

Resume: **ALAN BANOV, MEDIATOR**

**Legal Experience:**

**Founder and principal, Alan Banov and Associates** (June 1980 to present):

9605 Hillridge Drive, Kensington, MD 20895

(301) 588-9699; FAX: (301) 588-9698; e-mail: [abanov@banovlaw.com](mailto:abanov@banovlaw.com)

website: [www.banovlaw.com](http://www.banovlaw.com)

Private practice of law, with emphasis on employment and labor litigation. Cases have included a class-action Section 301 breach-of-contract case; three large class-action premium pay cases against the U.S.; employment discrimination cases before local, state, and federal agencies and the courts; federal and local civil service cases (including MSPB and Federal Circuit appeals); many wrongful discharge and employment contract cases; trials in discrimination and other cases (including four jury trials); dozens of administrative hearings; settlements in dozens of employment cases, ranging to \$165,000. 99% representation of employees; 1% representation of employers. Rated A.V. Preeminent by Martindale-Hubbell.

**Mediation Experience:**

Mediator, Superior Court of District of Columbia, 1998 - I have mediated well over one hundred cases, mostly personal injury, but also employment cases.

Mediator, Montgomery County Human Relations Commission, 1994-present I have mediated dozens of discrimination cases, mostly employment, but also public accommodations and other types of discrimination cases.

**Bar Memberships:**

U.S. District Court for the District of Columbia (Dec. 10, 1971)

District of Columbia Bar (since 1972)

Court of Appeals of Maryland (Oct. 7, 1980)

U.S. District Court for Maryland (member of Trial Bar)

U.S. Supreme Court; U.S. Court of Federal Claims;

U.S. Courts of Appeals for the District of Columbia, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth, Tenth, and Federal Circuits

**Prior Employment:**

**Donald M. Murtha & Associates** (September 1979-May 1980):

Staff attorney, then supervisor on class action FLSA overtime case.

**National Labor Relations Board, Office of General Counsel**

Resume: **ALAN BANOV**  
Page 2

Appellate Court Branch (1974-1979):  
Washington Resident Office, NLRB Region 5 (summer 1977)  
Regional Advice Branch (1971-1974)

**Education:**

The George Washington University National Law Center, Washington  
J.D. with Honors, February 1971; Class Standing: First Quartile

The University of North Carolina, Chapel Hill  
A.B. in Political Science and History, June 1967

**Associations:**

Member, National Employment Lawyers Association (NELA).  
Metropolitan Washington Employment Lawyers Association  
President, March 1998-February 2000; Vice-President, 1997-98; Secretary,  
1991-96

**Publications:**

Co-author, "The Development of the *Collyer* Deferral Doctrine,"  
27 Vanderbilt Law Review 23 (Jan. 1974), with Peter G. Nash and Roland P.  
Wilder, Jr.

Contributor, The Developing Labor Law Supplement (A.B.A. Section of Labor  
Relations Law), 1974-1979, and Developing Labor Law (1980 ed.)

Paper, "Preserving Your Verdict," Florida NELA, Sept. 1999

Article, "When May Employees Sue States under the Federal Civil Rights Acts,"  
Employee Rights Quarterly (Vol. 2, No. 1, summer 2001)

Wrote chapter on Disability Discrimination for the *Employment Law Deskbook*  
(Maryland State Bar Association, 2014)

Revised chapter on Disability Discrimination for the *Employment Law Deskbook*  
(Maryland State Bar Association, expected 2016)

**Lectures:**

Speaker and panelist on numerous occasions from 1985 through 2015 before  
National Employment Lawyers Association National Convention, the D.C. Bar  
Labor Relations Division, George Washington University National Center,  
Federal Bar Association, Bar Association of the District of Columbia,  
Metropolitan Washington Employment Lawyers Association, Montgomery

County Bar Association, Washington (State) Employment Lawyers Association,  
Georgetown University Center, Maryland State Bar Association

**Kudos:**

Wallace Meissner, Civil Training Manager of the Superior Court's Multi-Door Dispute Resolution Division, applauded Mr. Banov's mediation techniques in a mediation on November 12, 2003. In his evaluation Mr. Meissner wrote:

"Very good [introduction], especially in disclosing his personal style ('I'm an aggressive mediator') and emphasizing self-determination ('I'll be as candid as you want me to be.')."

"Great at clarifying the complications inevitable in a 'simple' case."

With regard to generating options and reality-testing,

"Excellent. Kept a flexible and open-ended group of options in play, without narrowing possibilities unnecessarily. Superb reality-testing with both sides, even when challenged."

On timing & strategy:

"Very skillful. Had a nice touch, kept things moving, didn't rush, maintained optimistic outlook, stayed with it."

Overall:

A very comfortable, self-assured and poised performance.

A very impressive performance. Stayed with these parties persistently, patiently, sometimes doggedly, but with unswerving neutrality and a keep-the-momentum-going pace. Very brass tacks. Helped each side see and appreciate what the other side's shoes felt like.

Superb at clarifying specific authority given. Very careful. Handled an occasionally testy and argumentative attorney gracefully and with the kind of mediator's thick skin that deflects unpleasantness and doesn't take it personally.

Pushed, when and as appropriate and necessary (e.g., phone call for authority). Good presentation of understandably disappointing offer. Shared good news well.

Candid, straightforward, occasionally blunt style. Forthright, dispassionate, patient, natural.

Resume: **ALAN BANOV**  
Page 4

The Superior Court is starting to assign Mr. Banov employment cases to mediate. The first one settled on January 26, 2006. The plaintiffs' lawyer wrote Mr. Banov:

Thank you again for your help yesterday in resolving the \* \* \* matter. You are providing an excellent service to the bar by volunteering to mediate.

*June 12, 2017*