



Lori E. Lightfoot
Chicago, Illinois



Primary Areas of Expertise

Complex Commercial Litigation
Government Contract Disputes
Construction Bid & Contracts
Employment Agreements
Minority/Women & Disadvantaged
Business Enterprises

Professional Summary

Practicing attorney for over 35 years and as the 56th Mayor of Chicago has been involved in litigating and resolving a range of complex and straightforward disputes ranging from high stakes commercial and financial litigation, enforcement and breaking of government contracts, construction contracts, employment disputes and a range of matters regarding minority, women and disadvantaged business enterprises. As Mayor, resolved a range of disputes among parties both inside and outside government, many of which resulted in breaking longstanding impasses.

Profession

Attorney, Former Elected Official, Educator

Work History

Senior Consultant, Charles River Associates, Inc., 2024 – Present; Towsley Fellow, Ford School of Public Policy, University of Michigan, Fall 2024; Fellow, University of Chicago Institute of Politics, Winter 2024; Menschel Senior Leadership Fellow, Harvard University T.H. Chan School of Public Health, Fall 2023; 56th Mayor of Chicago, 2019- 2023; Equity Partner, Mayer Brown LLP, 2005 – 2018; City of Chicago Interim First Assistant Procurement Officer, Department of Procurement Services, 2005 –2005; Chief of Staff and General Counsel, Office of Emergency Management and Communications, 2004 –2005; Chief Administrator, Office of Professional Standards, Chicago Police Department, 2002 –2004; Assistant United States Attorney, Criminal Division, U.S. Attorneys' Office, NDIL, 1996 – 2002; Associate Lawyer, Mayer Brown & Platt, 1990 – 1996.

Experience

Over 35 years of experience in resolving complex disputes arising from class action litigation, commercial and financial disputes, breach of contract, government contract disputes, including bid challenges as well as other allegations of business torts. Extensive experience in the resolution of executive employment and separation actions. Significant experience in evaluating the scope of risks and

Lori E. Lightfoot
Neutral ID : 6381378

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.

valuing alleged claims. Examples include:

- Resolution of a matter for an individual in a sprawling Italian criminal matter involving allegations of accounting fraud in multi-national deals by an Italian dairy conglomerate with a not guilty finding for the individual;
- Settlement of a nationwide class action dispute involving allegations of product defects in a consumer good;
- Representation of a construction executive in a federal criminal investigation of alleged contracting fraud which resulted in no charges;
- Negotiation of numerous separation packages for senior executives exiting a major financial services company;
- Resolution of a personal injury claim against a governmental entity and multiple individuals which shielded the client from potentially catastrophic financial liability;
- Creation of a mediation program along with union representatives for police officers to resolve minor allegations of misconduct at the early stages of an investigation into the conduct;
- Serving on a quasi-administrative court to evaluate and resolve allegations of serious misconduct on the part of police officers.

As the 56th Mayor of Chicago, was directly involved in resolving a range of collective bargaining disputes, policy proposal conflicts among a range of stakeholders from small businesses, large Fortune 100 companies and advocates on issues such as development deals, environmental and sustainability issues as well as the scope of government regulations and oversight across multiple industries. Also involved in the resolution of a range of threatened and actual litigation actions to minimize risk against the city. Some of the public mediation accomplishments are:

- First ever Chicago casino;
- Deal to provide solar power to the City of Chicago for 70 percent of its energy needs;
- Chicago scheduling ordinance which requires employers to give predictably weekly schedules to gig workers across a variety of industries;
- Elimination of a sub-minimum wage for disabled workers;
- Extension of the CTA red line past 95th street, a deal which had been stalled for 60 years.

Mediator Experience

Over the course of a 35 years plus legal and other experiences, Lightfoot has been directly involved in resolution of a range of disputes business, individual, employment and government disputes. Representative examples include:

Lori E. Lightfoot
Neutral ID : 6381378

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.

- Creation of a mediation process and policies through negotiation with a police union to resolve alleged misconduct cases and personal participation in mediating a range of cases.
- Resolution of a variety of employment matters from separation agreements to allegations of employment discrimination on the basis of race, national origin, ethnicity and gender.
- Negotiation of a series of collective bargaining agreements involving first responder unions, teachers and trade unions.
- Resolution of bid disputes in both construction industry and professional services procurements.
- Mediation of contract disputes in business to business commercial transactions.

Mediator Style & Process Preferences

Lightfoot takes every mediation on its own merits which includes understanding the history of the dispute, the relationship between the parties, the substance of the dispute at issue, and special attention to the clients and their respective expectations.

In advance of the mediation, Lightfoot requests materials that we will give me a sense of the procedural posture of the matter whether in litigation or not. In addition, Lightfoot will request a mediation brief with relevant exhibits from each party based on a template to facilitate the ease of creating the document. Also, before the mediation itself, Lightfoot will request a brief call with a representative of each party, typically one of the counsel, to address any questions based on the mediation brief or other materials provided by the parties. In Lightfoot's experience this pre-mediation process is very helpful to assist me in understanding the most challenging issues that the parties are facing as obstacles to resolving the matter.

At the mediation itself, Lightfoot places a premium on listening, being empathetic while at the same time asking appropriate questions to challenge the parties to move toward a resolution if at all possible. Lightfoot will also require the key decision-making representative from each side, including insurance carriers, be ideally present or at a minimum be present virtually throughout the mediation. Nothing about litigation is cost-free and Lightfoot's goal is always to work effectively and efficiently so that the parties believe that the time and expense of the mediation is well worth it. Lightfoot works diligently to create an environment during the mediation where each party believes that the process was fair, they have had an opportunity to be heard and leave with the matter settled in a way that takes into consideration all of the relevant issues, or at least feel like they have a better understanding of each other's perspective. In the process, Lightfoot will invariably share my perspective on the strengths and challenges of each party's case.

Lightfoot starts the mediation with the parties briefly together to go over logistics for the session, and answer any questions. We will then move into separate sessions and Lightfoot will move between mediation rooms. Lightfoot works with the

Lori E. Lightfoot
Neutral ID : 6381378

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.

parties to resolve the dispute or at a minimum to narrow the issues in order to end or limit the costs associated with litigation.

Technology Proficiency	In over 35 plus years of litigation experience, has developed complete proficiency with all of the various technology used in litigation such as Word, Google Docs, etc.	
	Regarding virtual communications, preferred method is Zoom, but also familiar with Microsoft Teams, Skype, and Webex.	
	Has extensive experience with a variety of e-discovery platforms including Relativity, and Equip.	
Education	The University of Chicago Law School (JD – 1989); University of Michigan (BA, with honors – 1984).	
Professional Licenses	Admitted to the Bar: Illinois, 1989.	
Professional Associations	American Bar Association, White Collar Division; State of Illinois Bar Association; Chicago Bar Association.	
Recent Publications & Speaking Engagements	Frequently called upon to provide commentary on a range of issues on national and international television and radio outlets such as CNN, and MSNBC, National Public Radio as well as local Chicago television stations and print publications. Most recently, served as a political commentator during the August 2024 Democratic National Convention appearing on the BBC, CBC, CNN, and CBS 2 Chicago.	
	Presented at a variety of universities including the Harvard School Chan School of Public Health, the Kennedy School and the Harvard School of Design, as well as guest lectures at the University of Chicago in the Harris School and the Booth School of Business.	
	Spoken at a variety of non-profit community organizations and social service groups and continues to field invitations.	
Citizenship	United States of America	
Languages	English	
Compensation	Hearing:	\$5000.00/Day
	Study:	\$550.00/Hr
	Travel:	\$400.00/Hr
	Cancellation:	\$5000.00/Day
	Cancellation Period:	5 Days
	Comment:	Daily rate assumes 8 hours minimum, with time over 8 hours charged at \$650/hour.

Lori E. Lightfoot
Neutral ID : 6381378

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.

Travel time of \$400/hour will be charged unless that time is spent as study time which would be at the rate of \$550/hour.

Cancellation must be received 5 calendar days before the scheduled mediation date. Cancellation fee is in addition to any accumulated fees associated with study time.

Lori E. Lightfoot
Neutral ID : 6381378

The AAA's Rules provide the AAA with the authority to administer a mediation including, mediator appointment, general oversight and billing. Accordingly, mediations that proceed without AAA administration are not considered AAA mediations, even when the parties select an mediator who is on the AAA's Roster.

The information contained in this resume has been supplied solely by the individual mediator and may, or may not, be a complete recitation of their experience. The AAA assumes no responsibility for the content, completeness, accuracy, or reliability of the information contained in a mediator's resume. If you have any questions about a mediator's experience or background, you are encouraged to contact your case manager.

Mediators on the AAA Roster are not employees or agents of the AAA.