



Thomas J. Milhaupt

Name Thomas J. Milhaupt

Law Firm Milhaupt and Cohen APC

Location Riverside, San Bernardino, Los Angeles, Orange, Ventura
(Zoom only thru August 2022)

Practice Areas

- Employment
- Wage and Hour
- Business/Contract
- Real Estate
- Personal Injury
- Complex and Multiparty Civil Litigation

Education

- University of Southern California – JD, 1986
- University of Wisconsin-Madison – BBA Finance, 1982

ADR-Specific Education

- Loyola Law School – 40 Hour Dispute Resolution Procedures Act Certification Training, 2017
- Straus Institute (Pepperdine) – STAR (Systematic Approach to Mediation Strategies, 18 hours, 2017)
- Additional Specialized Training (12+ hours, 2020-present)



Date Admitted to the California State Bar • December 1986

First Year of ADR Experience • 2017

Professional Association Membership(s)

- State Bar of California (Labor and Employment Section)
- Ventura County Bar Association
- Riverside County Bar Association
- Ventura County Superior Court Mediation Panel
- Riverside County Superior Court Mediation Panel
- RCBA Dispute Resolution Service

Bar Membership(s) • California, USDC Central District

Additional Information **MEDIATION APPROACH**

Tom employs both facilitative and evaluative tools in the mediations he conducts, to ensure that all participants' views are heard, understood and effectively communicated throughout the session. Once a level of comfort and trust is achieved, Tom shifts the dialogue to focus on case-specific current impediments to settlement, issue identification and analysis, and legal/factual information sharing as appropriate. Tom discusses these matters with all participants in a direct, informed, respectful and caring manner.

A mediator's striking the right tone matters. When the parties are both comfortable and confident in the process, they are able to re-examine their respective positions and gain momentum towards settlement. Ultimately, as issues narrow and resolution begins to take shape, Tom keeps the parties focused so that they achieve **a settlement genuinely desired by all.**

ABOUT TOM

Tom was born and raised in Wisconsin, and moved to California after receiving a bachelor's degree in Business Administration (Finance) to attend USC Law School. After gaining admission to the California bar, he has worked both as an advocate and as a mediator in a variety of cases, including:

- Wage and Hour (individual and class actions);
- Wrongful Termination and Other Employment Issues;



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- Real Estate (various issues including sale and lease disputes, HOA, adjoining landowner issues, and questioned documents);
- Business (various contract and tort issues); and
- Personal Injury (auto, premises liability, negligence, intentional tort, product liability, public entity liability, etc.).