

# Testimonials

## Mike Young Mediation

I first used Mike off the pro bono panel at the LASC in a messy sexual harassment lawsuit where neither side gave the case any chance of settling but couldn't get a trial date until after a mediation attempt. The parties showed up for what looked to be a three hour "go through the motions" mediation. The mediation lasted 8 hours – that day. I counted seven times that day when one or both of the parties declared the mediation over and the case unseizable. But Mike Young never gave up.

After our full day of mediation, Mike kept working both sides – firmly but professionally. ***I have used mediators for over three decades, and Mike came up with approaches, ideas, and solutions that were new to me. That mediation was a success because Mike Young refused to let it fail.***

For more than a quarter century, I have represented both plaintiffs and defendants in difficult, high exposure employment class actions and individual discrimination/harassment/termination lawsuits. I would have no hesitation whatsoever in using Mike Young as the mediator in my toughest case – plaintiff or defendant.

***William S. Waldo  
Bononi Law Group LLP  
Los Angeles, CA***

Mike Young was suggested as a mediator by opposing counsel on a very emotional and contentious business dissolution case. I was honestly somewhat skeptical since the opposing attorney, with whom I seemed to share very little common ground, so adamantly recommended him, but from my first conversation with Mike I knew we had the right mediator for this difficult matter. ***Mike worked so hard before, during and after the mediation to make sure that we entered the rooms as prepared as we possibly could be to work toward a settlement, and he never gave up even ten hours into a draining and emotional***

***day.*** (And the food was great...) After the mediation, Mike followed up several times and was instrumental in smoothing over issues that came up after the settlement agreement was executed.

***In my 27 years of practice, I would rank Mike in the top five of all mediators with whom I have worked.***

***Randi Geffner  
Wasserman, Comden, Casselman  
& Esensten  
Tarzana, CA***

I wanted to thank you again for the outstanding job you did in helping us resolve the [Employment] case earlier this week. I truly thought the deal was D-E-A-D during the joint session, but you intervened at the right time, and cast the right spell, to resurrect it. Your ideas were very creative, and your no-nonsense approach was exactly right for this case. ***I've been in over 200 mediations from all perspectives, but the job you did this week really stands out.*** Thanks.

***Jack Schaedel  
Hernandez Schaedel &  
Associates, LLP  
Pasadena, CA***

***Mike achieved what seemed virtually impossible going into the mediation*** – he facilitated a negotiation that resulted in a signed settlement agreement. Using a variety of effective techniques, Mike was able to overcome strong emotions and animosities that had prevented the resolution of this dispute. Throughout the process, Mike was very calm and professional; he was able to keep the parties focused on making progress in the negotiations. I would gladly use Mike Young as a mediator again.

***Joanne M. Frasca  
Freeman, Freeman & Smiley LLP  
Los Angeles and Irvine, CA***



Mike was very effective in building credibility with both plaintiffs and the defense in an emotionally charged case involving several plaintiffs. He was able to get to the heart of the issues and put the parties on a path to resolution while giving everyone an opportunity to be heard. ***His tireless follow up and accessibility was crucial to the resolution of the case.*** I would recommend Mike and will definitely use him in the future.

***Edward W. Burns, Esq.  
Burns, Schaldenbrand &  
Rodriguez  
Oceanside, CA***

We had a case where the plaintiff and defendant were attorneys and the case was permeating with acrimony. Because of the acrimony, this was a case that was headed for trial. Mike diffused the fireworks, brought both sides together by focusing on the legal issues and ultimately resolved the case. ***It was a miracle.*** Thank you Mike.

***Ed Madrid  
Madrid Law Firm  
Chino, CA***

Mike was a pleasure to deal with and extremely knowledgeable about the substantive issues and was crucial in mediating the resolution of a very contentious and long fought Federal District Court labor law case with multiple plaintiffs only weeks before Trial was to begin. He comes with my highest recommendations as a Neutral.

***William J. Toppi  
Law Offices of William J. Toppi  
Sherman Oaks, CA***

Mike Young was recommended for the use as a mediator by a Judge that we had a recent arbitration with. Mike lent his services as mediator in a complex business dispute involving multiple issues. ***Mike provided great insight into resolving our matter and proposed a number of "outside the box" ideas that greatly aided in being able to resolve the matter.*** Thanks in large part to the effort of Mike, the matter resolved. Mike was even willing to lend his time after the mediation to help the

parties iron out remaining issues. I would certainly use Mike Young's services in the future.

***Scott Ditfurth  
Best Best & Krieger LLP  
Riverside, CA  
Aug. 2011***

**Mike Young is an excellent mediator with the experience and temperament to get parties to cross the finish line and settle cases.** His professionalism and communication style allow him to get even the most hardened of parties to come to the table and reasonably and rationally discuss settlement. I strongly recommend Mike as a mediator.

***Brian J. Bergman  
Bergman & Dacey  
Los Angeles and Irvine, CA***

Mike's **smooth and straightforward mediation approach** assisted the parties in cutting through a tangled morass of complicated legal issues to reach a just resolution. I highly recommend him to my Bar colleagues.

***Scott A. Burroughs  
Doniger / Burroughs APC  
Los Angeles, CA***

**Mike is a clever and innovative mediator who clearly makes every effort to resolve even the most difficult dispute.** In a pre-litigation mediation, without the benefit of any discovery or fast approaching trial date which would normally prompt the parties on both sides to act rationally and with urgency, his skills were effective in achieving a successful outcome for both sides.

***Stephen Allen Jamieson  
Solomon Saltsman & Jamieson  
Los Angeles, CA***

Mr. Young was very thorough and paid great attention to detail in our complex business litigation matter. I wouldn't hesitate recommending him to my colleagues.

***Cameron Sehat, Esq.  
Law Offices Of Cameron Sehat  
Irvine, CA***



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Mike Young grasped the issues and became very well acquainted with the factual contentions of the parties in a very short time. I was most impressed with the fashion he conducted the hearing, he was fair to all sides, accommodating and respectful to counsel and clients. He is intelligent and is able to solve procedural issues quickly in a just fashion. Clients were also impressed with his performance and demeanor.

**Ali Mirhosseini**  
**Mirhosseini & Associates**  
**Santa Ana, CA**

Mike was the mediator in a very politically-charged case in which I represented one set of litigants. Although tempers got hot, Mike stayed cool and kept the discussions on track. The case did not settle but I would use Mike again in a heartbeat.

**David Pettit**  
**Natural Resources Defense**  
**Council**  
**Santa Monica, CA**

[Same case] I worked with Mike on a matter that from day one was bound to end up on appeal due to [the political] nature of the dispute. Despite the firmly entrenched positions of the parties', Mike kept the participants engaged in working toward resolution. Ultimately the matter did not resolve, but through Mike's efforts the parties did gain a stronger understanding of the other side's ultimate goals sought in the litigation.

**Christopher C. McNatt, Jr.**  
**Scopelitis, Garvin, Light, Hanson**  
**& Feary, LLP**  
**Pasadena, CA**

"[Young] took the case seriously,' [Gregory] Bartone said of the employment case he brought to Young, 'but he didn't take himself too seriously.' Young's clients said that his humor also came through in private caucuses or follow-up phone calls...."

Quoted in the *Los Angeles Daily Journal*, November 18, 2005.

"Some mediators come on too strong and abrasive,' said **Barry Zoller**, a partner at

**Lewis, Brisbois, Bisgaard & Smith**, who used Young for a trade secrets dispute. 'Some are too soft. But he showed the right balance between the two.'

Quoted in the *Los Angeles Daily Journal*, November 18, 2005.

"[Young's] attention to detail is phenomenal,' [Wayne Murray, director of Siemens Transportation Group, one of Canada's largest transportation companies] said. 'His follow-up is unbelievable. He doesn't miss anything.'"

Quoted in the *Los Angeles Daily Journal*, November 18, 2005.

"Conducted the mediation in a very professional manner and while keeping the atmosphere relaxed. As well, Mr. Young kept the process focused and on track. What impressed me most was Mr. Young's follow up after the mediation to ensure all parts of the mediated agreement were fulfilled and did not hesitate to intervene when something had not been completed."

"Refused to quit even though it appeared parties were far apart."

"Mr. Young did an excellent job. I would highly recommend him."

"Mike really did his job to settle this difficult matter, all in such short notice."

"He gave as much time as necessary to resolve the matter, and made my clients feel that they were not making a mistake in settling."

"Did an admirable job of discerning plaintiff's wants and then helped move all parties to middle ground."

"I liked Mike's demeanor, persistence, and firmness -- also a quick study on issues it took me much longer to grasp!"

"Excellent mediator. Creative, Prepared."

"He focused on the essential issues while working efficiently toward reaching a settlement."



"A very emotionally charged case was brought to settlement instead of exploding because Mr. Young was very helpful in bringing the parties together."

"Mr. Young was great at reading the case -- his assessment was right on the mark."

"He made us believe that settlement was very possible."

"He helped us settle a case that was extremely difficult to settle."

"I like Mike's good faith and genuine approach and demeanor."

"Impressed by Mr. Young's preparation, knowledge, expertise, and professionalism."

"Mr. Young was driven towards resolution, but equally concerned with fairness to the parties."

"Mr. Young understood the issues involved and the movement needed by the parties to settle the case."



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