives, Inc., (more than 50 times at various locations throughout Florida, North Carolina, Georgia, and New England; since January 2001 (updated as recently as August 2002))

“Diversity in Mediation”, at Dispute Resolution Center Annual Conference for Mediators and Arbitrators, August 23 – 25, 2001, Orlando, FL

“HR Generalist Training: Employment Law and Investigation”, at Eckerd Youth Alternatives, Inc., April 23, 2001, Clearwater, FL

“Legal Implications of Internet Recruiting”, at the Institute of International Research’s Internet Recruiting Strategy Conference, February 26 - 28, 2001, San Diego, CA