



(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

Kelly A. Knight
Kelly A. Knight Mediation aff. Judicate West
c/o Judicate West
601 S. Figueroa Ste 3400
Los Angeles, CA 90017
Mobile: (213) 915-6750
Email: kknight@kknightmediation.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)

Private mediator in Los Angeles, California, mediating employment, personal injury, business, class action, and other matters. I am also a panel mediator for the United States District Court, Central District of California.
Re market: mediation in Los Angeles is often the norm, not the exception. I conducted approximately 155+ mediations in 2019.

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:

Banff 2019
Scottsdale 2019

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

Michael Young, Eugene Moscovitch, Jeff Krivis, Floyd Segal, Greg Derrin, Wendy Kramer, Herb Hoffman, Janet Fields, Jan Schau, Eleanor Barr, and more.

8. Mediation Experience

- a. How many years has the Nominee served as mediator for compensation in commercial disputes? 3
- b. How many days has the Nominee served as a mediator for compensation in commercial disputes?
- i. In the past 12 months approx 161 From May 2019 (I'm now on paternity leave) to 6/19/20
- ii. In the past 3 years approx 250
- iii. in the Nominee's career approx 250 Update: these numbers were as of June 2020. I started mediating again full time in July of this year. I've done approximately 82 additional mediations from July 2020 to now and am booked into April 2021. I hope this meets the #s criteria for Fellow.
- (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.).

Straus Institute for Dispute Resolution: Mediating the Litigated Case (2018)

U.S. District Court, Central District of California: ADR panel mediation training (2018); panel mediator (2018-present)

Los Angeles County Superior Court: Mandatory Settlement Conference settlement officer (court mediator) (2017-19)

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.

Kane Moon & Seung Yang; Moon & Yang, 1055 W. Seventh St.

Name/Address/Phone/Email

Christina M. Coleman; LAW OFFICES OF CHRISTINA M. COLEMAN, APC,

Name/Address/Phone/Email

Lonnie Giamela; Fisher & Phillips LLP; 444 South Flower Street, Suite 1500,

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? No

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.

/s/ Kelly A. Knight

Nominee's Signature/Date

Kelly A. Knight, December 18, 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 Kelly A. Knight 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)

Michael D. Young, 12/19/20

Sponsor's Signature/Date

Co-sponsor's Signature/Date

From: Mike Young mike@MIKEYOUNGMEDIATION.COM 
Subject: FW: IAM nomination form for Kelly Knight
Date: December 19, 2020 at 1:33 PM
To: Robert Daisley rob@daisleymediation.com
Cc: Gene Moscovitch genem@judicategwest.com, Kelly Knight kknight@kknightmediation.com

MY

Hi Rob. I am submitting the application paperwork for former mentee Kelly Knight. Gene and I welcomed Kelly into the profession and to Judicate West a few years ago because we knew he would be special and because we felt the profession needed Kelly. Now with a few years under our belts, I can sincerely confirm that Gene and I *are brilliant!* Which is why I fired Kelly as my mentee this year; he was too popular and talented.

Kelly rose to become one of the most sought after employment mediators in Southern California in record time, and his reference letter explains why. He is talented and only getting better. Like all of us, I am sorry we lost an entire year to a pandemic, because more of our members would have had the chance to get to know Kelly at our conferences. Those who were fortunate enough will uniformly support Kelly's candidacy. Already Krivis is yelling at me for not having Kelly admitted by now (not my fault, Jeff!).

So please accept this application for membership from Kelly, along with my unqualified support for his admission into the International Academy of Mediators! I'm sure Gene will second that emotion.

Thanks, Rob. Call if you have any questions.

--MIKE--



Intellectual Property
Employment
Commercial

MIKE YOUNG
MEDIATION
ARBITRATION

JUDICATE WEST
Alternative Dispute Resolution
Results Beyond DisputeSM

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Website: www.MikeYoungMediation.com

IAM International Academy of Mediators
Established 1996



Kelly Knight IAM
references.pdf



2020 IAM
Nomin...[5].pdf

From: Gene Moscovitch genemosc@yahoo.com 
Subject: Re: IAM nomination form for Kelly Knight
Date: December 19, 2020 at 3:14 PM
To: Robert Daisley rob@daisleymediation.com, Mike Young mike@mikeyoungmediation.com
Cc: Gene Moscovitch genem@judicategwest.com, Kelly Knight kknight@kknightmediation.com

GM

Hi Rob. As Mike suggested, I whole-heartedly second all that Mike has said about Kelly's progress in the profession, his future value to this organization, and his skyrocketing popularity in our very competitive jurisdiction. I am extremely proud to be one of his sponsors and genuinely applaud what he has accomplished in an otherwise difficult year. He is a genuinely nice person, is deeply committed to dispute resolution, and is talented beyond his years. His admission to the IAM should be a foregone conclusion.

Feel free to call me if you have any questions.

Gene.

Eugene Moscovitch, Esq.
Judicate West
11601 Wilshire Blvd., Suite 2040
Los Angeles, CA 90025
Phone: 310.442.2100
Fax: 310.450.0376

genem@judicategwest.com <http://www.judicategwest.com/>
International Who's Who in Mediation, 2019.

International Academy of Mediators, Past President
LA Daily Journal "Top 50 Neutral" (Four Consecutive Years)
LA Times "Best Lawyers" (ADR) 2004-2019
California "Super Lawyers" (ADR) 2004-2020
Southern California "Super Lawyers" (ADR) 2020

<https://www.mediate.com/moscovitch>

On Saturday, December 19, 2020, 10:33:36 AM PST, Mike Young <mike@mikeyoungmediation.com> wrote:

Hi Rob. I am submitting the application paperwork for former mentee Kelly Knight. Gene and I welcomed Kelly into the profession and to Judicate West a few years ago because we knew he would be special and because we felt the profession needed Kelly. Now with a few years under our belts, I can sincerely confirm that Gene and I are

Reference:

Kane Moon, Esq.
MOON & YANG, APC
1055 West Seventh Street, Suite 1880
Los Angeles, CA 90017
Tel: (213) 232-3128 | Fax: (213) 232-3125
kane.moon@moonyanglaw.com

I have been practicing law for approximately 13 years, and have mediated hundreds of cases with dozens of different mediators and MSC judges. Presently, my office mediates between 5 to 9 cases per month (although the COVID-19 is affecting that). There are several different styles that mediators have. Some have great personalities and strong interpersonal skills, and rely on their ability to connect with people in order to build trust and confidence. Some are analytic and extremely knowledgeable in the law, and argue issues point-by-point to explain why settlement is best for all parties. Some are aggressive (while some are over-aggressive) in getting a deal done. Some act as educators, explaining the law to clients (and sometimes to attorneys) in a non-offensive way. Some simply point to their experience as litigators and their reputation in the legal community (including judges) to do the talking for them. Any experienced attorney will agree that the right mediator (for a particular case) is often more important than the merits of that case. Great mediators appear to understand what their strengths and weaknesses are, and use those to their advantage at mediation.

I have mediated with Kelly Knight several times, and found that Kelly has all the skills listed above. His mediation style changes depending on the type of case he is dealing with, the facts involved, and the attorney/party's level of sophistication. For example, in one mediation, the opposing counsel was NOT well-versed in civil litigation, and Kelly spent a substantial amount of time educating that attorney, and explaining the benefits of settling to both her and her client. After settlement was reached, and during the preparation of the MOU, that attorney (who was a pain in the butt) highly praised Kelly for his knowledge and patience, to the point where that attorney deferred to Kelly's advice when discussing specific terms of the MOU. In another mediation, the defense counsel was an experienced litigator, but knew of Kelly's reputation as a top employment litigator, making it easier for Kelly to convince him to concede on certain points that he initially insisted were true (but were clearly not true). In my room, Kelly always analyzed each cause of action with meticulous notes and references to relevant law. I've argued with Kelly on numerous issues of fact and law, but Kelly has always been a complete professional and a class-act. Even when both of us knew that I was wrong, Kelly took a step back and knew not to push any further on the issue (at least until later in the evening). Kelly appears to know when to push, when to back off, when to be aggressive and when to slow down. Through it all, he never lets the mediation end if there is any hope of reaching a settlement, and keeps pushing to keep the mediation alive, even in those instances where I am ready to pack my bags and leave. Whether it is his experience, his level of patience, or simply his awesome beard, he exudes confidence and simply has a way with people that cannot be taught.

I have discussed Kelly with various attorneys, and everyone I have spoken to have agreed that Kelly is a great mediator. I regularly recommend him to my colleagues, and I am confident he will have a long and fruitful career.

Reference:

Christina M. Coleman

LAW OFFICES OF CHRISTINA M. COLEMAN

A PROFESSIONAL CORPORATION

5670 Wilshire Blvd., Suite 1800

Los Angeles, CA 90036

Phone: (323) 592-3605 / Fax: (323) 843-1715

christina@christinacolemanlaw.com / www.christinacolemanlaw.com

Kelly Knight is at the top of his mediation game. He is very knowledgeable about the law in employment cases, and educates himself so as to be fully-prepared to mediate employment cases asserting claims under lesser-used or obscure laws. Mr. Knight's demeanor with the clients is wonderful. He puts them at ease and let's them talk, while at the same time gently educating as to issues, but in a non-combative way. I will joyfully use Mr. Knight again at the very next opportunity.

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** 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**