



**James K. Smith, Esq.** is on NCRC's Employment/Workplace and Superior Court Mediation Panel.

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Mr. Smith joined Gray Cary Ames & Frye in 1965, and became a partner of that firm in 1970. Gray Cary subsequently merged to become Gray Cary Ware & Freidenrich, and most recently merged to become DLA Piper LLP (US). Currently Mr. Smith is Of Counsel and a Retired Partner of DLA. Prior to his retirement Mr. Smith's legal practice was concentrated in representing employers in connection with counseling about discipline and termination; discrimination and harassment claims; arbitration of employment disputes; wage and hour; drug testing; development of plans for the investigation and elimination of theft and substance abuse in the workplace; and the development and execution of plans and strategies for dealing with union organizing attempts, representation elections, collective bargaining, unfair labor practices, and the transfer of unionized facilities.

#### **RESOLUTION EXPERTISE**

- Member of the San Diego Superior Court General Civil Mediation Panel
- Mediating cases since 2002
- Received basic and advanced mediation training from the National Conflict Resolution Center and the American Arbitration Association.
- Handled matters before both Federal and State discrimination agencies since the formation of the EEOC

#### **PROFESSIONAL EXPERIENCE**

- Attorney since 1965
- Licensed to practice in California, and before the District Court for the Southern District of California, the Ninth Circuit Court of Appeals, the District of Columbia Court of Appeals, and the United States Supreme Court
- Communications Officer and Instructor in the United States Navy from 1958-1962

#### **SPECIAL HONORS AND MEMBERSHIPS**

- Order of the Coif
- Past President Hastings Alumni Association
- Past Trustee Hastings 1066 Foundation
- Past President Industrial Relations Research Association, San Diego Chapter
- Board of Directors San Diego Country Club 1987-1990, and 1999-2002.

## **EDUCATION**

- Hastings College of the Law, LLB, 1965
- Stanford University, B.A., Economics 1958

## **FEES**

- Superior Court Civil : \$150 per hour for each of the first two hours, \$350 per hour thereafter
- All other: \$350 per hour, with a \$150 filing fee per party