



## Curriculum Vitae

**ADRIENNE FECHTER**  
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### EDUCATION

Columbia University School of Law  
**LL.M., 1989**

Graduate law coursework focused on labor & employment law,  
constitutional law & civil rights

Florida State University College of Law  
**J.D. with Honors, 1986**

University of Florida  
**B.A., Psychology, 1978**

### WORK EXPERIENCE

**Mediator • Arbitrator • Workplace Investigator • EEO/HR/Diversity Best Practices**  
**Auditor • Facilitator • Organizational Team Building**

- 40 year career as a labor & employment lawyer
- Served as a neutral in over 3,000 employment-related disputes, including multi-party class and collective actions
- Retained by corporations, local governments, and universities to perform best practices audits and to act as a facilitator and collaborative coach to executives and staff
- Performed numerous third-party neutral investigations of employment complaints, including those involving high ranking employees or public officials

***Principal, ADR Neutral & Neutral Workplace Investigator***  
Fechter Mediation & Arbitration Services, LLC  
Atlanta, Georgia and Denver, Colorado, 2003 – Present

*Senior Mediator of Employment Disputes & Neutral Workplace Investigator*  
Resolution Resources Corporation  
Atlanta, Georgia, 2002 – 2003

*Principal, ADR Neutral & Neutral Workplace Investigator*  
Mediated Resolutions, Inc.  
Tampa, Florida, 1998 – 2002

*Federal Court-Appointed Arbitrator*  
United States District Court Middle District of Florida  
1996 – 2000

**Labor & Employment Law Trial Attorney • Adjunct Professor**

*Partner, Employment Law Litigator*  
Fechter & Dickson, P.A.  
Tampa, Florida, 1992 – 2001

*Associate, Employment Law Litigator*  
Zinober & Burr, P.A.  
Tampa, Florida, 1989 – 1992

*Adjunct Professor of Employment, Business & Human Resources Law*  
University of South Florida, College of Business  
Tampa, Florida, 1990 – 1992

*Adjunct Professor of Business & Human Resources Law*  
University of Florida, College of Business  
Gainesville, Florida, 1987 – 1988

*Litigation Associate Attorney*  
Baker & Hostetler  
Orlando, Florida, 1986 – 1987

*Director of Human Resources*  
Creative Engineering, Inc.  
Orlando, Florida, 1980 – 1982

**CONFLICT MANAGEMENT & DISPUTE RESOLUTION TRAINING**

*Mediation Training & Certification in Employment & Workplace Disputes*  
The Justice Center of Atlanta

*Mediation Training & Certification*  
Duke University Private Adjudication Center

*Advanced ADR Practices & ADR Program Development Training*  
University of Miami, American Mediation Institute & Collaboration in  
Advanced Dispute Resolution Education

*Arbitration Training Certification*  
American Bar Association Arbitration Training Institute

## **MEMBERSHIPS, LEGAL HONORS & ACTIVITIES**

Fellow  
The College of Labor & Employment Lawyers

Member, The Florida Bar

Directory of Preeminent Attorneys (AV Rating)  
Martindale-Hubbell Law Directory

Member  
Association of Workplace Investigators

Former Executive Council Member  
The Florida Bar  
Labor and Employment Law Section

Former Chair and Vice-Chair  
Atlanta Bar Association  
Labor & Employment Law Section

Former Chair and Founder  
National Employment Lawyers Association, Florida Chapter

Former Chair  
Hillsborough County Bar Association  
Labor & Employment Law Section

Named a Leading American Attorney  
The Guide to Leading American Attorneys

Contributing Editor  
The Developing Labor Law (Bureau of National Affairs)

Justice William Glenn Terrell American Inn of Court

Frequent Lecturer and Trainer  
Employment Law, Mediation, Arbitration, Neutral Investigations,  
and Conflict Management