

## MARK J. KEPPLER

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### NEUTRAL EXPERIENCE

1998 - Present      Mediator  
U.S. Equal Employment Opportunity Commission's Alternative Dispute Resolution Program (San Francisco, Los Angeles, Phoenix and San Antonio Regional Offices), as well as Judge Pro Tem for the Fresno, Tulare and Kings Superior Courts. Mediated over 750 employment disputes.

1989 - Present      Arbitrator  
Federal Mediation and Conciliation Service, and California State Mediation and Conciliation Service Labor-Management Arbitration Panels. Written over 150 arbitration decisions.

Parties Included:      AFGE, AFSCME, Ace Hardware, Albertsons, American Automobile Association Anheuser-Busch, ATU, Big Bear Supermarkets, Biltmore, California Teachers Association, California PUC, Canandaigua Wine, Centrex Homes, Chevron, California Department of Water Resources, Cities of Carson City, Fresno, Las Vegas, Lodi, Paso Robles, Sacramento, Rapid City and Reno, Coca Cola, Counties of Clark, Contra Costa, Fresno, Hawaii, Kings, Madera, Maui, Merced, Monterey, Santa Clara, Stanislaus, Washoe, Dole, Foster Farms, Fresno Area Express, Home Depot, Hughes Family Markets, IAM, IBEW, IUOE, Johns Manville, K-Mart, Loomis-Fargo, Lucky Stores, Marriott, McDonalds, Menards, Nextlink (X/O) Communications, NTEU, Oberti Olive Company, OCAWIU, Oregon Convention Center, Port of Seattle, Ralph's Grocery Stores, Safeway, Santa Clara Valley Transportation Authority, SEIU, Sprint, School Districts in Clovis, Fresno, Porterville, Stanford University, Turlock County, Washoe County, State Attorney General Offices in Arizona, California, Colorado, Hawaii, Nebraska, Nevada, and Washington, Teamsters, Texas Tech, Universities of Arizona, Guam, Hawaii, Nebraska, Nevada and Western Oregon, Tri-Valley Citrus, UFCW, UNOCAL, Upright, UPS, U.S. Department of Defense, Walgreens and Wal-Mart.

### OTHER RELEVANT EXPERIENCE

2004 – Present      Executive Director  
Maddy Institute of Public Affairs, California State University, Fresno.  
Responsible for university's non-partisan public affairs institute. Activities include increasing citizen involvement, improving governmental leadership and providing policy analysis.

- 1998 – 2003      Director of Graduate Programs  
Craig School of Business, California State University, Fresno.  
Responsible for MBA program with an enrollment of approximately 250 students.
- 1987 – Present      Professor of Human Resource Management  
Craig School of Business, California State University, Fresno. Areas of specialization are labor and employment law, industrial relation, dispute resolution and business ethics.
- 1984 – 1987      Attorney  
Shipman & Goodwin, Hartford, CT.
- 1981      Labor Relations Specialist  
U.S. Department of Labor, Washington D.C.

## **EDUCATION**

- 1984      J.D. – University of Wisconsin
- 1981      M.S. – University of Wisconsin  
Major: Industrial Relations  
Concentration: Collective Bargaining
- 1979      B.S. – State University of New York  
Major: Business Administration  
Minor: Economics

## **AFFILIATIONS**

Federal Mediation and Conciliation Service  
California State Mediation and Conciliation Service  
U.S. EEOC Alternative Dispute Resolution Program  
Association for Conflict Resolution  
American Bar Association (Labor and Employment Law, ADR Sections)  
Connecticut and Wisconsin Bars (Inactive)  
Labor and Employment Relations Association

## **MEDIATION**

- Fees:      Half day (up to 4 hours): \$2,500  
Full day (up to 8 hours): \$4,000  
Any time beyond scheduled hours will be billed at \$500 per hour.
- Travel:      If greater than 60 miles from Fresno, travel expenses are billed. Travel time is not billed.
- Cancellation Fee:      If a scheduled mediation is postponed or cancelled with notice of less than four (4) calendar weeks (28 days), \$1,500 will be charged for each cancellation, plus any unreimbursable expenses incurred (e.g., airline tickets).
- Billing:      All costs split by the parties unless otherwise agreed.

**ARBITRATION**

- Fees: \$2,000 per scheduled day. A hearing day is any portion of a day up to eight hours. Time for research and writing is pro-rated. *(Note: If a case is successfully mediated at a arbitration hearing, a one day mediation fee will be charged, plus travel expenses, in lieu of the arbitration fee.)*
- Travel Expenses: Actual cost of airfare, rental car, lodging and meals will be charged. Automobile mileage is charged at the approved IRS rate. Travel time is not billed.
- Cancellation Fee: If a scheduled arbitration hearing is postponed or cancelled with notice of less than four (4) calendar weeks (28 days), \$1,500 will be charged for each scheduled day cancelled, plus any unreimbursable expenses incurred (e.g., airline tickets).
- Billing: All costs are split by the parties unless otherwise agreed.