

Richard L. Hurford
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EXPERIENCE

RICHARD HURFORD DISPUTE RESOLUTION SERVICES, P.C., Troy, Michigan

President – January 2013 to present

Specializes in providing mediation, proportionate and effective ADR methodologies, and neutral services to disputants; works with organizations to develop strategic dispute resolution systems with critical stakeholders; conducting internal, confidential investigations of potential violations of corporate policies, state or federal laws; consults with legal departments and law firms in process improvement, project management, and the development of best practice processes.

OGLEGREE, DEAKINS, NASH, SMOAK & STEWART, P.C., Birmingham, Michigan

Shareholder – June 2009 to January 2013

Practice focused on (i) representing employers in employment disputes (state, federal courts and agencies), (ii) conducting confidential internal investigations of suspected violations of corporate policies state and federal laws, and (iii) providing counsel on system designs, including litigation and claims protocols, telecommuting policies, dispute resolution programs, internal reporting processes, and proprietary and confidential information protection programs. Member of the firm's Process Improvement Committee.

MASCO CORPORATION, Taylor, Michigan

Director of Litigation – 2000 to June 2009

Corporate Counsel – 1994 to 1999

Managed the in-house litigation department of a Fortune 200 Company, responsible for processing all litigation, confidential internal investigations, and dispute resolution activities throughout the United States, Europe, and Canada. Implemented "dashboards" to measure the performance of retained counsel. Worked closely with the HR, Risk Management, and Internal Investigation Departments to ensure the coordination in all aspects of: (i) the due diligence process and the evaluation of the "risk profile" of acquisition targets, (ii) Sarbanes-Oxley processes and compliance, (iii) system based claims and litigation programs, (iv) the development of internal fraud protocols and investigation programs, (v) trade secret and proprietary information programs, (vi) mandatory pre-dispute mediation and arbitration programs for employees, (vii) insurance coverages, (viii) construction dispute and litigation protocols; (ix) construction contract negotiating handbook; and (x) the risk management of the company. Developed, implemented, and oversaw dispute resolution processes and protocols in all forms of agreements.

DYKEMA GOSSETT PLLC, Detroit, Michigan

Partner – 1987 to 1994

Associate – 1980 to 1987

Represented the interests of businesses in diverse sectors and individuals in the litigation and resolution of employment, labor, medical malpractice, general commercial, trade secret, non-compete, and business to business contract disputes.

EDUCATION and CERTIFICATIONS

LSSO INSTITUTE, Boston, Massachusetts

Green Belt certified in Legal Lean Sigma

MEDIATION AND NEUTRAL SERVICES

Certified Civil Mediator (Supreme Court Administrative Office)

Advanced Mediation and Arbitration Training

Straus Institute for Dispute Resolution, Pepperdine University School of Law

EASTERN MICHIGAN UNIVERSITY, Ypsilanti, Michigan

Executive MBA Program, *magna cum laude*

UNIVERSITY OF DETROIT SCHOOL OF LAW, Detroit, Michigan

JD, *summa cum laude*

OAKLAND UNIVERSITY, Rochester, Michigan

MA in History, *summa cum laude*

UNIVERSITY OF MICHIGAN, Ann Arbor, Michigan

BA in History

RECENT AWARDS

Best Lawyers in America: Award in the practice area of Litigation and Labor & Employment for the years 2011 and 2012

Martindale Hubbell: AV Preeminent rating

PROFESSIONAL ACTIVITIES AND ASSOCIATIONS

- American Arbitration Association's Michigan Advisory Committee
- Member Michigan Supreme Court's Task Force on Diversity in ADR
- Member Michigan Supreme Court's Task Force on the formulation of the Mediation Court Rule
- Member Michigan State Bar's ADR Section (past President)
- Member Michigan State Bar's Employment and Labor Section

- Member Michigan State Bar's Litigation Section
- Member MDTC
- Member American Association for Justice
- Member American Bar Association
- Professional Resolution Experts of Michigan (PREMi) (www.premi.us)
- Association for Conflict Resolution
- Member Engineering Society of Detroit ADR Committee
- Member Oakland County Bar Association ADR Committee
- Member Macomb County Bar Association ADR Committee
- Member Detroit Metropolitan Bar Association ADR Committee

EXAMPLES OF RECENT PUBLICATIONS AND PRESENTATIONS

- You Can Put Mediation into the Adversarial System But Can You Keep the Adversarial System Out of Mediation (website, 2013)
- Maximizing the Potential for a Successful Mediation (website, 2013)
- What's All the Fuss About: Process Improvement and Project Management (website, 2013)
- Another ADR Tool: Dispute Resolution Advisors (website, 2013)
- How Businesses Evaluate Risk (website, 2013)
- ANDRI 14th Annual Conference (2013): Early Case Mediation Techniques
- The ACC Value Challenge and Mediation (website, 2013)
- ACC's 2012 Quarterly Program: Future Employment and Labor Law Trends and the Role of the Legal Department in Risk Management
- American Society of Employers 2012 Annual Program, Systemic Employment Risks in the Health Care Industry
- ICLE 2012 on Early Case Evaluation in determining the client's objectives and effective project management (from the development of a budget, the effective allocation of resources, performing to the time line)
- Presentation to the Ann Arbor Chamber of Commerce (2012): SMART Conflict and Dispute Resolution
- Annual Raindance Conference (2011): Process Improvement and Project Management Principles and Techniques – What the Legal Profession Can Learn
- Hildebrandt Institute (2011): Process Improvement for the Legal Profession
- LMA Institute (2011): Driving Profitability through Process Improvement
- Public Service Radio Program (2011): ADR Techniques
- National Law Journal, *Reefer Madness* (2011)
- Ann Arbor Professional Association 2011 Summer Program: SMARTTM Dispute Resolution and Conflict Management
- ICLE 2011 presentation on dispute resolution and conflict management
- PLI presentation on Unemployment Compensation in Michigan (2011)
- Annual Raindance Conference (2010): The Power of the Team and the Evolution of the Virtual Team
- Crains General Counsel Summit (2010): Managing and Processing the Business Risk and Litigation Portfolio
- Employment law presentations at the 2010 and 2011 annual employment law conference sponsored by ICLE and the Labor and Employment Section of the State Bar of Michigan: Labor and Employment Due Diligence; The Efficacy of Mandatory Dispute Mechanisms for Employees; and Protecting Your Client's Proprietary and Confidential Information
- Presentations at the 2010 and 2011 annual law conference sponsored by ICLE and the ADR Section of the State Bar of Michigan: How Business Clients Systematically and Strategically

- Evaluate Risk; Effective Use of Facilitative Mediation in Achieving Cost Effective Dispute Resolutions that Meet Your Client's Objectives
- Michigan State Bar Journal, *SMART Conflict Management and Dispute Resolution* (June, 2010)
 - SRR Quarterly News Magazine (2010): *What They Find Out Can Hurt You: Protecting Trade Secrets and Confidential Information*
 - ICLE's publication on Alternative Dispute Resolution (and yearly updates) (2000-2010)
 - Presentation to the Federal District Court Judicial Conference (Mackinaw Island): The Vanishing Jury Trial and Judicial Practice