



(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
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)
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 (live or virtual) attended by the Nominee:
7. **IAM Members Known.** Please identify any IAM members the Nominee knows

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.



Nominee's Signature/Date

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 _____ 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)

Sponsor's Signature/Date

Co-sponsor's Signature/Date

From: Kimberly Sands ksands@Uww-adr.com
Subject: Re: Hilary High Nomination Package
Date: January 4, 2021 at 5:50 PM
To: Rob Daisley rob@daisleymediation.com, Richard Rejino richard@iamed.org
Cc: Steve Paul steve@swpaul.com, Jeff A. Hand jhand@ilslaw.ca, Steve Paul stevenwpaul@gmail.com

KS

Thank you, Rob, and Richard, Steve and Jeff;

I join in Rob's recommendation and sponsorship of Hilary High. At Rob's suggestion, Hilary called me to talk about IAM. After encouraging her to apply, we preceded to talk at length about our practices. We discussed at length our similar experiences, shared interests, and concerns, personally and professionally. In my opinion she would make an excellent addition to our membership and I strongly support her application.

Best regards to all,

Kim

Kimberly Sands
ksands@uww-adr.com
Principal Partner / Mediator / Professional Neutral
[Upchurch Watson White & Max](#)
For scheduling, contact:
Coordinator, Lauren Coates
LCoates@uww-adr.com
386-253-1560
800-863-1462

From: Rob Daisley <rob@daisleymediation.com>
Sent: Sunday, January 3, 2021 4:10 PM
To: Richard Rejino
Cc: Steve Paul; Jeff A. Hand; Steve Paul; Kimberly Sands
Subject: Hilary High Nomination Package

Hello Again Richard (and Steve and Jeff):

I am pleased to enclose a copy of Hilary High's (mostly complete) Nomination package; I am one of her Sponsors.

We are still waiting on one letter of recommendation (from a client with whom I have been in touch) and by copy of this email, I am going to ask co-sponsor Kim Sands to add her endorsement.

I have been recruiting Hilary to join IAM since I took over Membership Chair. The delay in her Nomination stemmed from how busy her practice is. She is without question one of the top five mediators in the Tampa Bay area. Just yesterday I was chatting at the gym casually about business with a friend who is one of Tampa's leading trial lawyers and

Hilary High P.A.

Mediation & Dispute Resolution

hhigh@hilaryhighpa.com ♦ 813.310.1742
www.hilaryhighpa.com (online calendar)

Professional Activity & Employment

Mediator, Hilary High P.A., Tampa. January 2012 – present. Full-time ADR practice. 1,800+ cases mediated throughout Florida. Recognized for preparation and grasp of issues, ability to build trust with litigants, and to help parties identify and analyze risk. Experience mediating two- and multi-party disputes involving wrongful death, catastrophic injury, 1st and 3rd party auto liability, 1st party property (sinkhole, fire, storm), professional and medical malpractice, nursing home/ALF liability, premises and products liability and commercial cases.

Mediation Certifications & Training; Professional Memberships

- ♦ **FL Supreme Court Certified Civil Circuit Mediator.** Completed 40-hour USF Conflict Resolution Center course and six days of field training in 2010. Qualified to mediate any circuit civil matter in Florida.
- ♦ **FL Supreme Court Certified Appellate Mediator,** 2012. Certified to mediate appeals in Florida courts.
- ♦ **Middle District of Florida.** Certified to mediate cases in Federal court in Florida.

Florida Circuit-Civil Mediator Society – March 2014 – present.

National Academy of Distinguished Neutrals – March 2014 – present.

Hillsborough County Bar Association, ADR Section. Chair, August 2013 – May 2015.

Florida Bar ADR Section — February 2012 – present.

Martindale-Hubbell “AV” rating, 2006 – present.

Mediation CLE Course Development

- ♦ **Using Zoom for Mediation - Tutorial for Lawyers.** Pandemic quick response with interactive lawyer tutorial for successful use of videoconference technology in mediation. Retroactively accredited by Florida Bar for 1.0 hour General, .5 Ethics, and 1.0 Technology CLE credits. (Course No. 2005472N)
- ♦ **Emotional Intelligence for Lawyers in Mediation.** Created course about social/psychological factors important to civil dispute resolution including grief, anger and power imbalance, and practical strategies for lawyers and industry professionals to address these factors with their clients and their opponents. Accredited by Florida Bar for 1.5 hour General and 1.5 hour Ethics CLE credits. (Course No. 1605381N)

Presentations

Who to Prepare for Mediation & How to Do It — Panelist, HCBA Bench-Bar Conference, September 2019.

Strategies for High Stakes Mediation Success - Presenter, CNA Commercial Claims Mgmt. Retreat, Oct. 2018.

After the Handshake (Settlement Agreements) — Presenter, FL Bar Young Lawyers Division CLE, Feb 2017.

Mediation & Local Government — Presenter, City of Tampa Legal and Risk Department, January 2017.

Using Emotional Intelligence in High Stakes Mediation - Presenter, Claims & Lit. Mgmt. Alliance, August 2016.

Why Hank’s Mediation Success is Higher than Walt’s - Presenter, HCBA Bench-Bar Conference, October 2017.

Importance of Paralegals to Mediation — Presenter, Hillsborough County Paralegal Association, April 2015.

Art of Apology in Mediation — Presenter, Florida Defense Lawyers Association Winter Meeting, January 2015.

Emotional Intelligence in Mediation — Presenter, HCBA Trial & Litigation & ADR Sections, March 2014.

Relevant Prior Employment

Attorney, Hill Ward Henderson P.A., Tampa. September 1998 – January 2012. Handled cases in all stages of litigation in state and federal court involving personal injury, death, premises and products liability, legal malpractice, insurance coverage, ERISA, first- and third- party insurance claims, nursing home/ALF liability and commercial litigation.

Law Clerk, Ausley & McMullen P.A., Tallahassee. January – May 1998.

Law Clerk, Carlton Fields, Tampa. May – August 1997.

Legal Intern, Florida House of Representatives, Insurance Committee, Tallahassee. June 1996 – June 1997.

Education

Florida State University College of Law, Tallahassee. J.D., *with honors*, 1998.

Academic Honors: Book Award, Florida Constitution Revision Commission class taught by former CRC member and then-FSU President Talbot “Sandy” D’Alemberte, 1998; Law Partners academic scholarship.

Activities: Moot Court (President, Vice President; Tulane Sports Law Competition – 1st Place and Best Brief); Goldstein Professor Appointment Committee Student Representative; Study Abroad (Austria).


Florida State University, Tallahassee. B.A., history and English double major, *magna cum laude*, 1995.

Academic Honors: Phi Beta Kappa; Four Year Florida Academic Scholar; Rotary Academic Scholarship.

Activities: Study Abroad (England); Garnet & Gold sports recruiter; Pi Beta Phi Sorority - academics chair.

Employment: Ausley & McMullen administrative assistant (1993-1995); Olive Garden (1990-1993).

Personal Interests - family, reading, traveling, fitness.

From: Glusman, Jason A. JGlusman@wickersmith.com 
Subject: Re: [EXTERNAL] Hilary High Nomination to IAM
Date: January 4, 2021 at 3:04 PM
To: Rob Daisley rob@daisleymediation.com

JG

Dear Mr. Daisley and the Membership Committee,

I have the privilege of sending this recommendation correspondence on behalf of Ms. Hilary High to be considered as a nominee and member of your impressive and respected Academy. I am certain Ms. High would make for an outstanding addition to the IAM due to the skills, values, integrity and neutrality she exhibits as a mediator. Additionally, her ability to maintain composure and credibility "across party lines" amongst the Plaintiffs and Defense lawyers is a critical attribute Ms. High possesses. Her natural trusting nature motivates Parties and lawyers to provide confidential information in an effort to bring upon the best result possible.

As a Shareholder at Wicker Smith, my litigated cases take me throughout the State of Florida where I have tried cases in many jurisdictions. Additionally, my Firm has offices in Florida's big and smaller markets. To that end, I have access to resources to learn of premiere mediators and experts to learn of the most qualified in order to benefit my clients. Six years ago, I had the opportunity based upon a recommendation of one of my clients to hire Ms. High to mediate a high exposure case, which was one of the best recommendations I have been given in my 20 years of litigating cases. I was immediately impressed with Ms. High's preparation, structure, positive energy, unwavering commitment and drive to push all parties, and her ability to connect with the lawyers and parties.

Since that time, I have retained Ms. High to mediate cases both in suit and pre-suit due to the skills she possesses and the respect she has for the process, legal system and for herself. I now have clients who specifically "insist" on using Ms. High in their high value cases due to the success she has brought, both by resolving cases and by communicating to the Parties regarding realistic expectations and learning what the Parties' real goals are during the process. Too often mediators talk more than they should and listen less. As referenced above, Ms. High's preparation is unmatched prior to mediation and once in the process, she listens intently to the lawyers and Parties while taking copious notes. Throughout each mediation I have had with her over the last six years, I become more impressed. She asks pointed questions to start meaningful conversations and provides enlightening ideas to reach the goal of resolution. Lastly, Ms. High's work is not complete when cases fail to settle at mediation. She has shown respectful persistence even after mediation sessions impasse.

I have recommended Ms. High to clients and Partners in a number of my offices, and she maintains an impeccable reputation in the legal community. I submit that Ms. High would be a tremendous asset to the IAM, a contributing member for many years to come.

Humbly yours,

Jason Glusman

Jason A. Glusman
Partner



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From: Rob Daisley <rob@daisleymediation.com>
Sent: Monday, December 14, 2020 11:55 PM
To: Glusman, Jason A. <JGlusman@wickersmith.com>
Subject: [EXTERNAL] Hilary High Nomination to IAM

CAUTION: This email originated from outside the firm. Do not click on links or open attachments unless you verify that the contents are safe.

Hello Jason:

I am writing you as Membership Chair of the [International Academy of Mediators](#). I have nominated my friend and mediator colleague Hilary High for membership in the IAM. I will presenting the Nomination to our Board of Governors next month and am tasked with reporting on Hilary's references.

Would you be kind enough to email me regarding your experience with Hilary as a mediator? We want to be respectful of your time, and just a few words, including whether you have recommended Hilary as a mediator to other lawyers, clients or colleagues, would be most helpful. Thank you in advance for your consideration.

Regards,

Rob

Robert M. Daisley, Esq.

Certified Federal & Florida Circuit Civil Mediator
Member [National Academy of Distinguished Neutrals](#)
Distinguished Fellow International Academy of Mediators

DENNIS L. WEBB, Esq.
dennis@swflalawyers.com



JUSTIN B. HALES, Esq.
justin@swflalawyers.com
Also admitted in GA

LAW OFFICES OF DENNIS L. WEBB, P.A.

December 23, 2020

Via Regular U.S. Mail

Robert M. Daisley
Daisley Mediation Group
4006 South MacDill Ave.
Tampa, FL 33611

Re: Hilary High

Dear Mr. Daisley,

It is with great pleasure that I highly recommend Hilary High to become a member of the prestigious International Academy of Mediators. I have nearly fifty years of experience (attached is a brief biography of myself), the majority of which has been spent representing clients with complex and catastrophic damages.

I was fortunate enough about five years ago to have Hilary recommended to me as a mediator by another attorney in the Bay Area of Florida (Tampa, St. Petersburg, etc.). I, of course researched her, not only finding her impressive academic and work experience, but also how highly she was recommended by other attorneys.

Thanks to Hilary's efforts as a mediator and her skills, I have recovered substantial amounts of compensation for my clients and in doing so have avoided costly and uncertain trial results.

Hilary, and I don't know how to say it otherwise, is a "sparkplug". Her bubbly personality creates a positive and relaxed atmosphere in an otherwise tense experience, right from the beginning of the process.

She also quickly conveys that she is serious and creates the necessary trust and determination so that the matter in dispute can be resolved.

I can also say without exception, I have never seen a mediator work as hard as Hilary to bring the parties together.

I will never forget one particular case where I represented an older couple whose son had unfortunately committed suicide because what we alleged was poor monitoring of this individual in a mental health facility. In this mediation, and during a break, I saw Hilary in the lobby outside of the mediation room on her knees consoling the mother, which allowed us to have the necessary breakthrough to get the case resolved for a significant sum.

And yes, I have recommended Hilary to other attorneys – she is truly a Master.

Should you require any other information, please do not hesitate to call upon me.

Sincerely,

/s/ Dennis L. Webb

Dennis L. Webb, Esq.

DLW/ljp
Enclosures

DENNIS L. WEBB, ESQ.
dennis@swflalawyers.com

Dennis Louis Webb was born in Cleveland, OH and grew up in Miami, Florida. He graduated from North Miami Senior High School, and received a full football scholarship to The Citadel, The Military College of South Carolina. He was a game captain for the football team during his senior year and graduated with a degree in history.

Following graduation from The Citadel, he returned to his high school alma mater where he taught history and was an assistant football coach for three years. He then entered the University of Miami Law School in Coral Gables and obtained his law degree. During his final year, Dennis served as a Courtroom Bailiff and Law Clerk for Dade County Circuit Judge Francis Knuck.




Dennis has more than 45 years of trial experience, having tried more than 100 jury trials. He now limits his trial practice to complex Personal Injury cases, including mental health facility abuse cases.

During more than three decades of service to his clients, he has obtained more than 20 verdicts or settlements of \$1,000,000.00 or greater.

Dennis is admitted to practice before all the state and federal courts in Florida, as well as the United States Supreme Court.

He is past President of the Southwest Florida Chapter of the Federal Bar Association and is a former President of the Lee County Bar Association.

Law Offices of Dennis L. Webb, Esq.
1412 Jackson Street, Suite 3
Fort Myers, FL 33901
Phone: 239.334.1600 ~ Fax: 239.334.7979
Email: Dennis@swflalawyers.com
[www. SWFLALAWYERS.com](http://www.SWFLALAWYERS.com)

From: Chris Donegan, Esq. chris@krglawgroup.com 
Subject: RE: Hilary High Nomination to IAM
Date: December 15, 2020 at 3:22 PM
To: Rob Daisley rob@daisleymediation.com

CD

Hey Rob:

I hope you are staying warm out in Breckenridge! My sister and her family are in Arvada outside of Denver and she told me they were expecting snow this week. I've really enjoyed the switch, better work life balance and I get to spend more time focusing on my clients as opposed to writing ICAs and Pre-Mediation reports.

Hillary is a fantastic mediator. She brings such a great energy into a mediation and truly dives into each case to try and work out a compromise. It doesn't matter if it's a multi-million dollar semi-truck case, low speed rear-end auto accident with just chiropractic treatment or a trip and fall in a hole, Hillary treats all of these cases with respect and works hard to reach a settlement. Something Hillary also does that makes my job on the Plaintiff's side much easier is she builds a rapport with the Plaintiff when she first meets them as opposed to focusing on taking offers back and forth. This helps place my clients at ease and makes them more willing to listen to the information being presented during the mediation. Hillary also does not give up on a mediation and has worked several times in the days or weeks after an impasse to see if she can't continue to facilitate a settlement. She also isn't afraid to take on mediating terms of releases which is very helpful. Unfortunately, some mediators will not get involved with mediating release terms and leave it to the attorneys to argue it out, which can hold up a settlement sometimes for weeks.

I have recommended Hillary to number of colleagues, especially attorneys and insurance carriers who do not regularly litigated in the greater Tampa area or in Florida at all. I can also attest that several attorneys in our local community view Hillary at the forefront of adopting videoconferencing in her mediations. She offers tutorials to attorneys in the days before mediations so not only can they test the link but also she walks them through screen sharing and the use of breakout rooms. While this may seem like a service most mediators should offer, you would be surprised at the number of mediations I've been part of where I've had to serve as tech support for not only the participants (on both sides) but also for the mediator. I think the highest praise I could give for Hillary is that she is only 1 of 3 mediators in the greater Tampa area which I will agree to on claims valued greater than \$500,000.00 by our office.

I think I gave more than a "few words" which I apologize for, but Hillary is truly a special person and IAM would be very fortunate to have her amongst its members.

Please let me know if you need anything else. I am happy to assist in any way I can. My cell is 352-263-3092 in case you need to speak. Hopefully you'll get a chance to enjoy some time on the slopes this weekend!

Sincerely,

Chris Donegan, Esquire
Kemn. Ruge & Green Law Group

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Trinity, FL 34655

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Pasco: (727) 846-0028
Hernando: (352) 544-0077
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Fax: (941) 882-6192
<http://www.KempRugeGreen.com/>



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From: Rob Daisley <rob@daisleymediation.com>
Sent: Monday, December 14, 2020 11:52 PM
To: Chris Donegan, Esq. <chris@krglawgroup.com>
Subject: Hilary High Nomination to IAM

Hello Chris:

Greetings from Breckenridge (where I have been mediating on Zoom the past couple of months).
I hope that you are doing well and enjoying the law practice from the plaintiff side.

I am writing you as Membership Chair of the [International Academy of Mediators](#). I have nominated my friend and mediator colleague Hilary High for membership in the IAM. I will be presenting the Nomination to our Board of Governors next month and am tasked with reporting on Hilary's client references.

Would you be kind enough to email me regarding your experience with Hilary as a mediator? We want to be respectful of your time, and just a few words, including whether you have recommended Hilary as a mediator to other lawyers, clients or colleagues, would be most helpful. Thank you in advance for your consideration.

Regards,

Rob

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 markets¹, must have worked at least **300 commercial mediation days**
- in undeveloped markets², 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**

¹ “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.

² “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** are encouraged to **attend at least one live or virtual IAM conference** at the **invitation of a member** (any Fellow or Distinguished Fellow may invite with approval of the Recruiting Chair) before their Sponsors submit a Nomination on their behalf.
- **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**