



FRED T. ASHLEY, ESQ.



Fred Ashley is an attorney with over 25 years of experience representing both plaintiffs and defendants in complex business and employment litigation. He possesses a national reputation as an expert on the substantive law and in the field of alternative dispute resolution. Having practiced as a mediator and arbitrator since 1993, Mr. Ashley is widely recognized for his skill in bringing difficult matters to resolution.

He has been designated a “Super Lawyer” and listed among the top ADR practitioners in Southern California by the Los Angeles Magazine for the past three years (2005, 2006, 2007). He has also been named a “Diplomat Member” of the California Academy of Distinguished Neutrals, listed in the Bar Register of Preeminent Lawyers (2007), and provided Martindale-Hubbell’s highest rating (“AV”) for his legal ability and ethical standards.

Mr. Ashley has the knowledge, tenacity, and interpersonal skills to bring even the most acrimonious dispute to resolution. He also has the ability to effectively manage mediations involving multiple parties with divergent interests.

AREAS OF EXPERTISE

- **Employment:** Including class actions, wage & hour, FLSA/Labor Code violations, overtime, meal and rest periods, discrimination, harassment, retaliation, wrongful termination, invasion of privacy, defamation, and intentional/negligent infliction of emotional distress
- **Commercial Contract/General Business:** Including breach of contract/warranties, bad faith, partnership dissolution, franchisor/franchisee disputes, intellectual property, trade name/mark infringement, anti-trust, price fixing, unfair business practices, fraud/deceit, defamation, interference with contractual relations and lending practices
- **Personal Injury:** Including negligence, intentional torts, assault and battery, product liability, and mass torts
- **Construction:** Including breach of contract, construction defect, architecture, insurance, case management orders, and mechanic’s liens
- **Professional Liability:** Including legal, medical, broker, accounting, and architectural malpractice
- **Insurance Coverage and Bad Faith:** Including scope of policy, failure to tender payment, refusal to defend or indemnify, and bad faith practices
- **Real Property:** Including breach of contract, specific performance, quiet title, adverse possession, fraudulent conveyance, failure to disclose, division of property, boundary disputes, easements, water rights, lateral and subjacent support, liquidated damages, commission disputes, and RESPA violations
- **Civil Rights:** Including Section 1983 claims, police abuse, unlawful search and seizure, false arrest, discrimination, ADA violations, and failure to accommodate
- **Class Actions:** Including wage & hour, discrimination, anti-trust, consumer fraud, product liability, and mass torts

MEDIATOR/ARBITRATOR EXPERIENCE

1993-Present – Engaged as a mediator and arbitrator in the resolution of complex business and employment disputes.

Present or Former Panel Member: American Arbitration Association (“AAA”); California Academy of Distinguished Neutrals; United States District Court for the Central District of California – Settlement Officer Panel; San Diego County Superior Court Civil Mediation Panel.

LEGAL EXPERIENCE

Ashley Mediation Centers (2005-07)

Law Offices of Fred T. Ashley (1987-2004)

Paul, Hastings, Janofsky & Walker LLP (1983-87)

Ashley & Honn (1982-83)

Hill, Farrer & Burrill (1978-82)

EDUCATION

University of California at Santa Barbara (B.A. 1972)

University of California at Los Angeles (M.P.A. 1975)

Loyola Law School (J.D., cum laude, 1978)

ADR TRAINING

Pepperdine University School of Law – Straus Institute for Dispute Resolution (“Straus Institute”) – “Mediating Complex Construction Disputes” (2007)

Influence at Work – Principles of Persuasion (2006)

National Conflict Resolution Center – Advanced Mediator Training Seminar (2006)

JAMS/Endispute – Advanced Mediation Training (1997)

Straus Institute – “Mediating the Litigated Case” (1996)

AAA Mediator Training (1995)

AAA Employment Arbitrator Training (1995)

AAA Arbitrator Training (1995)

On-going ADR education

CURRENT AFFILIATIONS

State Bar of California – Labor & Employment Law Section

Orange County Bar Association (“OCBA”) – Labor & Employment law, Business Litigation, and ADR Sections

San Diego County Bar Association (“SDCBA”) – Business & Corporate Law, Labor & Employment Law, and Small Firm Sections

Southern California Mediation Association (“SCMA”)

California Employment Lawyers Association (“CELA”)

California Academy of Distinguished Neutrals

SPEAKING EXPERIENCE

Frequent speaker on substantive legal and ADR topics at seminars conducted by the State Bar of California, the Continuing Education of the Bar (“CEB”), the Los Angeles County Bar Association (“LACBA”), the OCBA, the William P. Grey Inn of Court, Cornell University, Pepperdine University, the AAA, Lorman, the Continuing Education in Management Council (“CEM”), the Employer Advisory Council (“EAC”), the CELA, and the SCMA.

ACADEMIC EXPERIENCE

Adjunct Professor, California State University, Fullerton (Courses: “Business Law” and “Collective Bargaining and Labor Relations”).

HONORS & WRITINGS

Designated a “Diplomat Member” of the California Academy of Distinguished Neutrals; Author of various published articles on substantive legal and ADR topics; Contributing Editor: “Employment Law Practice Guide,” Rutter Group (2002, 2003, 2005, 2006).

PROFESSIONAL RATING

Designated a “Super Lawyer” and listed among the top ADR practitioners in Southern California by the Los Angeles Magazine (2005, 2006, 2007).

Listed in the Bar Register of Preeminent Lawyers (2007)

Highest rating for ethics and professional competence (“AV”) by Martindale-Hubbell

LEADERSHIP POSITIONS

OCBA – ADR Section (Chair Elect – effective 2008); SCMA – Labor & Employment Law Section (Co-Chair – 1997-98); Fair Housing Council of Orange County (Director – 1997-98); CELA (Chair – 1993-95); OCBA – Labor & Employment Law Section (Chair – 1990).