

DANIELLE L. HARGROVE, ESQ.

Email: dlh@hargroveadr.com

Present Occupation: Neutral – Mediator and Arbitrator

First Business Address:

20079 Stone Oak Parkway #606
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Phone: 210-313-8811
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Second Business Address:

5280 Watermill Lane, # 207
Titusville , FL 32780
Phone: 210-313-8811
Facsimile: 210-200-6186
Mobile: 210-313-8811

Professional Affiliations:

Member, American Bar Association, Dispute Resolution, Labor and Employment and Litigation Sections
Member, State Bar of Texas (SBOT)
Board Member, Association of Attorney-Mediators
Member and Past Director, San Antonio Bar Association
Member and Past President, San Antonio Black Lawyers Association
Member, National Association of Railroad Referees
Member, Labor Employer Relations Association
Board Member, Texas Labor Management Conference

Education:

The University of Texas School of Law, JD, 1991
United States Air Force Academy, BS Engineering Mechanics, 1985

Licenses/Certifications/Training:

State Bar of Texas - November 1991
United States District Court for the Western District of Texas - December 1993
United States District Court for the Southern District of Texas - October 1994
Completion of facilitation, mediator settlement conference training and litigation risk analysis, including but not limited to mediation training in:

- Directive/Evaluative mediation
- Basic and advanced transformative model mediations
- Environmental and Public Policy Conflict Resolution
- Resolving Public Policy Conflicts and Managing Contention in Public Meetings

Completion of Arbitration Training with National Mediation Academy, Inc. 2001

FMCS Arbitration training 2001

Completion of Railroad Dispute Resolution Referee Orientation (Railway Labor Act) 2002

FINRA Arbitrator

ARBITRATION/LABOR RELATIONS EXPERIENCE:

Currently serves as a full-time neutral (Mediator and Arbitrator) in administered and non-administered matters by appointment, selection and by referral; Primary experience is with workplace disputes with represented and unrepresented employees. Ms. Hargrove also has experience in advocacy before the Equal Employment Opportunity Commission, Unemployment, Texas Workforce and Workers' Compensation Commissions, and administrative law judges; as well as mediation and arbitration of disputes between organized federal labor and management on discipline, discharge, performance and promotions. While in private practice, provided advice and counsel to corporate managers on general corporate legal matters including, contract review, employment policies and procedures; developed and drafted employment policies and employee handbooks for profit and not-for-profit corporations; represented management in employment discrimination cases before

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the Texas Commission on Human Rights. Provided training to managers and staff on Title VII discrimination, employee performance standards, hiring, discharge, discipline and diversity.

March 2017 - Present Attorney*Mediator*Arbitrator – Sole Proprietor, Alternate Dispute Resolution (ADR) Provider; serves as mediator, negotiator, facilitator and arbitrator to private sector and local and federal governmental entities; **November 2011 – March 2107 VP/ Senior Corporate Counsel, Harland Clarke Holdings, San Antonio, TX** Employment Counsel and HR Partner across a global enterprise with over 10,000 employees. Oversaw all employment-related administrative, immigration and litigation matters; **July 2007 – November 2011 Attorney*Mediator*Arbitrator – Sole Proprietor**, ADR Provider; served as mediator, negotiator, facilitator, trainer and arbitrator to private sector and local and federal governmental entities; **April 2004 – July 2007 Senior Counsel – Business Law – Legal Services, CPS Energy, San Antonio, TX** Represented municipally-owned gas and electric utility; served as labor counsel regarding labor agreement and prevailing wage compliance; **June 1997 – April 2004** In addition to ADR practice, provided counsel in the area of labor and employment law; **April 1994 - December 1995 Civil Litigator- Jones Kurth & Treat, P.C., San Antonio, TX** Insurance Defense matters; **Nov 1991-February 1994 USAF Judge Advocate - Randolph AFB, TX; June 1985 - July 1988 Civil Engineering Officer - Vance AFB, Oklahoma**

ISSUES: Absenteeism, Affirmative Action, AWOL, Absenteeism, Alcoholism, Arbitrability, Bargaining Unit Certification, Bonus fringe benefits, Conduct (off-duty/ personal), Contractor/Subcontractor, Cost of Living Pay, Contracting Out, Demotion, Discrimination: Age, Race, Sex, Religion, National Origin and Disability, Discipline (Non-discharge), Discipline (Discharge and non-Discharge), Drug/alcohol offenses, Duty of Fair Representation, Fact-finding, Falsification of Official Documents, Flexible Workplace/Schedules, Fringe Benefits, Gender and Sexual Orientation, Grievance mediation, Health/hospitalization, Hiring Practices, Holiday Pay, Interest Arbitration, Job Classification & Rates, Job Performance, Job Posting/bidding, Jurisdictional Dispute, Layoffs/bumping, Leave, Incentive/Merit Pay, Misconduct, Misuse of Employer Property, Other (Transgender, Bullying, Social Media, Free Speech, Overtime Pay, Past Practice, Pension and Welfare Plans, Performance Appraisals, Promotions, Reduction-In-Force, Retirement, Safety/Health Conditions, Seniority, Severance Pay, Sexual Harassment, Strikes/Lockouts/Work Stoppages/Slowdowns, Family Medical Leave, FLSA, Insubordination, Office Moves, Official Time/Union Business, Vacation Leave/Pay, Telecommuting, Theft, Seniority, Management's Rights and Unfair Labor Practices, Workplace Violence/ Threats, Wages/Pay, Work Conditions.

ARBITRATION/MEDIATION ROSTERS:

Approved Neutral for court appointments in Texas Federal and State Courts, American Arbitration Association Commercial, Consumer and Mediator Panels (Labor Panel pending), National Mediation Board (railroad and airline disputes), and US Postal Service Expedited Panel, Boston Law Collaborative, LLC, Texas and San Antonio Bar Foundations (Sustaining Fellow and Fellow)

FEES:

PER DIEM FEE: \$1300.00; DOCKETING FEE: \$0 CANCELLATION FEE: \$1300
A full \$1300 per diem fee will be charged for all or part of each hearing day of up to seven (7) hours, with fee pro-rated at \$200/hour for study and writing time, and for portions of a hearing or mediation day that exceed 7 hours.

Arbitrator charges a full per diem fee for any portion of a travel day of 4 or more hours, and a half per diem fee for any portion of a travel day less than 4 hours.

Cancellation: \$1,300.00

A \$1300 cancellation fee will be charged for each hearing day cancelled if notice is provided to the arbitrator 15 calendar days or less before the first scheduled hearing date. For hearings scheduled for three days or more, a notice period of twenty-eight (28) days will apply.

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Expenses:

Parties will be charged for actual cost of reasonable expenses incurred, including but not limited to, airfare, ground transportation, food, lodging, and party-approved services provided by a third party. Automobile mileage is charged at the applicable IRS expense rate. Arbitrator reserves the right to issue interim bills for all out of pocket expenses before delivery of the award. Despite split billing, all fees and expenses are the joint obligation of both parties.

Travel Time:

Arbitrator charges a pro-rated per diem fee for travel of up to (5) hours from the closest business address and a full per diem fee of \$1,300.00 for any portion of a travel day more than 5 hours.