

July 20, 2020

BOARD OF GOVERNORS  
INTERNATIONAL ACADEMY OF MEDIATORS

Re: Nomination of FERNANDO NAVARRO

Dear Fellow Board Members:

I am pleased to co-sponsor Fernando Navarro for induction into IAM. I enthusiastically support his admission.

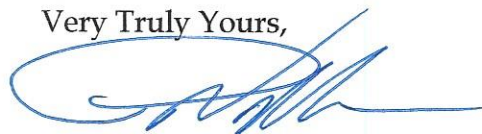
I have gotten to know Fernando well through several IAM conferences and particularly in working with him in his key speaking role at the Austin conference I chaired a few years ago as well as his well-received presentation (along with Orit Asnin) at our Spring 2020 virtual conference. I am repeatedly impressed by his contributions to mediation as a thought leader. Fernando is clearly a sophisticated mediator. He deserves to be admitted.

Being accepted for admission to IAM is also more than being a top commercial mediator. Professional and personal collegiality is a hallmark of IAM. He excels there too. Fernando is a team player in his IAM work and, on a personal basis, is one of the people I particularly look forward to spending time with at conferences.

Finally, apart from his other qualifications, I see Fernando having an increasing leadership role in IAM. He appreciates IAM and is dedicated to its mission.

I urge his admission without reservation.

Very Truly Yours,



Paul J. Van Osselaer

**From:** Steven Rottman steve@steverottman.com  
**Subject:** Fernando from Mexico  
**Date:** July 26, 2020 at 5:55 AM  
**To:** Robert Daisley rob@daisleymediation.com  
**Cc:** paul@vanosselaeradr.com, Fernando Navarro fdonasa@gmail.com

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SR

Mr. Daisley,

I write to withdraw whatever credit I may have in the IAM bank and apply those assets in support of Fernando Navarro's application to the IAM.

Fernando introduced himself to me when he was a young student at Pepperdine. If I recall correctly, he was seeking advice and mentorship, and there was something about this kid who introduced himself as "Fernando from Mexico" that just blew me away, and continues to do so. We met for coffee and formed a friendship that I count among my most cherished. His character, wit, kindness and intelligence are bested only by his wife, Carolina, who is also a mediator and was the star of my Advanced Mediation class at Straus.

I assume this is a formality because we should count ourselves lucky to have such an ambassador of mediation in our organization. If not, please let me know and I will work the phones, for this is an opportunity not to be missed.

Steve

PS — Fernando might look even better in a tank top than you do, my friend! He rented a bike at the IAM conference in Banff to join Cerveris, my wife and I and some others on a pretty serious road ride. First time riding clipless and he just crushed it.

PSS - How are you guys doing in that petri dish of a state of yours? Any chance you are in Breck this summer? We are in Crested Butte.

PSSS - sorry for the informality. No disrespect intended to the Board and the important work you are all doing on our behalf. It is appreciated.

SJR

Via iPhone



*(Please read Membership Criteria and on pages four and five before completing this application)*

1. Sponsor:
2. Co-sponsor:
3. Nominee Information Include the following: Name, Firm, Address, City, State/Province  
Zip/Postal, Country; Phone/Fax, and email

Fernando Navarro Sánchez  
JAMS  
Insurgentes Sur 1431, Piso 10 A  
Insurgentes Mixcoac, CDMX, 03920  
MEXICO  
fnavarro@jamsadr.com

4. **Description of Nominee's Practice** (include information regarding the market in which the Nominee practices, eg., whether courts mandate mediation and how frequently mediation is utilized in that market)

Fernando is a mediator based in Mexico City, with a practice throughout his country and in other jurisdictions. His practice is mostly commercial and employment, although he does some family and multi-stakeholders mediation as well. Mexico is not a jurisdiction where mediation is mainstream, but it is an increasing reference for lawyers and parties.

5. Please attach the Nominee's current curriculum vitae, including mediation certifications, training, speaking, writing, teaching and training.

**6. IAM Conference Attendance**

Please list the place and date of all IAM Conferences attended by the Nominee:

Santa Monica, CA, Spring 2014  
San Francisco, CA, Spring 2015  
Vancouver, Canada, Fall 2016  
Austin, TX, Fall 2017  
Virtual Conference, Spring 2020

7. **IAM Members Known.** Please identify any IAM members the Nominee knows

Stephanie Blondell, Jeffrey Krivis, Steve Rottman, Paul van Osselaer, Rob Daisley, Rich Birke, Bruce Edwards, Deborah Rothman, Gig Kyriacou, Steve Cerveris, Orit Asnin and many more.

**8. Mediation Experience**

a. How many years has the Nominee served as mediator for compensation in commercial disputes?

b. How many days has the Nominee served as a mediator for compensation in commercial disputes?

i. In the past 12 months

ii. In the past 3 years

iii. in the Nominee's career

*(Commercial disputes do not include residential landlord/tenant or dissolution of marriage matters. A day is at least 4-6 hours or more, including preparation time.)*

c. Please attach a description of any other mediation-related experience that the Nominee considers to be relevant to this nomination for membership (eg., mediation training, teaching, presiding over settlement conferences as a judge or magistrate, etc.).

**9. References**

Please list three references whom the Sponsors have contacted and submit summaries of each reference's comments along with this form. References should be counsel, parties, or party representatives with whom the Nominee has worked in a mediation session in the past year.

Name/Address/Phone/Email

Name/Address/Phone/Email

Name/Address/Phone/Email

**10. Background**

Has the Nominee ever been convicted of or are charges pending regarding a violation of any criminal law (other than minor traffic offenses), ethical, code of conduct, or disciplinary rules of any state government or provincial agency, bar association or private or public professional entity?

If yes, please explain status and/or resolution in an attachment.

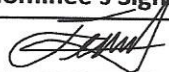


**Nominee Affirmation**

The undersigned Nominee affirms and verifies that he or she has read and understands the information provided herein, and that the information is true and complete to the best of his or her knowledge, information and belief. Nominee also confirms that he or she understands this submission does not create any obligation on the part of the International Academy of Mediators to admit me as a member. If granted, membership is subject to the conditions of the IAM By-laws and Constitution, including but not limited to dues and conference attendance requirements.

Fernando Navarro

**Nominee's Signature/Date**



July 22, 2020

**Sponsors' Affirmations**

We the undersigned sponsor and co-sponsor of this Nomination, affirm that based on our personal knowledge and review of at least three professional references, the Nominee meets all the qualifications for membership in the IAM and accordingly, we are pleased to nominate Fernando Navarro to become a Fellow/Distinguished Fellow (circle one) of the IAM immediately upon approval of this Nomination by the Board of Governors. (Please attach any additional comments regarding this Nomination that you believe will be helpful to the Board in reviewing the Nomination)



7/24/2020

**Sponsor's Signature/Date**



7.25.20

**Co-sponsor's Signature/Date**

## Paul J. Van Osselaer

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**From:** Juan Ygnacio Reyes-Retana <ygnacio.reyesretana@gmail.com>  
**Sent:** Monday, July 20, 2020 7:51 PM  
**To:** Paul J. Van Osselaer  
**Cc:** jyrr@rcrlegal.com.mx; 'Fernando Navarro'  
**Subject:** RE: International Academy of Mediators -- Fernando Navarro

Dear Mr. Van Osselaer,

My first contact with Fernando was an invitation from Fernando to participate in a meeting to explore ways to promote arbitration, mediation and other forms of ADR among the Tijuana/Baja California legal and business community. Fernando displayed not only his domain of the law and practice of mediation but also a keen knowledge of the Tijuana/Baja legal community. The meeting was attended by 15 local practitioners (both corporate attorneys and litigators) and Fernando outlined in a clear and succinct manner the potential of the region and a plan to promote ADR's techniques. Such action has resulted in the formation of a ADR Committee in the Baja California Chapter of the Business Lawyers Association (ANADE) which task is to divulge information about arbitration, mediation and other ADR techniques among the legal community.

A couple of months later, I had the opportunity of seeing Fernando in action. I received an invitation from Fernando to a client of my firm to attempt a mediation of dispute taking place before Mexican Court since 2010. The case involves US and Mexican parties and refers to a real estate development in Baja California (US Seller, Mexican Buyer/Developer). During the litigation, there were no direct communications between the parties. Fernando was very effective in framing the mediation and persuading both parties to attend the mediation in San Diego. Fernando managed himself in a very professional manner. While the parties failed to reach a settlement, the channel of communication established by Fernando remains open. Fernando was able to create sufficient trust and goodwill among the parties to continue the effort to settle at a later time.

From a personal standpoint, Fernando is a likeable person. He is always courteous and easy to deal and He manages himself in an honest and open manner.

I am sure Fernando will contribute greatly to your organization.

I hope this to be responsive to your inquiry and will be happy to explore on the above if required and to answer any questions you may have.

Best regards,

Juan Ygnacio

  
JUAN YGNACIO REYES RETANA V.  
ABOGADO

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Calle España No.2320 Int. 502, Edificio Tamer  
Col. Madero, Tijuana, B.C., C.P. 22150  
Tels. (664) 684.1311 y 12



REYES RETANA  
CASTRO&RODRIGUEZ  
A B O G A D O S

## Paul J. Van Osselaer

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**From:** ARENAS PEREDA Raymundo <Raymundo.Arenas@axa.com.mx>  
**Sent:** Monday, July 20, 2020 8:22 PM  
**To:** Paul J. Van Osselaer  
**Cc:** Fernando Navarro  
**Subject:** RE: International Academy of Mediators -- Fernando Navarro

Dear Paul,

Fernando is well known for me and for AXA. I met him a few years ago in Mexico City in a conference on alternative dispute resolutions and have been in touch with him since then. He is very involved in the legal community and often participates in various forums, either as speaker or author of legal articles.

We had the opportunity to work with Fernando early this year in a complex case that we decided to resolve via mediation. The case was about the disagreement between two brokers who partnered and that partnership didn't end well; they attempted to involve AXA into their conflict and one of them sued AXA. The conflict started in early 2019; however, on March 2020 we decided to involve Fernando and proposed the two brokers to mediate their dispute. Thanks to Fernando's stunning work as a mediator, they were able to resolve their problem and we settled this month. Had we not involve Fernando, this conflict would have not been resolved so soon and in an amicable way.

We will definitely be working more often with Fernando, since he demonstrated to be a very competent and qualified mediator with a skillset that we could definitely use for future cases.

Please allow this email as a strong endorsement to Fernando to be considered a member of the IAM.

Best regards,



Know You Can

### Raymundo Arenas

Director de Litigios  
AXA México

Av. Félix Cuevas 366, Piso 6  
03200 – Ciudad de México  
Teléfono +52 (55) 5169 2500  
Extensión 7531

[axa.mx](http://axa.mx)



*"Para efectos del cumplimiento del Estándar de Seguridad de Datos para la Industria de Tarjeta de Pago (PCI DSS por sus siglas en inglés), AXA Seguros no podrá recibir datos personales de tarjeta de débito o crédito por ningún medio".*

**De:** Paul J. Van Osselaer [mailto:Paul@VanOsselaerADR.com]

**Enviado el:** lunes, 20 de julio de 2020 05:22 p. m.

**Para:** ARENAS PEREDA Raymundo <Raymundo.Arenas@axa.com.mx>

**Asunto:** International Academy of Mediators -- Fernando Navarro

## Paul J. Van Osselaer

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**From:** rmdc neri <rmdcn@cima.org.mx>  
**Sent:** Friday, July 24, 2020 9:22 AM  
**To:** Paul J. Van Osselaer  
**Subject:** Re: International Academy of Mediators -- Fernando Navarro

I speak a little english, but:

Fernando intervened in a mediation process in one of my companies. I have no experience in other legal or mediation processes. In this case, Fernando was abbale, educated, always trying to take pressure off the parties, seeking to focus the parties on the solution, leaving personal issues aside, although always attentive and with good listening. My most important perception of Fernando is that he conducted himself ethically at all times, which makes him highly recommend it.

El lun., 20 jul. 2020 a las 17:22, Paul J. Van Osselaer (<[Paul@vanosselaeradr.com](mailto:Paul@vanosselaeradr.com)>) escribió:

As you may know, Fernando Navarro is being considered for induction into the International Academy of Mediators ("IAM") and has listed you as a reference familiar with his work as a mediator. The IAM is an international organization of premier commercial mediators worldwide, where admission is by invitation only. I am on the Board of Governors of IAM and also happen to be one of Fernando's sponsors. In accordance with our induction consideration procedures, I am required to check with his references.

Therefore, by return email, could you please give me your impressions of Fernando as a mediator or leader in the mediation community. You are welcome to copy Fernando on your reply if you wish. I would appreciate it if I could have your response in the next few days.

Do not hesitate to call or email me if you have any questions. Thank you.

Paul J. Van Osselaer

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**Paul J. Van Osselaer**

*Distinguished Fellow and Board of Governors, International Academy of Mediators*

*Member, National Academy of Distinguished Neutrals*

**VAN OSSELAER DISPUTE RESOLUTION PLLC**



## INTERNATIONAL ACADEMY OF MEDIATORS MEMBERSHIP CRITERIA

### Overview

New IAM members will be admitted to membership in the Academy under the following guidelines:

- Membership is by **invitation only**
- Membership is limited to **professional commercial mediators** who are **well established and recognized** in their local or regional community as **leading mediators** in the field
- The IAM is dedicated to **inclusiveness** and **diversity** across a full spectrum
- The Membership and Recruiting Committees assist Academy members in identifying mediators who meet the criteria for invitation by the Board of Governors to join as **Fellows** or **Distinguished Fellows**

### Criteria for Admission to Membership as Distinguished Fellow

Nominees for membership in the Academy in the **Distinguished Fellow** category must generally meet the following **minimum** qualifications with respect to **mediation experience**:

- in commercial mediation practice at least **5 years**, with corresponding certification for those mediators who practice in jurisdictions that have certifications for commercial mediation
- at least a **majority of their professional efforts** are dedicated to commercial mediation
- in developed markets, must have worked at least **600 commercial mediation days**
- in emerging markets<sup>1</sup>, must have worked at least **300 commercial mediation days**
- in undeveloped markets<sup>2</sup>, must have worked at least **100 commercial mediation days**
- **mediation days** consist of **at least 4 hours** of work focused on **mediation of commercial disputes** (including teaching, training or facilitating as well as mediating disputes and excluding days spent mediating pro bono, small claims and domestic relations matters)
- **alternative mediator experience** may be considered provided it is **substantially equivalent** (participation in mediations as party or counsel is not considered mediator experience)

### Criteria for Membership as Fellow

Nominees for membership in the Academy in the **Fellow** category must generally meet the following **minimum** qualifications with respect to **mediation experience**:

- in commercial mediation practice at least **3 years**, with corresponding certification for those mediators who practice in jurisdictions that have certifications for commercial mediation
- at least a **substantial proportion of their professional efforts** are dedicated to commercial mediation
- in developed markets, must have worked at least **300 commercial mediation days**
- in emerging markets, must have worked at least **150 commercial mediation days**
- in undeveloped markets, must have worked at least **50 commercial mediation days**

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<sup>1</sup> "Emerging" markets are those areas or regions where relatively fewer commercial disputes are mediated, in contrast with developed markets where the majority of commercial disputes get referred to mediation, whether by courts, counsel or parties. Factors include: the extent to which mediation is mandatory, the length of time mediation has been in use, the types of disputes that go to mediation and the numbers of mediators who practice on a full or substantial-time basis.

<sup>2</sup> "Undeveloped" markets are those areas or regions where mediation is just beginning to be utilized and thus very few commercial disputes are mediated and very few mediators practice on a full or substantial-time basis.

- **mediation days** consist of **at least 4 hours** of work focused on **mediation of commercial disputes** (including teaching, training or facilitating as well as mediating disputes and excluding days spent mediating pro bono, small claims and domestic relations matters)
- **alternative mediator experience** may be considered provided it is **substantially equivalent** (participation in mediations as party or counsel is not considered mediator experience)

#### **Membership Nomination Process**

**Invitations** to join the Academy are issued only upon **approval** by the **Board of Governors** of a **Nomination** from a qualified **Sponsor** and **Co-sponsor**

- **Sponsors** must be **Distinguished Fellows** who have been **members** of the IAM **for at least two (2) years** or **who have attended at least four (4) conferences**
- **Nominations** are **submitted** to the Board of Governors **only from** qualified **Co-Sponsors** on a form that includes **attestations vouching** that the prospective new member is a ***pre-eminent distinguished or rising star mediator*** in their local community
- **Nominees for membership** must **previously have attended at least one IAM conference** at the **invitation of a member** (any Fellow or Distinguished Fellow may invite with approval of the Recruiting Chair)
- **Mentees** in the Mentorship Program who have gained the **requisite experience** are encouraged to seek Sponsors for nomination as **Fellows**

**Fellows** who have gained the **requisite experience** are encouraged to seek Sponsors for nomination as **Distinguished Fellows**