

BRIEF BIOGRAPHY
(Arbitration)

- 1) JAMES A. NORMAND, ESQ.
Normand & Associates, P.A.
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Manchester, NH 03101-1628
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E-Mail: jimnormand@nhattorney.com
- 2) EDUCATION: Boston University School of Law, 1980
UNH-Whittemore School of Business, 1976
- 3) BAR ASSOCIATIONS: NH-1980
- 4) LEGAL EMPLOYMENT: Normand & Associates, Manchester, NH 1986-current. Law office of William Brennan, Manchester, NH 1980-86.
- 5) ARBITRATION/MEDIATION EXPERIENCE. American Arbitration Association panel of commercial arbitrators. Arbitrated commercial construction as well as personal injury claims. Early 1990's appointed by the Federal Court, New York District, to Arbitrate New Hampshire consumer disputes and claims against Prudential Securities, Inc. Participated in the Rule 170 Superior Court Mediation program since inception sitting in Hillsborough North and South, Rockingham, Merrimack and Belknap counties. I participated in both the standard Rule 170 mediation training as well as advanced mediation training courses.
- 6) NATURE OF PRIVATE PRACTICE: General practice litigation firm with primary emphasis on personal injury, probate administration and litigation, domestic relations and zoning. In my private practice I have represented individuals in scores of mediation and arbitration hearings involving probate litigation, family law, personal injury, employment discrimination, real estate, zoning, boundary line disputes and general commercial litigation. I have represented defendants in architectural malpractice cases and contractors in quality of construction defense cases.
- 7) MEDIATION MINDSET: I have usually pursued creative ways to end litigation in a cost-effective fashion. When serving as a mediator, I have been flexible and pro active and have not terminated mediations that were making forward momentum simply because the time allotted for mediation was expiring. On the other hand, I am mindful that the parties, and their counsel, are desirous of trying to reach resolution. At some point, the mediator has to do more than simply let the parties talk. The mediator needs to firmly summarize the position of the parties, the areas of agreement, and the usually narrow area of disagreement in order to try to bridge the gap. In the final analysis, if mediation is simply breaking down, I always try to have some degree of success by: 1) reducing hostilities, 2) furthering discovery, 3) limiting issues for litigation, and 4) establish a pathway for continued discussions between the parties that may help them reach resolution outside of the scope of mediation in the future prior to trial. While serving as an Arbitrator, I understand that the parties require and deserve clear and prompt decisions.
- 8) RATES AND TERMS: \$250/hr. evenly split by the parties unless otherwise agreed.
- 6) SERVICE AREA: Facilities available in law office at 15 High Street, Manchester, NH 03101. Willing to serve within a reasonable travel distance from Manchester, NH.