JAMES A. REIMAN, Esq., FCIArb, Q.Arb

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September 2024

SUMMARY

Arbitrator and mediator of complex domestic and international commercial disputes, dispute prevention professional.

Veteran of nearly two decades in private practice in Chicago, IL firms as a commercial litigator and commercial transactions attorney, followed by 15+ years as a CEO, board director and chairman of the board of directors of public and private companies in the US, UK, Canada and China. Understands the legal issues of business disputes as a senior attorney representing domestic and international businesses as well as the business issues, economics, and metrics of a business dispute from the perspective of a senior manager, board director and owner of domestic and international public and private companies.

Programme director, tutor, and past exam grader for the Chartered Institute of Arbitrators' international arbitration qualification/certification programmes.

As an attorney in private practice, 18 years' experience including lead or billing attorney negotiating and documenting complex business transactions, complex financings, real estate development and construction projects, trade secret and intellectual property disputes (including claims of unfair competition), private equity financings, strategic partnerships, corporate restructurings, and mergers/acquisitions, as well as exit strategies, generational transfers, and partnership dissolutions. Solid understanding of the law and issues related to e-discovery disputes.

Served as chairman of the board of directors of a public company listed on the London Stock Exchange's AIM Market operating exclusively in China. Teaches and coaches negotiation for senior executives and attorneys at the University of Oxford, Saïd Business School and other elite institutions around the world.

Author of the multiple award winning book *Negotiation Simplified: A Framework and Process for Understanding and Improving Negotiation Results*, Amplify Publishing, Herndon, VA 2022 (www.NegotiationSimplifiedBook.com)

ADR PANELS

Arbitration Panels of Arbitrators

- American Arbitration Association (AAA): Large, Complex Cases Roster, Commercial Roster, and Mergers & Acquisitions/Joint Ventures Roster
- American Health Lawyers Association (AHLA): Neutrals Roster
- Asian International Arbitration Centre (AIAC): Commercial Arbitrators' Roster
- Circuit Court of Cook County, Illinois: Commercial Calendar Mandatory Arbitration Program
- Financial Industry Regulatory Authority (FINRA): Public Arbitrator
- International Centre for Dispute Resolution (ICDR): Panel of Arbitrators
- International Chamber of Commerce, International Court of Arbitration (ICC)
- International Institute for Conflict Prevention and Resolution (CPR): International Panel; Real Estate Panel; Insurance-Policy Holder Coverage Panel, and; General Commercial Panel

- Philippine Arbitration Center in Visayas
- Singapore International Arbitration Center (SIAC): Reserve Panel of Arbitrators

Mediation Panels of Mediators

- American Arbitration Association (AAA): Master Mediator Panel[1]; Commercial Roster
- American Health Lawyers Association (AHLA): Neutrals Roster
- Centre for Effective Dispute Resolution (CEDR): Accredited Mediator
- International Institute for Conflict Prevention and Resolution (CPR): Real Estate Panel; Insurance-Policy Holder Coverage Panel, and; General Commercial Panel
- Circuit Court of The Twelfth Judicial Circuit, Will County, Illinois
- Circuit Court of The Nineteenth Judicial Circuit, Lake County, Illinois

SPECIAL RECOGNITIONS / CERTIFICATIONS

Fellow: Chartered Institute of Arbitrators (CIArb)	2014 – Present
Qualified Programme Director / Instructor / Exam Grader - International Arbitration: Chartered Institute of Arbitrators (CIArb)	2015 – Present
Qualified Arbitrator (Q.Arb): ADR Institute of Canada	2015 – Present
Accredited Mediator: Centre for Effective Dispute Resolution (CEDR)	2018 – Present
Board Leadership Fellow: National Association of Corporate Directors	2011
International 100: Top Board Candidates with Global Skills: Financial Times' *Agenda*	2011
Author Awards: Nonfiction Authors Association – Gold; New York City Big Book Award – Winner; Independent Press Association – Winner and Distinguished Favorite (all for *Negotiation Simplified: A Framework and Process for Understanding and Improving Negotiation Results*)	2022; 2023; 2024

PROFESSIONAL LEADERSHIP

- American Bar Association
  - Co-Chair – Dispute Resolution Section, International Committee (2023 – Present)
  - Chair – Tort Trial and Insurance Practice Section, Dispute Resolution Committee (2018 – 2019)
  - Chair-Elect – Tort Trial and Insurance Practice Section, Dispute Resolution Committee (2017 – 2018)
  - Vice-Chair – Tort Trial and Insurance Practice Section, Dispute Resolution Committee (2016 – 2017)
  - Vice-Chair – International Law Section, International Litigation Committee, (2016)

[1] The Master Mediation Panel is comprised of the top mediators as rated by counsel. Mediators were selected utilizing a rating committee made up of a diverse group of advocates and in-house counsel representing clients in complex, high stakes disputes.

- Association of Attorney Mediators
    - Board of Directors (National Association) (2022 – present)
    - Executive Committee, Illinois Chapter (2017 – 2023)
- Association of Commercial and Transactional ADR Professionals
    - Board of Directors (National Association) (2024 – present)
    - Treasurer
- Chartered Institute of Arbitrators
    - Chairperson, Board of Directors, North America Branch (2018 – 2019)
    - Vice Chair – Training, North America Branch (2016 – 2017; 2019-2021)
    - Board of Directors, North America Branch (2015 – 2023)
    - FCIArb Qualification Programs, Program Director (2019 – Present)
- InterNational Academy of Dispute Resolution
    - Board of Directors (2015 – 2018)

PROFESSIONAL HISTORY

REIMAN ADR - PRINCIPAL **2015 to Present**

Alternative dispute resolution professional providing domestic and international arbitration, mediation, dispute prevention, facilitation and other alternative dispute resolution services to corporations and individuals.

UNIVERSITY OF OXFORD, SAÏD BUSINESS SCHOOL - TUTOR / NEGOTIATION COACH **2016 to Present**

Teaches and coaches senior executives and attorneys in the skills and art of domestic and international negotiation as part of the Oxford Programme on Negotiation at the University of Oxford's Saïd Business School, Oxford's executive education program designed for senior executives from private, public and non-profit sectors, including CEOs, board directors, senior civil servants, military officers, political and educational leaders, officials of multilateral organizations, and NGO executives.

TCA LIMITED - NEGOTIATOR / INSTRUCTOR **2015 to 2021**

Member of international negotiating and education teams of TCA Limited, a UK based specialist international advisory firm that provides Western companies with real-time guidance to help them achieve better outcomes for their business negotiations in China and other East Asian countries.

AEROFFICIENT LLC - CEO AND MANAGING MEMBER **2001 to 2015**

Conceived new products for the long-haul heavy duty tractor trailer truck market that in combination generate 10+% fuel savings for long-haul tractor trailer trucks (based on independent 3rd party testing). Formed a business venture to commercialize, manufacture and sell the product, and served as managing member of the LLC "partnership" and CEO of the business. Co-inventor of 19 US, EU and other nation patents for novel aerodynamic devices. Nursed the company from a vision and "back of the napkin" concept for a single product into a formal business, and then built the company into viable enterprise with million-plus dollar annual sales and multiple products which won multiple industry awards and accolades.

EBT DIGITAL COMMUNICATIONS RETAIL GROUP - CEO / CHAIRMAN / DIRECTOR **2002 to 2011**

EBT was one of China's largest retailers of cell phones and related digital products. Based in Shanghai, China, EBT operated in multiple cities in the East China region of the PRC. During tenure as CEO and then Chairman, EBT was listed on the London Stock Exchange AIM Market (LSE:EBT). Retained by an US and EU investor group to turn-around a money-losing JV co-owned by the investor group and a large Chinese State Owned Enterprise

(SOE). As Chairman/CEO, secured the confidence and support of the Chinese SOE joint venture partner, created and implemented a new business model, installed a new management team, and began execution of a growth strategy. Subsequently bought out the US / EU investor group and Chinese SOE and took the company public. Grew the business from US$ 2.25 million to US$ 275+ million in 2012 and implemented a pragmatic growth strategy that grew the business from 35 to 250+ stores over 5 years, and subsequent growth to 400+ stores (2013).

SPECTRUM GROUP INTERNATIONAL - EXECUTIVE VICE PRESIDENT **1999 to 2002**

Joined Greg Manning Auctions (now known as Spectrum Group International), then a publicly traded (NASDAQ) collectibles marketing company which underwent multi-year growth. Oversaw and directed the company's fledgling online business, and negotiated and managed joint ventures with Amazon and eBay.

COMMERCIAL TRANSACTIONS ATTORNEY **1980 to 1998**

Partner, Practice Section Chair, Of Counsel, and Associate in Chicago, IL law firms. Commercial transactions and litigation.

- As lead or billing attorney, negotiated and documented complex business transactions, complex financings, real estate development and construction projects, trade and intellectual property disputes (both domestic and international), private equity financings, strategic partnerships, corporate restructurings, and mergers/acquisitions, as well as exit strategies, generational transfers, and partnership dissolutions of smaller businesses.
- As lead or billing attorney, oversaw the litigation of client disputes concerning manufacturing agreements (including disputes regarding delivery delays, quality issues, specification compliance, and warranty matters), real estate buy/sell and lease agreements, real estate use and easement agreements, real estate construction and development agreements, unfair competition and "passing off," confidentiality agreements and trade-secrets, employer/employee non-competition agreements and restrictive covenants, commercial financing and loan agreements, and agreements for the purchase/sale of goods. As young attorney, tried as sole trial counsel multiple commercial disputes.
- Client companies included those involved in real estate development (acquisition, financing, and development of warehouse and distribution center projects, retail and mixed-use projects, and high-rise and single family home residential projects); direct marketing (catalog sales, "As Seen on TV" campaigns, mail order, telemarketing); next generation integrated voice, data and IT solutions, and; road building and other infrastructure construction

DIRECTOR – PUBLIC AND PRIVATE COMPANIES

CURRENT DIRECTORSHIPS

MLM RISK RETENTION GROUP, INC. – DIRECTOR **2019 - PRESENT**

MLM Risk Retention Group, Inc. (MLMRRG) creates and offers specialty liability insurance programs for classes of business that are not well served by the current lawyers' professional liability insurance marketplace. Organized and serviced by Minnesota Lawyers Mutual Insurance Company, MLMRRG provides coverage of liability exposures of the risk retention group's members. As a mutual insurance company, it is owned by its policyholders.

ASSOCIATION OF ATTORNEY MEDIATORS – DIRECTOR **2022 - PRESENT**

Association of Attorney Mediators is a nonprofit trade association of qualified independent attorney-mediators. Members must meet qualifications and ethical standards which meet or exceed state or federal requirements for mediators. The Association's 350+ members have collectively mediated in excess of 300,000 cases.

ASSOCIATION OF COMMERCIAL AND TRANSACTIONAL ADR PROFESSIONALS – DIRECTOR, TREASURER **2024 – PRESENT**

The Association of Commercial and Transactional ADR Professionals (ACT-ADR) is a not-for-profit association of dispute resolution and prevention professionals with deep hands-on operational experience in business, transactional, and financial matters. ACT-ADR professionals have years of experience as both senior executives of public and private domestic and multinational businesses and senior lawyers in corporations or law firms, including significant dispute avoidance and resolution experience

PRIOR DIRECTORSHIPS

EBT DIGITAL COMMUNICATIONS RETAIL GROUP – CHAIRPERSON, DIRECTOR **2003 to 2011**

EBT Digital Communications Retail Group (LSE: EBT from 2005 - 2008): EBT was a retailer of cell phones and related digital products operating solely within the People's Republic of China and based in Shanghai. Served as Chairperson (2003 – 2008) and Chairperson, Compensation Committee (2008 – 2011). Grew the company from US$ 2.25 million to US$ 275+ million in revenue, and from 30 stores to 250+ stores.

ENER-CORE, INC. – DIRECTOR **2017 TO 2020**

Ener-Core (OTCQB: ENCR): Ener-Core designed and manufactured technology that converted waste gases from a wide range of industries directly into clean power. In addition to service as a director, served as Chair – Compensation Committee and Chair – CEO Search Committee.

AEROFFICIENT LLC – MANAGING MEMBER **2001 TO 2015**

Aerofficient created, manufactured and sold proprietary aerodynamic enhancing products for the long-haul heavy duty tractor-trailer market.

CHARTERED INSTITUTE OF ARBITRATORS NORTH AMERICA BRANCH – DIRECTOR (PAST CHAIR) **2015 TO 2023**

The Chartered Institute of Arbitrators (CIArb) is a global organization based in London dedicated to the education and qualification of international arbitration practitioners. The North America Branch (comprising the US, Mexico and the Cayman Islands) is a Delaware 501(c)(3) which promotes, educates and qualifies/certifies attorneys for the practice of international arbitration. The CIArb certification is the only globally recognized affirmation of professional competence in the field of international arbitration. In addition to serving as a director, served as President/Chairperson in 2017 – 2018, and Vice-Chair – Training (2016 – 2017; 2019-2021).

INTERNATIONAL ACADEMY OF DISPUTE RESOLUTION – DIRECTOR **2015 to 2018**

The Academy was created to increase the awareness of mediation as a better way to resolve differences than the adversarial system. It conducts mediator training classes and conducts invitational mediation tournaments around the world.

KENDALL COLLEGE / KENDALL FOUNDATION – DIRECTOR / TRUSTEE **1991 to 2009**

Member of multiple board committees (including Executive Committee and President Search Committee) responsible for planning, decision-making and go-forward strategies related to leadership, program/curriculum development and transactional matters. Supported the transition from a traditional liberal arts academic college into a professional and career-oriented institution, which favorably positioned the school as an acquisition target by a for-profit European education company thereby assuring the College's continued survival and development into one of the country's leading culinary and hospitability training institutions.

RECENT PUBLICATIONS

- *''Negotiation Simplified; A Framework and Process for Improving Negotiation Results".* Herndon, VA. Amplify Publishing. 2021. Print www.NegotiationSimplified-Book.com Winner of the Nonfiction Authors Association Gold award, 2022; Winner of the New York City Big Book Award, 2023; Winner and Distinguished Favoirte of the Independent Press Association Award (2 categories), 2024
- *"Corporate Governance Toolkit*." American Health Law Association Business Law and Governance Practice Group, 2021, Corporate Governance Toolkit - AHLA Connect (americanhealthlaw.org), Contributor – "Executive Management and Compensation"
- "Governance & ADR News from Jim Reiman," *Newsletter*, http://reimanadr.com/newsletter (circulation 1,300+)
- "Right to Compel Non-Parties Differs for Domestic and International Disputes", American Bar Association, Section of Litigation, Alternative Dispute Resolution, February 20, 2019
- "Discovery Process of Stanford Ponzi Scheme Not Fundamentally Unfair," American Bar Association, Section of Litigation, Alternative Dispute Resolution, October 18, 2017
- "*Pemex*: The Exception to the General Rule of International Comity," *International Dispute Resolution News*, International Litigation Committee, International Arbitration Committee, and International Mediation Committee of the Section of International Law, American Bar Association, Volume 1, Number 5, Fall, 2017
- "Litigation Funding: Are These Costs Recoverable in Arbitration?," American Bar Association, Section of Litigation, Alternative Dispute Resolution, May 22, 2017
- "The Mediation Privilege: *Grubaugh v Hon. Blomo, County of Maricopa et al*," *Practice Points*, American Bar Association Section of Litigation-ADR, May 5, 2016, http://apps.americanbar.org/litigation/committees/adr/practice.html
- "Políticas de Resolución de Conflictos, Riesgo Reputacionalde Riesgo Empresarial." Lo Que Los Directores Necesitan Saber y lo Que Deberían Solicitara a Su Gerencia, Revista Internacional de Arbitraje, June, 2015
- "Conflict Resolution and Enterprise Risk," in *Know How*, Editors Gail Meneley and Dev Mukherjee, Shields Meneley Partners (2015)
- "Conflict Resolution Policies, Reputational Risk and Enterprise Risk Management; What Directors Need to Know and Should Be Asking Management", in New York Stock Exchange's *Board Member* Magazine (electronic edition), (September, 2014)

RECENT SPEAKING/TEACHING ENGAGEMENTS

- University of Oxford, Saïd Business School: "Programme on Negotiation" (Spring & Fall, 2016 - Present)
- Chartered Institute of Arbitrators: "Accelerated Route to Fellowship" (multiple classes, 2016 - Present)
- Chicago Bar Association: "Vacating Arbitral Awards" (September, 2024)
- American Bar Association, Dispute Resolution Section 2024 Spring Conference: "Unlocking Solutions: An Analytical Framework for Successful Dispute Negotiation" (April, 2024)
- Academy of Court Appointed Neutrals, 2024 Annual Meeting: "Blockchain Dispute Resolution" (March, 2024)

- American Bar Association Meditation Committee: "Thoughts for Improving Negotiating & Mediation Results" (February, 2024)
- Multiple Law Schools: "Arbitration | Mediation | Negotiation: Common Themes; Ethical Considerations." (2023; 2024)
- ADR Institute of Ontario: "Mediators are NOT Negotiators", 38th AGM and Conference (June, 2023)
- American Bar Association Arbitration Training Institute: International Arbitration (Mar., 2023)
- American Bar Association Arbitration Training Institute: Award Writing (Mar., 2023)
- International Institute for Conflict Prevention and Resolution (CPR): "Expected Disputes of 2023 and How to Prevent Them" (Mar., 2023)
- Philippine Arbitration Center in the Visayas: "Arbitration | Mediation | Negotiation - Common Themes" (Mar., 2023)
- Warsaw Negotiation Round (WNR), Keynote Address: "Arbitration, Negotiation & Mediation - Differences and How to Improve Results" (May, 2022)
- Victoria Bar Association (Melbourne, Australia): "Negotiation and Mediation" (Apr., 2022)
- American Bar Association Arbitration Training Institute: International Arbitration (Mar., 2022)
- American Arbitration Association Learn-A-Latte: "Thoughts for Improving Negotiating & Mediation Results" (Oct., 2021)
- American Health Law Association: "Negotiation Tools: What Works and Why" (May, 2021)
- Northwestern University Pritzker School of Law Entrepreneurship Class: Corporate Governance and the Role of a Director (Oct., 2017)
- Lead University, San Jose, Costa Rica, "Risk and Crisis Management, and their Impact on Corporate Reputation" (Nov., 2016)
- Lead University, San Jose, Costa Rica, "Negotiating Agreements that Work" (Nov., 2016)
- Warsaw Negotiation Round (WNR), Judge and Guest Lecturer, Warsaw, Poland (April, 2016)
- Dartmouth College's Tuck School of Business 2015, 2014, 2012, 2011), Guest Lecturer, Prof. Giles Chance's "Doing Business in China' Class
- Northwestern University, Kellogg Greater China Business Conference (2015), Moderator of panel discussion of retailing in China
- Lead University, San Jose, Costa Rica, "Domestic and International Negation (including negotiation of disputes)" (2015)
- Siemens Energy, Inc, Orlando, FL, "Domestic and International Negotiation" (2015)
- Northwestern University, Kellogg School of Business (2008-2011), Guest Lecturer, Dean Donald Jacob's 'Strategic Dilemmas' Class

PATENTS

Co-inventor of 19 issued domestic and foreign patents regarding aerodynamic and structural devices for heavy-duty truck trailers

EDUCATION & AFFILIATIONS

Certificate - **ADVANCED EXECUTIVE PROGRAM, KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY** 1998

Juris Doctor – **SCHOOL OF LAW, NORTHWESTERN UNIVERSITY** 1980

Bachelor of Arts – **COLUMBIA COLLEGE, COLUMBIA UNIVERSITY** 1977

Memberships:

- Academy of Court-Appointed Neutrals (ACAN)
- ADR Institute of Canada
- ADR Institute of Ontario
- ADR Institute of Alberta
- American Arbitration Association (AAA)
    - Arbitration Panel of Neutrals:
        - Large / Complex Commercial Disputes
        - Joint Ventures
        - Mergers & Acquisitions
        - General Commercial
    - Mediation Panel of Neutrals:
        - Master Mediator Panel
        - General Commercial

- American Bar Association (ABA)
    - Co-Chair – Dispute Resolution Section, Arbitration Committee (2024 – Present)
    - Co-Chair – Dispute Resolution Section, International Committee (2023 – 2024)
    - Chair – Tort Trial and Insurance Practice Section, Dispute Resolution Committee (2018 - 2019)
    - Vice-Chair – International Law Section, International Litigation Committee (2016)
    - Section Memberships: Business Law Section; Section of Dispute Resolution (Arbitration and Mediation Committees); Section of Litigation (ADR / Settlement, Corporate Counsel and Legal Ethics Committees)
- American Health Lawyers Association (AHLA)
    - Panel of Neutrals
- Association of Attorney Mediators (AAM)
    - Board of Directors (2023 – present)
    - Executive Committee, Illinois Chapter (2019 – 2022)
- Chartered Institute of Arbitrators (CIArb)
    - Chairperson North America Branch (2018 – 2019)
    - Vice Chair – Training (2016 – 2018; 2019 – 2023)
    - Board of Directors, North America Branch (2015 – 2023)
- International Center for Dispute Resolution (ICDR)
    - Panel of Arbitrators and Mediators

- International Institute for Conflict Prevention and Resolution (CPR)
    - Panel of Distinguished Neutrals (Arbitrators and Mediators)
        - Real Estate
        - Insurance Policy Holder Coverage
        - General Commercial

- National Association of Corporate Directors (NACD)
    - Board Leadership Fellow (2011)

- Singapore International Arbitration Center (SIAC)
    - Reserve Panel of Arbitrators

Bar Admissions

- All Illinois Courts
- US District Court for Northern District of Illinois