

Hon. (Ret.) Vincent R. White

P.O. Box 247

Franktown, Colorado 80116

Day- (303) 830-0500

Cell- (720) 231-6442

Email: vrwadrlaw@gmail.com

WORK EXPERIENCE:

COLORADO MEDIATION AND RESOLUTION SERVICES, LLC.

05/2016-present

5105 DTC Parkway, Suite 475

Greenwood Village, Colorado 80111

(720) 262-7620

PRIVATE MEDIATOR/MUNICIPAL COURT JUDGE

ADVISE PARTIES WITH RESPECT TO SETTLEMENT: Private mediator performing mediation arbitration, special master and private judging for complex employment and labor, personal injury, contracts, civil, probate, domestic relations, and medical malpractice cases for both State and Federal litigated cases. Faculty member for the National Judicial College teaching the facilitative and evaluative forms of civil mediation and other dispute resolution skills to sitting State and Federal Judges from the United States and from around the world. Member of the State of Colorado Office of Dispute Resolution advisory committee a committee formed by the Chief Justice of the State of Colorado Supreme Court to discuss issues and the regulation of mediators who practice within the state of Colorado. Municipal Court Judge of the municipality of Elizabeth, Colorado.

ACCOMPLISHMENTS: As a result, I have been retained to mediate over hundreds of cases. Many of the cases involved multiple complex legal and factual issues in the areas of labor, contract, personnel, civil and domestic relations. Many of the cases involved disputes in excess of a million dollars in assets. During this time, I have come to full resolution of the majority of matters that I have been hired to mediate and have received high marks for my mediation style and acumen. I was appointed to the National Academy of Distinguished Neutrals for the State of Colorado in 2017.

DEPARTMENT OF JUSTICE

05/2015-05/2016

100 Montgomery Street

San Francisco, California 94104

(415) 705-4415

IMMIGRATION JUDGE

JUDICIAL EXPERIENCE: Federal Immigration Judge hearing and adjudicating cases involving non-citizens appeal of determinations of removal by the Department of Homeland Security. Analyzed complex legal and factual appeals in cases involving appeals based upon asylum, cancellation of removal, deferral of removal, withholding of removal and protection under the convention against torture. Communicated decisions on bond both orally and in writing. Made determination on complex legal issues involving appeals made by non-citizens of denial of asylum applications made by the U.S. Border and Custom patrol agents.

ACCOMPLISHMENTS: During my tenure I was one of the top two Judges in closing cases for the San Francisco regional office. I was able to master a new area of law and be assigned into the San Francisco detained court in the Federal 9th Circuit which is one of the Immigration Courts busiest dockets with the most complex legal issues. I presided over the most cases of any Judicial officer in the region during my time at the office. Recognized by the local bar association and the Department of Homeland security for my fairness and impartiality in presiding over the cases that came before me. After presiding over a thousand cases during my time at the office I only had one case remanded by the Board of Immigration Appeals. year.

STATE OF COLORADO**02/2005- 12/2014**

4000 Justice Way

Castle Rock, Colorado 80109

(720) 437-6200

DISTRICT COURT JUDGE

JUDICIAL EXPERIENCE: Felony District Court Judge adjudicating over 2,000 hearings in criminal, employment, civil, mental health, probate, and juvenile matters over an eight-year period. Provides fair, expeditious and uniform application laws and procedures in the hearings which vary based upon the nature of the case. Makes final decisions in over 500 cases in the mental health, probate and juvenile courts. Uses independent judgment in conducting and directing the procedure of the hearings brought before me by establishing clear and concise case and trial management orders and making expeditious rulings on evidentiary motions. Exercise the discretionary powers of the office by making findings of fact and determinations of law to make a final decision on matters brought before me.

ACCOMPLISHMENTS: As a result, the time frames, from initiation of a case to its conclusion, for civil, mental health, probate, and criminal matters have significantly decreased by over 30 percent during my tenure. The approval ratings I have received from attorneys and litigants who appear before me for my efforts is over 90 percent. I have been praised by the 18th Judicial District Judicial Nominating Commission for my temperament and judgment in handling the cases of all parties who appear before me.

CONDUCT STATUS AND PRE-HEARING CONFERENCES: Judicial officer in over 800 criminal hearings involving pre-trial evidentiary and suppression matters over an eight-year period. Make rulings on over 1,000 pre-trial civil motions to suppress and compel discovery matters per year. Understand, interpret and make final decisions and orders in complex civil law motions to dismiss and motions for summary judgment. Issue final decisions in over 100 motions to suppress and dismiss filed in the district per year. Make

final decisions in over 50 cases per year of appeals by parties from the County Courts, Municipal Courts and the Division of Motor Vehicles.

ACCOMPLISHMENTS: As a result, I have been recognized by my District for getting all cases over which I preside from where the cases were substantially outside the American Bar Association (“ABA”) guidelines, to being in compliance and exceeding the ABA guidelines. In the over 2,000 matters in which I have issued final decisions on an issue in the various cases I preside over, I have had only one reversal issued from the appellate courts in the eight years I have been on the bench. I have been recognized by my local bar association for my fair and expeditious rulings in the over 1,000 complex civil issues that come to my division per year.

CONDUCT HEARINGS AND ISSUE DECISIONS: Nine total years of judicial experience adjudicating over 10,000 individual cases in complex legal issues in the areas of civil law, criminal law, mental health, probate, domestic relations and juvenile law. Exercised discretionary powers and independent judgment in making over 1,000 final orders on the ultimate issue of law in cases assigned to me. Maintain and control the procedure and discovery issues related to the case by applying the particular rule of law in over 10,000 cases in the past eight years. Preside over and use my discretionary powers to make judicial rulings over a high volume caseload of over 500 cases each month

ACCOMPLISHMENTS: As a result, I have been recognized by the Chief Judge of my District by being assigned as the chief probate and mental health Judge. I have been sought out to speak at a number of civil law, juvenile, probate, and mental health continuing legal education seminars across the State of Colorado. I have been given the responsibility of managing over 25 million dollars of probate assets for the District. I am responsible for the elimination of over 1,000 outstanding probate cases saving thousands of dollars of supervisory costs to the District.

CONDUCT HEARINGS ON PRE-TRIAL DISCOVERY MATTERS: Ruled on over 1,000 pre-trial hearing issues in criminal law cases and made over 500 rulings in cases in criminal matters at trial. Made decisions and issued orders on over 2,000 pre-trial matters in civil cases and over 1,000 rulings in civil trials. I have made over 500 rulings in administrative hearings in the areas of probate, mental health, domestic relations and juvenile matters. Handle a

diverse docket with various statutory laws and procedures and I provide a fair, expeditious, and uniform application of those various laws to reach a final decision.

ACCOMPLISHMENTS: As a result, there is a significantly reduced caseload that prior to my arrival was over 900 cases per month, which were 300 cases above the District average to a caseload which is currently 100 cases under the District average. The parties are provided with more time and opportunities to have their hearings held in a shorter amount of time than previously. The processing timelines for all civil cases in the Division has improved from outside the ABA standards to well below the ABA standards and guidelines.

OVERSEE THE DISCOVERY PROCESS: Managed, through the quick setting and ruling on pre-trial and pre-hearing motions and conducted over 2,000 hearings in a four county area in the District over the past eight years. Have presided and held hearings and made final decisions on cases that involved inmates from the state correctional facilities located in the various counties. Presided over 50 cases in remote locations within the District to a final disposition.

ACCOMPLISHMENTS: I significantly reduced the criminal, domestic relations and civil caseload of a rural court by approximately 30 percent. I received recognition by the Chief Judge of the District for my willingness to work in remote locations in the District. I established clear guidelines and policies and procedures for the time, place and manner of hearings and trials scheduled in my Division.

FACILITATED SETTLEMENT: Conducted court connected and private mediations in civil, domestic relations, probate and employment and personnel matters in the State of Colorado. Presided over arbitrations and also act as a special master in civil law cases. A member of the State of Colorado Office of Dispute Resolution Advisory Committee. Faculty member for the National Judicial College Dispute Resolution Skills program. I created the first and only court connected pro bono mediation clinic in the 18th Judicial District.

ACCOMPLISHMENTS: As a court connected and private mediator over the past 12 years I have come to a full or partial resolution of over seventy-five percent of the mediations I have presided over. These efforts have allowed me to work effectively with my fellow Judges

by reducing their case load. As a member of the faculty at the National Judicial College since 2010 I have taught over one hundred Judges from around the world mediation skills and techniques to use in their jurisdictions. The pro bono mediation clinic resolved a number of civil and domestic relations cases for low income parties in the 18th Judicial District.

STATE OF COLORADO, ATTORNEY GENERAL'S OFFICE

9/2001-2/2005

1300 Broadway

Denver, Colorado 80203

(720) 508-8000

DEPUTY ATTORNEY GENERAL

LITIGATION EXPERIENCE: Managed the litigation and civil defense of employment matters that involved the entire governmental departments of the State of Colorado and the 62,000 employees who worked for the State over a four-year period. The attorney responsible for representing or supervising the civil law defense of over 200 Federal employment law lawsuits filed against the departments of the State of Colorado. Represented the State of Colorado as either first counsel or second counsel in over 50 cases in United States District Court. Supervised the administrative civil law defense of over 250 employment law personnel cases filed against then State of Colorado by providing guidance and counsel on all motions filed in court, recommending avenues of claims and defenses, discussing the potential strengths and weaknesses of the claims filed and advising counsel at trial. Represented the State of Colorado, either first counsel or co-counsel, in over 100 administrative hearings before the Colorado State Personnel Board. Supervised over 45 attorneys and support staff in the managing and trial strategy of complex civil law cases in Federal, State, and Administrative courts.

ACCOMPLISHMENTS: Over a four-year period, saved the State of Colorado over 4 million dollars by providing successful litigation defense of claims filed against the State. Reduced the number of civil lawsuits filed against the State by 25 percent by providing outreach, guidance, and training on employment issues to the various departments. Received

accommodation from the State Attorney General for the outstanding legal defense given to the departments of the State of Colorado.

ADVISED PARTIES ON BURDENS OF PROOF: Represented, as lead counsel, or supervised the representation of cases involving Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (“ADEA”), the American with Disabilities Act (“ADA”), the Family and Medical Leave Act (“FMLA”), and various state employment contractual and personnel issues in Federal, State, and Administrative Courts over a four-year period.

ACCOMPLISHMENTS: Had record number of dismissals of claims filed against the State of Colorado by Plaintiff’s in the Federal, State, and Administrative courts. Workplace productivity increased due to an increased awareness of the laws and procedures of the various courts.

STATE OF COLORADO, 17TH JUDICIAL DISTRICT

10/2000-9/2001

1100 Judicial Center Drive

Brighton, Colorado 80601

(303) 659-1161

COMBINED COURTS MAGISTRATE

JUDICIAL EXPERIENCE: Over a one-year period, presided in hearings and made final decisions in over 150 domestic relations matters, 100 small claims matters, and 100 juvenile matters. Exercised independent judgment in the procedure and rulings made after the hearing. Exercised independent judgment both during and after hearing by reviewing the testimony of the witnesses, the discovery presented and issuing a final order based upon my findings of facts and conclusions of law. Provided a fair and uniform application of the law based upon the subject matter of the hearing. Mediated settlement negotiations between the parties in civil and employment matters.

ACCOMPLISHMENTS: As a result, the number of domestic relations cases that had to be heard by a District Court Judge for permanent orders was reduced by 25 percent. The number of domestic relations cases that resolved in the early stages of litigation increased by approximately 25 percent. The number of juvenile cases that resolved in the early states increased by 30 percent. The number of small claims cases that were filed decreased in the year I presided over that docket

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

9/1999-3/2000

303 East 17th Avenue

Denver, Colorado 80203

(800) 669-4000

TRIAL ATTORNEY

LITIGATION EXPERIENCE: Litigated over 50 employment law federal litigation cases on behalf of the Agency over a six state region. Reviewed, drafted and submitted approximately 100 motions and discovery requests on behalf of clients. Conducted over 30 depositions on matters involving the Agency and the responding institutions. Investigated and made recommendations on whether there should be a finding of cause to file a case in Federal District Court. Argued motions on behalf of then Agency in Federal District Court.

ACCOMPLISHMENTS: As a result, clients of the Agency whose rights were violated under the law received over \$100,000 in settlements. A number of clients also received employment and other non- monetary benefits. I helped the Agency establish and develop clear and consistent guidelines and policies in the investigation and finding making for cause determinations pursuant to Federal law.

CITY OF COLORADO SPRINGS

11/1994-9/1999

30 South Nevada Avenue

Colorado Springs, Colorado 80901

(719) 385-5909

SENIOR LITIGATION ATTORNEY

MUNICIPAL COURT EXPERIENCE: Over the course of five years, litigated over 30 personal injury, contract, employment, and civil rights cases in both State and Federal court. Municipal Court prosecutor litigating alleged violations of the City's ordinances and codes. Drafted over 100 motions, including motions to dismiss and motions for summary judgment on behalf of the City of Colorado Springs. I conducted over 100 depositions on behalf of the City of Colorado Springs. Defended the City of Colorado Springs in trials in the State and Federal courts. Negotiated and mediated over 25 settlement agreements on behalf of the City of Colorado Springs.

ACCOMPLISHMENTS: As a result, the City of Colorado Springs saved over 1 million dollars in claims which were dismissed or where there was finding of no liability by a Judge or jury. Employees were trained on their responsibility and liabilities under Federal employment law. The number of lawsuits filed against the City of Colorado Springs was reduced. The number and amounts of claims paid out by the City was also reduced during my over four-year period with the office. My supervisor was Ms. Patricia Kelly. I worked 40 hours per week. My salary was \$60,000 per year.

STATE OF COLORADO, OFFICE OF THE PUBLIC DEFENDER

10/1993-11/994

19 North Tejon Street

Colorado Springs, Colorado 80901

(719) 475-1235

TRIAL ATTORNEY

LITIGATION EXPERIENCE: Represented over 350 clients in felony and misdemeanor criminal and juvenile matters over a one-year period. Drafted and argued motions on behalf of clients assigned to me. Negotiated plea bargains with the local District Attorney

on behalf of over 95 percent of the clients. Conducted 5 trials on behalf of clients who refused to accept the plea offer from the District Attorney.

ACCOMPLISHMENTS: As a result, 95 percent of my clients received a favorable resolution to the case filed against them by the District Attorney. The office had a reduction of cases from the previous year due to the quick and final resolution of client's cases. My supervisor was Hon. Michael McHenry. I worked 40 hours per week. My salary was \$35,000 per year.

UNITED STATES AIR FORCE RESERVES

10/1994- 10/2015

150 Chennault Circle

Maxwell Air Force Base, Alabama

(334) 953-2802

ASSISTANT STAFF JUDGE ADVOCATE

LITIGATION EXPERIENCE: Category B Individual Mobilization Augmentee for over 20 years. Appointed as an Administrative Hearings Officer over 10 times over an 18-year period. Made final decisions and used discretionary powers as authorized by law to make recommendations of charges in quasi-judicial criminal proceedings. Litigated over 5 employment and labor cases in front of administrative hearings officers. Mediated employment and personnel cases on behalf of the U.S. Air Force. Drafted and advised the Air Force and its agencies on over 100 personnel issues presented to the legal office. Provided over 50 legal opinions on ethics and environmental issues which impact the Air Force. Drafted hundreds of legal opinions on various issues for Air Force organizations in the areas of environmental, contract, administrative, claims, international and operations law.

ACCOMPLISHMENTS: The Air Force has saved over \$500,000 in the denial of claims filed against it. The Air Force has also recouped over \$700,000 of its funds disbursed to parties who failed to complete their contractual obligations to the Air Force. The Air Force also prosecuted Airmen who violated the State and Federal laws. I received a number of awards

for my efforts which are mentioned in the awards and honors section of my resume. My supervisor was Mr. Thomas Becker. My salary and work hours varied.

EDUCATION

JURIS DOCTORATE, North Carolina Central University, Durham, North Carolina, 1990

BACHELOR OF ARTS, Speech Communication, North Carolina State University, Raleigh, North Carolina, 1986

DIPLOMA, Hermitage High School, Richmond, Virginia, 1981

TRAINING

NATIONAL JUDICIAL COLLEGE, Civil Mediation and Probate Courses, 2009-present

COLORADO JUDICIAL CONFERENCE, Various Locations, 2005-Present

CERTIFIED MEDIATOR, National Judicial College, Reno, Nevada, 2010

NEGOTIATION AND ANTI-DISPUTE RESOLUTION COURSE, Maxwell AFB, Alabama 2011

U.S. AIR FORCE ANNUAL SURVEY OF LAW, Atlanta, Georgia, 2012

AFFILIATIONS

DOUGLAS-ELBERT COUNTY BAR ASSOCIATION

SAM CARY BAR ASSOCIATION

PUBLICATIONS

AUTHORED, Board of Regents of the Univ. of Wisconsin System v. Southworth and its effect on Colorado Universities, Colorado Education Advocate, (April 2000)

CO-AUTHORED, Colorado's State Personnel System, The Colorado Lawyer, Vol. 32, No. 10, (October 2003)

LICENSURES

Colorado Bar (Active)

North Carolina Bar (Active)

Pennsylvania Bar (Inactive)

U.S. District Court for the District of Colorado

U.S. District Court for the District of Nebraska

HONORS AND AWARDS

Meritorious Service Medal (3-time recipient)

Air Force Commendation Medal

Global War on Terrorism Service Medal

National Defense Service Medal

U.S. Army Reserve Officer Training Corps Scholarship

Graduate, U.S. Army Quartermaster Officer Basic Course, Fort Lee, Virginia, 1987

Graduate, U.S. Air Force Squadron Officer School, Montgomery, Alabama, 1999

Graduate, U.S. Air Force Air Command and Staff College, Montgomery, Alabama, 2002

Graduate, U.S. Air Force Air War College, Montgomery, Alabama, 2008

National Academy of Distinguished Neutrals, 2017

VOLUNTEER EXPERIENCE

Trial Judge, Colorado State Moot Court competition

Trial Judge, City of Colorado Springs Teen Court

Coach, City of Parker, Colorado Youth Recreation Leagues

Faculty Assistant, Civil Mediation, National Judicial College

Faculty, Dispute Resolution Skills, National Judicial College

Faculty, Civil Mediation, National Judicial College

Faculty, Civil Mediation, International Association of Trial Lawyers

State of Colorado Office of Dispute Resolution Advisory Committee

REFERENCES

Hon. (ret.) Angela Arkin, 1601 Blake Street, Ste. 400, Denver, Colorado 80202, (303) 572-1919

Hon. Gary M. Kramer, 751 Ute Street, Kiowa, Colorado 80117, (303) 621-8521

Hon. Natalie T. Chase, 4000 Justice Way, Castle Rock, Colorado 80109, (720) 437-6282

Hon. Susanna Meissner-Cutler, 4000 Justice Way, Castle Rock, Colorado 80109, (720) 437-6250

PROFESSIONAL PROFILE

Judicial Officer for the United States and State of Colorado for over eleven years. Member of the United States Air Force Judge Advocate General's Corps for over 20 years representing the Air Force in labor, claims, administrative, environmental, contract, international and operations law matters. Proven record of making and drafting clear and concise oral and written decisions. Trial Attorney with over ten years of litigating cases in State, Federal and Administrative Courts. Current private mediator presiding over employment, civil, domestic relations and probate mediations for cases filed in the State and Federal Courts in the State of Colorado.