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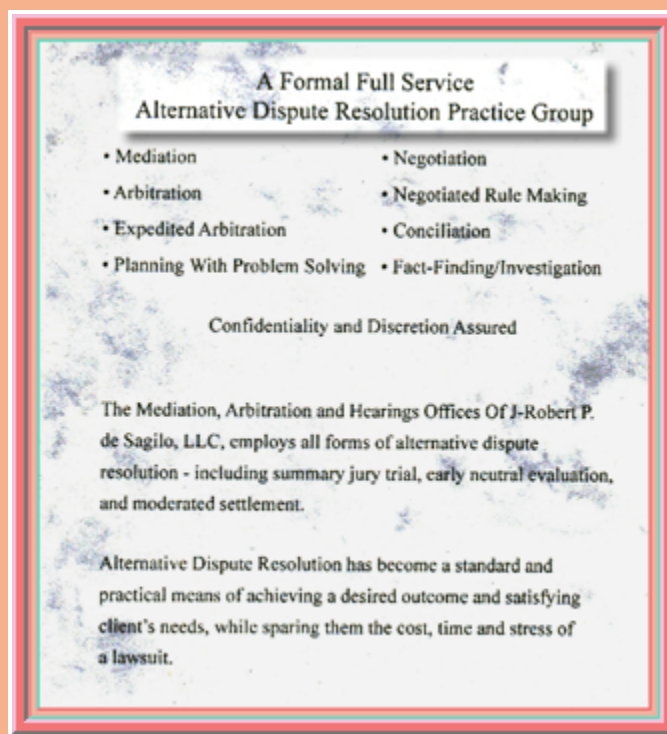
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A PROFESSIONAL APPROACH TO PROVIDING THE HIGHEST QUALITY IN ALTERNATIVE DISPUTE RESOLUTION AND RELATED SERVICES THROUGH EXPERTISE, EDUCATION AND INNOVATION.



The Company is a comprehensive, general ADR practice and resource group located in Texas. After his retirement as a municipal court judge, Hon. J-Robert P. de Saglio (Retired) has been the General Manager of the Company and conducts *ad hoc* and court appointed ADR proceedings. Judge de Saglio (Retired) is a mediator and arbiter with experience in labor and employment issues; business and commercial concerns; probate and estate planning; [insurance appraisal issues](#) (umpire) (Title 28); auto total loss and diminished value (umpire); government and public safety issues, including complex disputes; and evaluative ADR. Judge de Saglio (Retired) has also served as a lecturer and taught courses in workplace discrimination and diversity; ethics and bioethical dilemmas (has served on hospital ethics committees); supervisory negligence and liability; and EEO, ADA, FMLA and HIPAA concerns; to lawyers, judges, business leaders, medical and other professionals. He currently serves as an [Independent Appeals Hearings Examiner](#) for the City of Houston Public Works (since July, 2011); and provides [Notary Signing Agent](#) services, as well as [Remote Online Notary](#) services. He is an ordained minister and performs marriage ceremonies.