

About NAM (National Arbitration and Mediation)

## Employment programs and initiatives



NAM is the administrator for employment programs throughout the United States for companies whose employees are located regionally, nationally and internationally.

- NAM develops custom employment programs for corporate clients to meet the needs of specific dispute resolution initiatives. Services include, but are not limited to:
  - Assisting in the implementation of a customized ADR program where none exists
  - Implementing and administering NAM's Employment Rules & Procedures in conjunction with an entity's existing dispute resolution initiative(s)
  - Adapting NAM's Employment Rules & Procedures to the specific requirements of a program already mutually agreed upon by an Employer and the Employees
- NAM can also provide several different panels of employment arbitrators within 50 miles of any location in which an Employee works, worked or sought to be employed, anywhere in the United States.
- To ensure the highest level of service, each employment program or initiative is assigned an experienced Case Manager who will work directly with parties during the administration of each case.
- Unlike other arbitration institutions, NAM does not require an upfront retainer to commence an employment matter.

### A roster with deep experience in employment matters

NAM's panel of more than 2,600 top-tier former judges and legal practitioners includes more than **1,600 highly respected and experienced former judges and legal practitioners who specialize in or have strong expertise in employment matters**, located in all 50 states and internationally. NAM can also provide multiple panels within 50 miles of any location in the United States to ensure the best selection of neutrals for all parties involved.

### Employment case types

NAM has extensive experience providing dispute resolution services to address employment issues, including wage and hour / FLSA, wrongful termination, sexual harassment, and discrimination based on race, color, religion, sex, national origin, age, and disability, among others.



## Employment experience

Following are examples of NAM's flexibility and proficiency in being able to handle the varied requirements of different types of regional, national and international employment programs:

### **Automotive retailer with 22,000 employees in 150 locations nationwide**

- Program has an assigned case administrator who is intimately familiar with the unique requirements dictated by the company's business as well as the range of claims raised by employees/former employees

### **Luxury retail chain with 20,000 employees in over 1,500 locations nationwide**

- Program requires mediation first, followed by arbitration if mediation is unsuccessful

### **Cruise line / ship owner dispute with seafarer / crew members in Europe, Central America and Southeast Asia**

- Cases typically heard in Panama, United Kingdom, Philippines and Monaco
- NAM provides international arbitrators located in each of the above locations

### **Employer with over 10,000 employees with locations in over 44 states**

- Program follows NAM's Employment Rules for the selection of an arbitrator

### **Investment management firm headquartered in Florida with offices based in Pennsylvania**

- 12 individual claims were filed by employees within one week's time, all in the same location
- NAM was ultimately required to provide 21 arbitration panels of three arbitrators each to the parties

### **Regional energy service company located in Texas**

- 19 individual claims filed simultaneously requiring initial panel of seven arbitrators each in four different locations in Texas

## Industry leading credentials

Below are just a few examples of how NAM continues to be recognized as a true pioneer in the field of ADR.

- Voted a Top ADR Firm in the United States by the National Law Journal Best of Survey, 7 years in a row
- Ranked #1 Best National ADR Provider by the Corporate Counsel Best of Survey, 2 years in a row
- Voted #1 ADR Firm by the New York Law Journal Annual Best of Survey for the past 10 years
- 7 of NAM's neutrals named National Law Journal Alternative Dispute Resolution Champions as part of a select group of only 46 nationwide
- Voted #1 Overall ADR Provider, #1 Online Resource, and a Best Online CLE Provider in the 2020 New Jersey Law Journal Annual Survey
- Voted a "Best Online ADR Provider" in the 2020 Best of The Texas Lawyer Survey
- Voted a "Best Online ADR Resource" in the 2020 Best of New England Survey
- Voted a "Best Overall ADR Provider" in the 2018 Best of the Midwest

## Contact us:

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