

Program 2: **Stocking the Armory: Assembling and effectively using the tools necessary for a successful mediation**

Presented by: Alternative Dispute Resolution Section



Robert Jacobs, Esq.

Robert Jacobs is a highly experienced legal professional with over 30 years in civil litigation, representing both plaintiffs and defendants. Now a neutral at Judicate West, he has spent the last six years specializing in mediation and arbitration across various civil disputes. Robert is known for his ability to pinpoint crucial case issues and has a strong record of achieving successful resolutions. His commitment to alternative dispute resolution (ADR) is evident from his leadership roles as Chair of the ADR Section of the Contra Costa County Bar Association and Co-Chair of the ADR Section of the Alameda County Bar Association in 2020, as well as his service as a court-appointed mediator in the Bay Area.

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David Sarnoff, Esq.

David transitioned to a full-time mediator in 2021, driven by his passion for facilitating compromise and resolution. His legal career began at a large Southern California firm, where he focused on corporate law before shifting to individual advocacy in Employment, Civil Rights, and Personal Injury matters. In 2010, he and his wife, Raven, established their own practice, specializing in workplace discrimination, harassment, and retaliation, while also handling various other legal issues. As a litigator, David was dedicated to helping clients resolve disputes and find relief. Now, as a mediator, he uses his litigation experience and business background to assist parties in overcoming obstacles and achieving mutually

agreeable solutions, emphasizing creative problem-solving and collaborative resolution.

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Maria Bourn, Esq.

Maria Bourn is a highly accomplished attorney with a strong focus on representing employees facing discrimination based on gender, race, ethnicity, or disability. Known for her expertise in both trial and appellate work, she has achieved multiple seven-figure verdicts and is recognized as a Super Lawyer since 2016. Maria graduated magna cum laude from Oregon State University and earned her JD from John F. Kennedy Law School, where she volunteered extensively.

Her career is marked by notable successes, including a high-profile trial win in Alameda County for a sexually harassed employee and significant victories in cases involving military leave and wrongful termination during the pandemic. Maria has also achieved substantial settlements and verdicts in various employment cases. Her appellate work has resulted in significant precedents, such as overturning a decision in *Moore v. Regents*, which became a key case on employment discrimination.

Active in professional organizations, Maria is a member of the State Bar of California and various legal associations, including the California Employment Lawyers Association. She has served in leadership roles and spoken at conferences, sharing her extensive knowledge and passion for advocacy.

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Joseph Lordan, Esq.

Joseph R. Lordan is the Co-Managing Partner of O'Hagan Meyer LLP's San Francisco office, specializing in defending employers in employment and business litigation. His practice covers wrongful termination, discrimination, harassment, retaliation, ADA access, trade secret issues, and wage and hour class actions. He also offers preventative counseling, including drafting employee handbooks, preparing agreements, conducting workplace investigations, and providing training seminars.

Mr. Lordan works with a diverse client base across industries such as technology, viticulture, transportation, healthcare, construction, retail, food service, and education. He has handled cases related to sexual harassment and is skilled in resolving them with sensitivity to business needs. Additionally, he lectures on employment trends and best practices and handles business and corporate litigation, including breach of contract, consumer class actions, and trade-secret misappropriation.

Outside of work, Mr. Lordan enjoys road cycling, hiking, and spending time with his family.

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