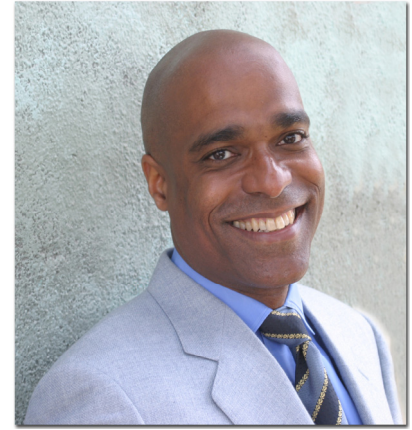


## **PAUL E. GARRISON, ESQ.**



**Paul E. Garrison** is a staunch proponent of Alternative Dispute Resolution as a result of having seen the benefits to both parties of resolving disputes early and efficiently without costly litigation. As a senior executive and attorney for large companies for over a decade, Mr. Garrison was involved in the resolution of numerous employment and commercial disputes through mediation and arbitration. Mr. Garrison earned a certificate in Mediation from the Federal Mediation and Conciliation Service. He has been appointed by the Equal Employment Opportunity Commission as a Mediator. Moreover, he has been appointed as an Early Neutral Evaluator for the Federal District Court of the Northern District of California.

Paul Garrison joined California State Automobile Association (AAA Northern California, Nevada and Utah) in November 2006 as Director of Legal & Regulatory Affairs and Assistant Corporate Secretary. In this role, he was responsible for managing litigation and commercial transactions in support of the enterprise comprised of 7,000 employees.

Previously, Mr. Garrison was gainfully employed for Wells Fargo for almost 12 years in legal and management positions. As Vice President and Manager of Compliance for Merchant Payment Solutions for Wells Fargo, he was responsible for ensuring that the business was in compliance with applicable legal and regulatory requirements and bank policies and procedures. Prior to holding that position, he was Manager of Employee Relations and charged with overseeing the development and interpretation of employment policies and practices and grievance resolution for the 145,000-employee enterprise. Before that, he was promoted to Senior Counsel where his responsibilities included managing litigation and providing advice and counsel concerning labor and employment matters.

Prior to joining Wells Fargo, Mr. Garrison was in private practice in San Francisco where he was devoted to employment and labor law for approximately four years. He was first associated with Littler Mendelson and later with Steinhart & Falconer. Before entering the practice of law, he was a Human Resources manager for Macy's New York.

He earned his Bachelor of Science degree from the School of Industrial & Labor Relations at Cornell University and his Jurisdoctorate degree from Vanderbilt School of Law.

He is a member of the State Bar of California, the National Bar Association and a past member of the Bar Association of San Francisco and the American Bar Association. Mr. Garrison is the President of the Insurance section of the Bar Association of San Francisco. He has served as the General Counsel for the California Association of Black Lawyers and the Charles Houston Bar Association. He has also served as Board member for the Wiley Manuel Law Foundation.

While Mr. Garrison's professional expertise has primarily been as a management advocate, he was also reared in a labor-oriented household in Tennessee - his father was a representative for the Steelworkers. This experience has given him the opportunity to develop a balanced perspective in labor and employment disputes.

He is also a civic leader as demonstrated by holding elective or appointive public offices:

Oakland East Bay Symphony, Board Director 1997-present, President -2006- present; Oakland Planning Commission, appointed by Mayor Jerry Brown, 2006 – 2007; Oakland Arts Commission, Commissioner, appointed by Mayor Jerry Brown, 2000; and Oakland Public Ethics Commission, Vice Chair, appointed under Mayor Elihu Harris, 1997.