



Ann Kotlarski, Esq.



Results Beyond DisputeSM

There is not much Ann has not seen during her 30 years as a successful employment and business/commercial trial lawyer. As an associate, partner, and rainmaker she has tried, arbitrated, and mediated hundreds of cases throughout the country and implemented many in-house ADR programs for clients. While in practice, she earned the respect of clients, colleagues, and opposing counsel for having a keen sense of the strengths and weaknesses of cases. Critically assessing the evidence, witnesses, and the law, she envisioned how each side would try their cases and utilized the information to develop trial and resolution strategies. As a full-time mediator, Ann is known to use this approach going above and beyond in preparing as if she was the trial lawyer on the case in each room. Depending on the complexity of the matter, she may have several pre-mediation mini-sessions and calls to formulate a framework for the mediation session in order to maximize the probability of settlement. She also is known to create a sensitive and respectful atmosphere so the parties gain trust in her and the process. Many describe Ann as a patient and focused mediator who has extensive knowledge of the law and possesses unmatched skills and works tirelessly to obtain a resolution for the parties. One attorney said, " Ann is a top-tier mediator. She has a knowledgeable and calming presence, and is persuasive on both sides."

LEGAL CAREER & PRIOR EXPERIENCE

- Mediator, Arbitrator, Judicate West (2016-Present)
- Mediator/Arbitrator, Ann Kotlarski Mediation (2015)
- Partner, Payne & Fears, LLP (2016)
- Partner, Bryan Cave, LLP (2013-2015)
- Partner, Seyfarth Shaw (2003-2013)
- Director, Crosby, Heafey, Roach & May (2001-2003)
- Lamb and Baute, LLP (2000-2001)
- Of Counsel, Yuhl, Rhames, Yul & St. Clair (1997-1999)
- Partner, Quinn Emanuel (1995-1997), Litigation Associate, (1991-1995)
- Whitman, Breed, Abbot & Morgan (1987-1991)

EDUCATION & PROFESSIONAL AFFILIATIONS

- University of San Francisco School of Law, cum laude (1985)
- B. A., Northwestern University (1982)
- Los Angeles County Superior Court CRASH Program
- Formal dispute resolution training at Pepperdine University School of Law's Straus Institute for Dispute Resolution, including Mediating the Litigated Case, Women's Negotiation Academy, and Resolving Workplace Disputes Through Mediation and Other ADR Processes

PRACTICE AREAS

All Types of Employment Related Matters; Business/Contractual; Class Action

ACHIEVEMENTS & AWARDS

- The Current State of Affairs: Best Practices and Pitfalls In Negotiating Employment Law Disputes in Mediation, Southern California Mediation Association 2016 Employment Mediation Institute, May 19, 2016
- Valuation of Discrimination/Retaliation Cases In Mediation: A 360 Perspective, 2016 LACBA Labor and Employment Symposium, March 9, 2016
- Managing Leaves of Absence and Accommodations in California: An Essential Guide for In-House Employment and Corporate Counsel, Celesque for Westlaw, February 1, 2016
- Arbitrating in 2016: New Cases, Rules, Challenges and Opportunities, Judicate West Program, January 28, 2016
- HR Investigation Workshop: A Guide to Legal and Effective Inquiries, Business Management Daily, January 16, 2016

**HOBBIES &
INTERESTS**

- Speaker, "Effective Mediation Practices Thoughts and Observations of Selected Mediators" - Beverly Hills Bar Association CLE program (2022)
- Super Lawyers in Employment Litigation (2014-2016, 2018-2024)

Ann enjoys gardening, baking, hiking, yoga, reading, painting and interior design.

LOCATIONS

Los Angeles