
Janice L. Sperow

SUMMARY

Full Time Arbitrator, Mediator, Judge *Pro Tem*, Hearing Officer, Discovery Referee, Special Master, Dispute Prevention Specialist, Dispute Resolution Board Member, Workplace Investigator, Facilitator, & Neutral with extensive experience and analytical depth who prevents and resolves disputes fairly, efficiently, and cost-effectively. Known for responsiveness and well-managed proceedings. Serve worldwide.

- ❖ Judge *Pro Tem*, San Diego Superior Court.
- ❖ Hearing Officer, San Diego Port Authority & Cities & Counties of Los Angeles & San Francisco.
- ❖ Fellow, Chartered Institute of Arbitrators (FCIArb).
- ❖ Inducted into the National Academy of Distinguished Neutrals (NADN) and Academy of Court Appointed Neutrals (ACAN).
- ❖ Former litigator with Morrison & Foerster and Managing Partner of Ruiz & Sperow.
- ❖ Former President of the National Association of Women Lawyers.
- ❖ Clerked for Judge Cardamone of the Second Circuit Court of Appeals.
- ❖ BA, *magna cum laude*, UC Berkeley. JD, *summa cum laude*, UCSF Hastings.

ARBITRATOR & MEDIATOR EXPERIENCE**SPEROW ADR**

Handles all disputes, with specialization in complex commercial, employment, education, healthcare, technology, energy, trade, large complex cases, mass claims, life sciences, financial, intellectual property, consumer, securities, antitrust, emerging technology, transportation, aviation, rotating panels, class action, emergency, and expedited matters. Have served as neutral in >450+ disputes and as arbitration counsel in >1000+ hearings, as mediator and mediation counsel in countless matters. Special focus on dispute prevention.

AMERICAN ARBITRATION ASSOCIATION

Panel Chair & Arbitrator. Specialized qualifications in large complex commercial, employment, intellectual property, healthcare, technology, energy, expedited, consumer, emergency, and *pro se* disputes. Also serve on AAA's Workplace Investigations Panel.

INTERNATIONAL INSTITUTE FOR CONFLICT PREVENTION & RESOLUTION

Arbitrator & Mediator CPR. Specialized qualifications in commercial, employment, banking, financial services, mass claims, dispute prevention, and *pro bono* disputes. Member, Dispute Prevention Panel, Dispute Prevention Committee, Dispute Prevention Task Force, and Panelist for CPR-FTI Legal Innovators Flat Fee Mediation Program.

FINANCIAL INDUSTRY NEUTRAL REGULATORY AUTHORITY

Chief Arbitrator & Arbitrator, FINRA Dispute Resolution. Arbitrator in all financial and securities disputes with specialized qualifications in employment, contract, injunction, discrimination, and expungement matters.

SAN DIEGO SUPERIOR COURT

Arbitrator & Mediator. Member of SD Superior Court Civil Panel. Serve on all civil matters.

NEW ERA ADR

Janice L. Sperow

Arbitrator & Mediator. Specializing in Title IX, mass claims, employment, commercial, insurance, healthcare, intellectual property, technology, energy, life sciences, consumer, dispute prevention, financial, injunctive, emergency, and expedited disputes.

WORLD INTELLECTUAL PROPERTY ORGANIZATION

Arbitrator, WIPO. Specializing in all intellectual property disputes, especially in the technology and entertainment fields.

OTHER PANELS

- ❖ International Chamber of Commerce and US Chamber of International Business (ICC-USCIB) – international trade, commercial, and business disputes
- ❖ American Health Law Association (AHLA) – healthcare disputes
- ❖ National Medical Reviews (NMR) – No Surprises Act healthcare disputes
- ❖ National Futures Association (NFA) – commodities
- ❖ Resolute Systems – commercial, employment, insurance, and financial disputes
- ❖ Quick Pleas – online international disputes
- ❖ Better Business Bureau (BBB) – commercial, warranties, products liability
- ❖ The FORUM – arbitrator & mediator commercial and employment
- ❖ National Arbitration & Mediation Association – commercial and employment
- ❖ ROSE IPR Arbitration – intellectual property
- ❖ Bar Association of San Francisco – attorney client disputes (1989-1995)

JUDICIAL EXPERIENCE

CITY & COUNTY OF LOS ANGELES

Hearing Officer, 2021-present

CITY & COUNTY OF SAN FRANCISCO

Hearing Officer, 2020-2022 Term. Controller Office Disputes, Labor enforcement (OLSE), disbarment, citation, and offsets.

SAN DIEGO PORT AUTHORITY

Hearing Officer, 2020-2023 Term. Personnel Advisory Board resolving employment disputes.

SAN DIEGO SUPERIOR COURT

Judge *Pro Tem*, 2018-present. Also assist with judicial mediations.

ACADEMY OF COURT-APPOINTED NEUTRALS

Member, Academy of Court-Appointed Neutrals, serving as special master, 2021-present.

CITY & COUNTY OF SAN FRANCISCO

Hearing Officer, 1997 Term. Appointed by then Mayor Willie Brown with management and union confirmation to preside over public transportation disputes.

UNITED STATES COURT OF APPEALS FOR THE SECOND CIRCUIT

Federal Judicial Clerk to Honorable Richard J. Cardamone, New York, 1986-87.

PRACTITIONER EXPERIENCE

RUIZ & SPEROW, San Francisco, Emeryville & San Diego, CA, 1995-2018

Janice L. Sperow

Managing Partner & Head of Litigation & ADR, specialized in employment law matters, training, alternative dispute resolutions, intellectual property, workplace investigations and training, dispute prevention, and complex commercial litigation for public and private sector clients.

POWERS GREWAL, San Diego & LA, CA, 2016-2017

Of Counsel, Consultant on litigation, special education, disability accommodation, and ADA.

MORRISON & FOERSTER, San Francisco CA, 1987-1994

Litigated civil suits and specialized in complex commercial litigation, intellectual property, trade secrets, technology, energy, alternative dispute resolution, and employment matters. Helped successfully defend the then largest Title VII class action in history.

SAN FRANCISCO PUBLIC DEFENDER, 1992

Successfully tried over 90 criminal cases during 3 ½ month *pro bono* project while at MOFO.

EDUCATION

Hundreds of hours of trainings both as faculty and participant on an extensive range of judicial, arbitration, and mediation topics offered by the AAA, ABA, ACAN, AHLA, CCA, CPR, FINRA, NFA, BBB, ICC, New Era ADR, FBA, IDAC, NADN, SDCBA, NYCBA, USCIB, ICDR, NITA, & Court Arbitrator & Mediator organizations. See separate list of topics available upon request.

University of California at San Francisco, Hastings College of Law, Graduated with Juris Doctorate *summa cum laude*, 1986. Federal Judicial Extern, Honorable J. Clifford Wallace, U.S. Court of Appeals for the Ninth Circuit, San Diego, 1986.

University of California at Berkeley, Graduated with Bachelor of Arts *magna cum laude* with High Honors, 1982.

RECENT PUBLICATIONS

- ❖ “What Badgerow May Mean for High Court’s other Arbitration Rulings,” Law360 Newsletter, Expert Analysis, April 25, 2022 <https://www.law360.com/articles/1486152>.
- ❖ “Navigating Risks in FDA’s New Digital Health Tech Guidance,” Law360 Newsletter, Expert Analysis, March 15, 2022 <https://www.law360.com/articles/1473515>.
- ❖ “Increased Mobile Health Triggers Increased FTC Enforcement,” Federal Bar Assn, Federal Lawyer, Jan/Feb 2022 Issue
- ❖ “Increased Mobile Health Triggers Increased FTC Enforcement & Points to a Need for Dispute Prevention Efforts,” CPR Speaks: The Blog of the CPR Institute, November 4, 2021, <https://blog.cpradr.org/2021/11/04/increasing-mobile-health-triggers-increased-ftc-enforcement-and-points-to-a-need-for-dispute-prevention-efforts/>
- ❖ “Time to Restore Arbitration’s Promise of Efficiency for All,” Law360 Newsletter, Expert Analysis, October 6, 2021.
- ❖ “Nonparty Discovery in US Arbitrations: The Legal Challenges & Differences from Litigation,” Arbitral Women, Issue 46, July 2021 Newsletter
- ❖ “The Benefits of Dispute Prevention” AAA, Dispute Resolution Journal, 2021, Volume 75, No. 3.
- ❖ “Do You Know How to Obtain Third Party Discovery in Arbitration?” Federal Bar Assn, Federal Lawyer & Resolver, March/April 2021 FBA DR Newsletter
- ❖ “Playing with the Big Boys, The New Girls Club,” American Bar Association, Women in Dispute Resolution Section, April 2021, Just Resolutions Newsletter, with co-author Saloni Mavani

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- ❖ “California Ruling Offers NDA Compliance Insights for Employers,” Law360 Newsletter, Expert Analysis, December 17, 2020, <https://www.law360.com/articles/1335375>
- ❖ “Dispositive Motions in Arbitration: Authority, Rules, and Practical Tips,” CPR blog, September 24, 2020, <https://blog.cpradr.org/2020/09/24/dispositive-motions-in-arbitration-authority-rules-practical-tips/>
- ❖ “What to Know When Making Dispositive Motions in Arbitration,” Law360 Newsletter, Expert Analysis, September 10, 2020, <https://www.law360.com/articles/1307538>
- ❖ “6 Dispute Prevention Steps as Lawsuits Rise Amid Pandemic,” Law360 Newsletter, July 7, 2020, <https://www.law360.com/articles/1289177>
- ❖ “10 Reasons Arbitration Beats Traditional Litigation,” CPR blog, May 22, 2020, <https://blog.cpradr.org/2020/05/21/10-reasons-arbitration-beats-traditional-litigation/>
- ❖ “Discovery in Arbitration: Agreement, Plan, and Fairness-One Arbitrator’s View,” April 2019, ABA, Section of Litigation, Alternative Dispute Resolution Website, Practice Point.

RECENT PRESENTATIONS

- ❖ Federal Bar Association, “Elevating Your Practice, Profile & Appointments,” June 17, 2022 with co-presenters Rich Lee, Natalie Armstrong-Motin, and Winter Wheeler and moderator Bryan Branon.
- ❖ San Diego County State Bar Association, “Hot Topics in Arbitration: the 2022 Update,” March 25, 2022.
- ❖ AAA, Commercial Arbitrators, West Coast Roundtable, March 9, 2022, “New Developments in Third-Party Discovery Subpoenas in Arbitration,” with co-presenter Theo Cheng.
- ❖ CPR, Corporate Counsel Roundtable on Leveraging Technology to Prevent Disputes & Minimize Risks, March 2, 2022, moderator with counsel from Microsoft, Lotame, General Dynamics, and Bath & Body Works.
- ❖ AAA Webinar, “Time to Restore the Arbitral Promise: Neutral Efficiency for All,” February 15, 2022, available on demand at www.adr.org.
- ❖ ABA Dispute Resolution Section, “Arbitration Efficiencies,” January 12, 2022, with co-presented Saloni Mavani.
- ❖ New York State Bar Association, “Nonparty Discovery in US Arbitrations: The Legal Challenges & Differences from Litigation,” January 11, 2022, with co-presenter Theo Cheng.
- ❖ AAA, Commercial Arbitrators, West Coast Roundtable, September 8, 2021, “Efficiency Tips for Arbitrators,” with co-presenter Saloni Mavani.
- ❖ ABA, Dispute Resolution Section, Conference, July 21, 2021, “Dispute Prevention and Clause Drafting,” with co-presenter AAA VP Aaron Gothelf.
- ❖ ABA, Arbitration Institute, facilitator, “The Evidentiary Hearing,” June 18, 2021.
- ❖ ABA, Arbitration Institute, facilitator, “The All-Important Preliminary Hearing,” June 14, 2021.
- ❖ ABA, Dispute Resolution Section, Spring Conference April 14, 2021, “Third Party Subpoenas in U.S. Arbitrations,” with co-presenter Theo Cheng.
- ❖ AAA, Commercial Arbitrators, West Coast Roundtable, February 17, 2021, “Dispute Prevention: from Reaction to Pro-action.”
- ❖ ABA, Dispute Resolution Section, December 2, 2020, “Dispositive Motions in Arbitration.”
- ❖ AAA Commercial Arbitrators, West Coast Roundtable, September 16, 2020, “Dispositive Motions in Arbitration, The Tide is Rising,” with co-presenter arbitrator Reginald Holmes.
- ❖ Will Work for Food Project, Mediators’ New Possibilities Hour, October 29, 2020, “The Best Dispute Resolution is Prevention,” with co-presenter CPR Senior VP Ellen Parker. YouTube link: <https://www.youtube.com/watch?v=ndLtGv1m7ic&feature=youtu.be>

PROFESSIONAL ORGANIZATIONS & HONORS

- ❖ Fellow, Chartered Institute of Arbitrators, Global & North America Branch

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- ❖ National Academy of Distinguished Neutrals, Member
- ❖ Academy of Court-Appointed Neutrals, Member
- ❖ Dispute Resolution Board Foundation (DRBF), member
- ❖ American Health Law Association, Member
- ❖ International Association of Privacy Professionals, Member
- ❖ American Bar Association Member, ABA Dispute Resolution, Labor & Employment Law, & Business Law Sections, Women Rainmakers
- ❖ Federal Bar Association, Dispute Resolution At Large Board Member
- ❖ International Institute for Conflict Prevention & Resolution, Dispute Prevention Taskforce & Committee Member
- ❖ Arbitral Women, Member
- ❖ San Diego County Bar Association, Member, Dispute Resolution, Labor & Employment, Privacy & Cybersecurity, Intellectual Property, and Entertainment Law Sections
- ❖ ADR Inclusion Network Speakers Bureau, Speaker
- ❖ National Association of Women Lawyers, former President & Executive Board Member
- ❖ California Women Lawyers, former Second Vice-President &, Executive Committee, Board of Governors Member, California Women Lawyers President's Award