

## **Lora Silverman, Esq.**

Lora has been a labor and employment law counsel for 30 years and understands well the complexity of the employer/employee relationship and its breakpoints. As primarily a defense-side counsel, Lora has provided litigation and advice services working with clients on how to identify the ingredients of workplace conflict before conflicts arise and to educate them as to how discrimination and harassment present in the real-world work environment. She has significant experience working with non-profit boards, religious institutions and schools (preschool – higher ed). Her years working with business owners, executives, managers, employees and opposing counsel have provided indispensable preparation for the multi-faceted demands mediation places on the mediator. Lora is a skilled listener and communicator who works equally well with counsel and the individuals behind the claims and defenses. She mediates cases at all phases of the dispute spectrum including internal complaints, demand letters, administrative claims and filed litigation (court or arbitration).

Lora currently serves as a volunteer mediator for the California Department of Fair Employment and Housing. She has also conducted day-of-trial mediations for the small claims court in Los Angeles County.

Lora has taken mediation training and professional development courses at the Loyola Center for Conflict Resolution (40-hour DRPA Training) and Straus Institute for Dispute Resolution (Mediating the Litigated Case).

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Mediation Location: In-person (at my office or counsel's office) or via remote platform.

Expenses: No set-up or administrative fees

Cancellation Policy: 50% for cases cancelled within 10 business days of mediation date

Payment Responsibility: Parties split the fee 50/50 unless otherwise agreed by parties/counsel

Areas of expertise: wrongful termination, leaves of absence, disability rights and reasonable accommodation; harassment, discrimination and retaliation; confidentiality and trade-secret matters; corporate reorganizations and reductions in force; executive agreements and work-outs; household employees (nanny, housekeeper, elder care); wage payment and wage/hour; non-profit executive staff disputes (including clergy and synagogue/church disputes).