You will notice as you move through this review the recurring theme of lighthouses. Lighthouses are among the most resilient structures developed by humans. They are battered by the strongest forces of nature, yet they reliably provide light so those at sea can navigate to their destination. This visual metaphor seems especially apt for CPR and our community, as we tried throughout 2021 to navigate together through the pandemic, to support our core mission and values.
Less Conflict. More Purpose.
CPR seeks to manage conflict to enable purpose. Our mission is to harness the insights and experiences of our members to prevent and resolve business disputes.

We Do This By:
Convening a community of members to generate innovative and best practice resources to prevent and resolve disputes.

Promoting a global culture of dispute prevention and resolution.

Resolving conflicts through an array of dispute resolution services and a Panel of Distinguished Neutrals.

The Values Which Animate Our Operations Are:
Quality — We strive for excellence in all that we do.

Accountability — We are responsive to the needs of each other, our members, our customers and to the broader community in which we work; we are responsible for addressing those needs efficiently and with integrity.

Collaboration — We seek to understand each other and to help find common ground and effective solutions.
A Letter from Allen Waxman

While the world experienced unprecedented change last year, CPR’s core mission and values were steadfast and strong, guiding us as we continued to make our way through uncharted waters. Looking back, I am amazed and humbled by how the CPR community continued to come together to find better ways to prevent and resolve disputes to enable purpose:

- CPR Institute members continue to execute on a diverse array of committee meetings and presentations on the relevant and pressing topics of the day. The speakers and panel discussions they organized provided expert-level information developed through years of hands-on dispute management experience.

- Our task forces continue to provide a unique table for leaders from all corners of the ADR field — neutrals, in-house counsel and practitioners (both defense and plaintiff-side lawyers) — to come together and generate innovative tools for dispute resolution. Their work in the employment area, for instance, has been nothing short of a game-changer.

- We remain focused on driving greater diversity, equity and inclusion in the ADR field. CPR’s Diversity Commitment seeks to activate the corporate and law firm communities to take concrete steps to select more diverse neutrals for ADR matters. I am proud to report that CPR met its own target — of nominating a slate that has at least 30% diverse neutrals — 80% of the time between July 2020 and June 2021. I urge you, if you haven’t already done so, to sign the Diversity Commitment and join us in these goals.
We persist in our support of the next generation of dispute management leadership, particularly through CPR’s Young Leaders in Alternative Dispute Resolution program (Y-ADR). This year, the Y-ADR Steering Committee organized initiatives designed to shine a path for those entering the field and importantly, to give them tools to thrive and flourish.

We continue to connect members and others in our worldwide community. We brought law schools from five continents together for our International Mediation Competition in March. Thanks to the creative thinking and planning of the Advisory Committee, our 2021 Annual Meeting boasted terrific panels around the theme of dispute prevention and recorded the highest number of registrants ever for a CPR Annual Meeting. And we held one of the first in-person events in New York City after the COVID-19 vaccines became available, our annual Corporate Leadership Award Dinner, which honored CVS Health and Thomas Moriarty, its general counsel, for their work in the ADR field as well as their work more generally, in helping their customers navigate the pandemic.

With the help of our constituents, CPR also continues to promote the capacity for dispute management, starting with publishing thought-leading pieces in our award-winning journal Alternatives as well as on our blog, CPR Speaks.

In short, the efforts of our members were the key to everything the CPR Institute achieved last year. And, the tools they developed are put into practice through CPR Dispute Resolution Services (DRS), the provider-side of the organization, and its expanding Panel of Distinguished Neutrals. DRS had its most active year ever last year.

Looking forward, our lighthouse will continue to scan the horizon to identify ways we can facilitate more dispute prevention and resolution.

I am grateful to know that you are on this journey with us. Let’s continue on together, constantly striving to be a beacon for less conflict and more purpose.
“I’ve been to a lot of places around our country and I find no group that’s more capable of defining problems and organizing teams to solve problems than in the business community.”

General Jim Mattis in his interview with CPR President and CEO Allen Waxman during the 2021 CPR Annual Meeting
Many of us celebrated the end of 2020 and held strong hopes that 2021 would be a better year. And in many ways it was, but unfortunately the pandemic continues to be a defining feature of life.

We are proud to report that despite the ongoing pandemic, CPR continued to make strong strides in 2021 toward its long-term goals. President and CEO Allen Waxman and his staff, along with CPR members and friends, planned and implemented a wide variety of events and meetings focused on our core initiatives — developing innovative tools, improving diversity in ADR, developing the next generation of leaders, promoting a global dispute prevention and resolution culture and providing outstanding case management services.

Resiliency, creativity, vision, and a keen focus propelled CPR forward to make real gains at a time when it would have been easy to tread water. Our annual meeting in January was entirely virtual and had the most registrants ever for a CPR annual meeting. The Corporate Leadership Award Dinner was moved from November 2020 to June 2021, and was a wonderful event; we are grateful to our supporters for their flexibility and commitment. We launched a new International Conference in October, bringing together leaders from three continents to discuss business dispute management.

We want to give a special thank you to CPR members for their commitment to our mission and for all the time and energy they devote to our work through the CPR Institute. Their talents produce some of the most creative and relevant tools in the field of ADR.

This letter marks the end of my term as Board Chair. It has been gratifying to lead this organization, to witness the importance of the work that it does in the business community and beyond, and to be able to contribute to that work. I know that Craig will provide tremendous support as the next Chairperson of the Board of this extraordinary community, and I look forward to staying involved.

As we look forward to 2022, we think back on 2021 and marvel at how well CPR navigated the on-going pandemic. We plan to continue to move forward to reach our goals, thereby doing our part to reduce conflict so that others may pursue their purpose without the distraction of disputes. On behalf of the entire CPR Board, we thank you for your continued support and many contributions to that worthy cause.
The CPR Institute drives a global prevention and dispute resolution culture through the thought leadership of its diverse membership of top companies, leading mediators and arbitrators, law firms, lawyers, and academics. It convenes committees to share best practices and develop innovative tools and resources, and hosts global and regional events to connect thought leaders on dispute prevention and resolution. The Institute publishes a monthly journal on related topics and advocates for supporting and expanding the capacity for dispute prevention and resolution globally.
The CPR Institute, CPR’s think tank arm, is powered by its member-run committees and task forces. In 2021 these groups were as active and innovative as ever in tackling important and timely issues, while conducting all meetings and events virtually.

We are grateful to the members that serve on our committees and task forces for their dedication and commitment to the work of the CPR Institute.

Here is a sampling of their accomplishments:

The Employment Disputes Committee published Administered Employment Arbitration Rules in July and a revision of the Employment-Related Mass Claims Protocol in October. In collaboration with the Government & ADR Task Force, in February it hosted a panel discussion examining what labor and employment ADR will look like in the Biden administration. In September, the New York State Bar Association Dispute Resolution Section published an article about CPR’s Administered Employment Arbitration Rules co-written by employment sub-committee co-chair Christopher C. Murray and Anna Hershenberg.

The Arbitration Committee updated the Protocol on Exchange of Information and Presentation of Witnesses in Commercial Arbitration and revised the Annotated Model Procedural Order and Guidelines for Remote Video Arbitration Proceedings. It also held committee meetings with a program devoted to the current state of arbitration in India and other topics.

The Energy, Oil & Gas Committee held the 4th annual Houston Regional Meeting and Networking Event in January, which included a panel of leading in-house counsel discussing the critical issues facing the sector and how ADR can be used to prevent and resolve energy disputes.

The new Technology Advisory Committee held its inaugural meeting in July. Co-chaired by Cindy Randall of Microsoft, Apoorv Agarwal of Text IQ and Thomas Walsh of Freshfields Burckhaus Deringer LLP, this committee will have a leadership role in the CPR Annual Meeting to be held in March 2022.
The best time to agree not to fight is when you’re not fighting.

Scott Partridge General Counsel, Bayer US
Signatory of Dispute Prevention Pledge for Business Relationships
Piloting to a New Paradigm

**CPR was born 45 years ago** with the then-novel idea that there are better alternatives to resolving business disputes than litigation. It was ground-breaking at the time, and now it is a mainstream concept.

We continued to break ground in 2021 by launching the **Dispute Prevention Pledge for Business Relationships** in January, in which signatories recognize that promptly addressing conflicts before they harden into disputes maintains business purpose, preserves cooperative working relationships, better ensures business continuity and saves costs.

Any entity that enters into business arrangements — companies, law firms, partnerships, and not-for-profits — are eligible to sign the Pledge, signaling a willingness to explore the use of dispute prevention mechanisms and a recognition of the importance of dispute prevention for preserving business relationships and purpose.

The Dispute Prevention Committee’s extensive work was key to this initiative. The Committee published **Dispute Prevention Model Provisions** to establish a framework to identify potential conflicts early and to operationalize a turnkey solution for dispute avoidance over the life of a contractual relationship.

The CPR website contains an extensive catalog of **resources** that can be used to implement dispute prevention concepts and mechanisms:

- articles by experts in the field
- model clauses
- videos of panel discussions and interviews with experienced practitioners

In September, CPR President and CEO **Allen Waxman interviewed James P. Groton**, an arbitrator, mediator, standing neutral, dispute systems designer, and retired partner with Sutherland, Asbill and Brennan (now Eversheds Sutherland), about his extensive experience and success with dispute prevention mechanisms.

The Brazil Advisory Board, in collaboration with the Dispute Prevention Committee, through law firm member MAMG Advogados, hosted a **webinar** on November 4, designed to raise awareness of the importance and benefits of dispute prevention in Latin America. CPR members and neutrals with hands-on experience in this area spoke on the panel, showcasing how to take advantage of CPR dispute prevention resources and initiatives.

**CPR Dispute Resolution Services (DRS)** is implementing this prevention concept. The **Dispute Prevention Panel** is comprised of neutrals who self-identified as experienced and interested in working with parties to address tensions before they devolve into legal disputes.

The **Dispute Prevention Pledge for Business Relationships** can be signed electronically [here](#).
During 2021, CPR members and friends continued to study and share best practices on dispute management, prevention and resolution despite not being able to meet in person. With video-conferencing technology, we were able to come together as a community to advance CPR initiatives around the world.

International Mediation Competition
After being cancelled in 2020 due to the pandemic, the CPR International Mediation Competition returned via videoconference, taking place from March 13 to March 21. With help from CPR member firms, the competition consisted of 15 teams from five continents, with 75 competitors in total. Training for the competitors was provided on March 13. The final round was livestreamed to over 100 viewers.

Many thanks to the over 50 neutrals on CPR’s Panel of Distinguished Neutrals who served as judges, as well as the event co-chairs:
- Clare Connellan, White & Case
- Cesar Rossi Machado, Demarest Advogados
- Laura França Pereira, Three Crowns LLP
- Thabata Silva Rodrigues, L.O. Baptista
- Kai Sass-Hauschildt, CPR

Congratulations to the winners:
- Mediation: Africa Nazarene University, Kenya
- Negotiation: Queen Mary University of London, UK
- Second Place Negotiation: Universidade de São Paulo, Brazil
- Written Statement: Federal University of Paraná, Brazil
- Teamwork: Universidade de São Paulo, Brazil

CPR Canada Conference 2021
Organized by the Canada Advisory Board, and held on September 21, this virtual conference on business dispute management was part of CanArbWeek. CPR hosted two panels that discussed conflict prevention in the context of risk management and how arbitration could better meet the needs of the financial services sector.

2021 International Conference on Business Dispute Management
For the first time, CPR’s three International Advisory Boards (Europe, Canada, Brazil) came together to host a unified business dispute management conference, held October 6 and 7, via videoconference. Over 200 attendees from Europe, North America, South America, Africa, and Asia attended six panel discussions on a range of topics including technology disputes, dispute prevention techniques, and implications of ESG in dispute management. Additionally, CPR’s Young Leaders in Alternative Dispute Resolution program (Y-ADR) presented a panel discussing how young practitioners can work effectively with their in-house counterparts.
Supporting the Beginning of the Journey

CPR’s Young Leaders in Alternative Dispute Resolution (Y-ADR) program educates the next generation of leaders on the full spectrum of dispute management mechanisms and offers unique networking and professional development benefits to participants. Y-ADR is open to the conflict prevention and resolution community — attorneys, professionals, academics and students — 45 years old and younger, or those with less than eight years of related experience. Y-ADR is one of CPR’s initiatives to diversify and promote a global culture within dispute management.

The Y-ADR Steering Committee, the leadership group for Y-ADR, is composed of in-house counsel, law firm practitioners and starting in 2021, neutrals. It is currently chaired by Ulyana Bardyn of Eversheds Sutherland and Jason Klingensmith of General Motors. Steering committee members, who serve staggered two-year terms, are selected after a rigorous application process. Global Arbitration Review covered the announcement of the new committee members that joined mid-2021.

The Y-ADR Interview Series, led by Steering Committee member Elizabeth Chan, has recorded over 20 interviews with ADR professionals, who discuss their jobs, careers, and provide advice to young practitioners. The interviewees range from experienced corporate counsel to ombudsmen and hail from a wide variety of industries based all around the world.

In May, Y-ADR collaborated with the Metropolitan Black Bar Association’s Dispute Resolution Section to hold “Yes, You Can! Pathways to a Career in Conflict Prevention & Resolution.” This panel discussion featured conflict prevention and resolution professionals who shared their varied professional routes to their current positions. At this event, 170 attendees received a glimpse at the many possible paths and timelines to a career in conflict resolution.

In December, Y-ADR held a virtual Year in Review event with co-sponsoring organizations on the theme of “The Future of Work in Dispute Resolution.” The panelists discussed the future of work in ADR, the learnings from the recent years of rapid transformation, and which learnings are likely to stick.
Due to the ongoing pandemic, we pivoted from holding our 2021 Annual Meeting in Austin, Texas, to a totally virtual meeting held January 27-29. Focused on the prevention of disputes, it attracted the most attendees ever for a CPR event — almost 500 — and featured 50 prestigious speakers, eight substantive panels and workshops, four organized networking opportunities and additional private online chats, plus a live musical performance by Austin native and *The Voice Season 14* contestant Reid Umstaddt. Attendees celebrated the achievements of eight 2020 CPR Annual Awards honorees.

Keynote speaker Dana Bash, CNN’s Chief Political Correspondent, and General Jim Mattis, former Secretary of Defense, discussed the lessons learned from managing conflict in their respective fields.

See the full agenda, panelists, headline speakers’ remarks, and sponsors [here](#).

We are very grateful to our generous sponsors whose strong support made it possible for us to hold this event at no cost to attendees. Thank you to the Advisory Committee, which was co-chaired by Carlos Hernandez, CEO of Fluor Corporation, and Scott Partridge, General Counsel of Bayer US.
At every annual meeting, we honor those who exemplify the potential and purpose of alternative dispute resolution and dispute management in various categories.

**Awards**

**JOSEPH T. MCLAUGHLIN OUTSTANDING STUDENT ARTICLE AWARD**

Ana Ubilava

"Amicable Settlements in Investor-State Disputes: Empirical Analysis of Patterns and Perceived Problems"

*The Journal of World Investment & Trade* Volume 21, No. 4, 2020: 528-557

**OUTSTANDING PROFESSIONAL ARTICLE**

William Froehlich

"Sharing Dispute Resolution Practices with Leaders of a Divided Community or Campus: Strategies for Two Crucial Conversations"

*Ohio State Journal on Dispute Resolution* Volume 35, Issue 5, 2020

**OUTSTANDING BOOK IN THE FIELD OF ADR**

Bertram Levine (posthumous)

*America’s Peacemakers: The Community Relations Service and Civil Rights*

The University of Missouri Press, 2020

**JOSEPH T. MCLAUGHLIN OUTSTANDING STUDENT ARTICLE AWARD**

Gail J. Wright, Esq.

"Amicable Settlements in Investor-State Disputes: Empirical Analysis of Patterns and Perceived Problems"

*The Journal of World Investment & Trade* Volume 21, No. 4, 2020: 528-557

**OUTSTANDING PROFESSIONAL ARTICLE**

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*The Journal of World Investment & Trade* Volume 21, No. 4, 2020: 528-557
Pushing Forward for Progress

CPR is committed to encouraging all forms of diversity, equity, and inclusion in dispute resolution. We are especially interested in increasing the number of diverse neutrals selected to mediate or arbitrate disputes, as well as increasing opportunities for diverse attorneys appearing before neutrals and supporting the pipeline of future neutrals. We understand that a lack of diversity among neutrals may cause a lack of confidence in the fairness of proceedings, undermining society’s acceptance of alternative dispute resolution.

Our efforts in this area are persistent and consistent. We continually discuss, study, and analyze this issue from a variety of angles and perspectives. And we track and report the number of diverse neutrals selected on our matters.

We continue to advance these initiatives to drive progress:

- the Diversity Commitment
- the Model Diversity, Equity and Inclusion Clause
- educating on the role of implicit bias in neutral selection
- the Young Lawyer Rule
- Young Leaders in Alternative Dispute Resolution program

The Diversity in ADR Task Force, co-chaired by the Honorable Shira Scheindlin (Ret.) and the Honorable Timothy Lewis (Ret.) held these programs:

- Its May meeting featured a panel discussing the development of collaborative race equity initiatives, the Divided Community Project.

- Held an implicit bias training for CPR neutrals in September, conducted by neutral Laura Josephson-Bernat, with 245 registered.

- Its October meeting featured Ramona Romero, Vice President and General Counsel of Princeton University, who shared her journey from her native Dominican Republic to New York City to her current role at Princeton University; and Verlyn Francis, professor and author, who discussed her article Ethics in Arbitration: Bias, Diversity and Inclusion.

SVP Helena Tavares Erickson was a speaker on the “Overcoming the Diversity Deficit” panel at the ABA Section of Labor and Employment Law Conference on November 10.
Each year, CPR presents the Corporate Leadership Award (CLA) to a corporation and its general counsel for demonstrating leadership in the field of conflict management and institutionalizing ADR into their legal structure and corporate culture. Attended by general counsel of Fortune 100 corporations, partners from leading law firms, and industry experts and scholars, the CLA Dinner is a critical fundraiser for CPR’s programs and initiatives. Past honorees include General Motors, Johnson & Johnson, AT&T, Pfizer, ConocoPhillips, Royal Dutch Shell and DuPont, among others.

We were fortunate to be able to gather for this annual black-tie dinner on June 3, 2021, holding one of the first events in New York City after the release of the COVID-19 vaccines. In light of the on-going pandemic, guests attended both virtually and in-person to honor CVS Health and Thomas Moriarty, Executive Vice President, Chief Policy and External Affairs Officer, and General Counsel.

CVS Health has long been a leader in ADR with strong workplace and other dispute resolution programs. The work it has done in helping its customers navigate the pandemic is but another example of the company’s focused approach in addressing conflict and disruption so as to enable others to achieve their purpose.
DINNER COMMITTEE
Charles R. Morgan (CHAIR)
The Morgan Group

Colleen McIntosh
CVS Health

Jeffery Baglio
DLA Piper

Susan W. Berson
Mintz Levin Cohn Ferris Glovsky & Popeo, P.C.

Mary Beth Cantrell
Amgen Inc.

Cat Colella-Graham
Cheer Partners

Michael Cowie
Dechert LLP

Thomas Daschle
The Daschle Group

Felice B. Ekelman
Jackson Lewis P.C.

Daniel F. Fears
Payne & Fears, LLP

Craig B. Glidden
General Motors Co.

Michelle Heller
McVeigh Global Meetings & Events LLC

David G. Hymer
Bradley Arant Boulten Cummings, LLP

Jason Klingensmith
General Motors Co.

Peter L. Korn
McElroy, Deutsch, Mulvaney & Carpenter, LLP

Jaclyn L. Kugell
Morgan, Brown & Joy, LLP

Mary Langowski
Rising Tide

Patrick Lynch
Patrick Lynch Group

Enu A. Mainigi
Williams & Connolly, LLP

Michael Manfredi
Special Counsel, Inc.

Jeanne Mullin
Reminger Co., L.P.A.

Lona Nallengara
Shearman & Sterling

Amie Nolan-Needham
General Motors Co.

Frank Pasquesi
Foley & Lardner, LLP

Amy Phee
Finsbury Glover Hering

Michael J. Philippi
Nixon Peabody, LLP

James D. Pike
Fluor Corporation

Marc Raspanti
Pietragallo Gordon Alfano Bosick & Raspanti, LLP

Todd M. Reed
Littler Mendelson P.C.

Steven C. Scheinfeld
Fried, Frank, Harris, Shriver & Jacobson, LLP

Kevin Shea
Nixon Peabody, LLP

John Shely
Hunton Andrews Kurth, LLP

James J. Swartz, Jr.
Seyfarth Shaw LLP

Theodore Tucci
Robinson & Cole LLP

Gregory Voshell
Robins Kaplan LLP

Daniel Zacchei
Sloane & Company

Jennifer Zargarof
Morgan Lewis
CPR Dispute Resolution provides leading edge ADR services—mediation, arbitration, early neutral evaluation, dispute review boards and others as well as training and education on these services. It is uniquely positioned to resolve disputes by leveraging the resources generated by the ADR leaders who participate in the CPR Institute.
CPR Dispute Resolution Services (DRS) stands apart as one of the leading boutique arbitral providers.

- Case managers are attorneys with experience in commercial litigation, arbitration, and mediation.
- Small size means parties receive personalized and nimble one-on-one service.
- Rules and protocols are developed by CPR Institute think-tank projects and experts.
- Neutrals are leaders in their fields with deep industry-specific knowledge.
- Fees are straightforward, transparent at the start of matters, and competitive.
- Slates provided seek to meet the diversity goals of the Ray Corollary Initiative.™
Panel of Distinguished Neutrals

The arbitrators, mediators and other dispute management professionals selected to join the Panel of Distinguished Neutrals are a diverse group of prominent, experienced subject matter experts who meet our high standards of ethics and training.

**Distinguished Neutrals Fast Facts**

| **643** TOTAL as of June 30, 2021 |
| **544** TOTAL as of June 30, 2017 |

**30 Specialty Panels**

- Arbitration Appeals
- Biotech
- Certified Public Accountants
- China Business Mediation
- Construction
- Cross Border Disputes
- Cyber
- Dispute Prevention
- E-Discovery
- Employment
- Employment-Related
- Entertainment
- Environment
- Franchise
- General Counsel
- Global
- Healthcare and Life Sciences
- Hedge Funds
- Insurance
- Insurer-Policy Holder Coverage
- Judicial
- Municipal Bankruptcy
- National
- Real Estate
- Sports Law
- Taxation
- Technology and IP
- Trademark
- E-Discovery
- Employment
- Employment-Related
- Mass Claims
- Energy, Oil and Gas
- Environment
- Franchise
- General Counsel
- Global
- Healthcare and Life Sciences
- Hedge Funds
- Insurance
- Insurer-Policy Holder Coverage
- Judicial
- Municipal Bankruptcy
- National
- Real Estate
- Sports Law
- Taxation
- Technology and IP
- Trademark

The goal of CPR Dispute Resolution, which is based on the Ray Corollary Initiative™, is that 30% of neutrals on any slate for selection will be diverse. In fiscal year 2021, CPR achieved this goal 80% of the time.

**Panel of Distinguished Neutrals**

People who self-identify as women, persons of color, members of the LGBTQ community, persons living with disabilities, or other under-represented groups made up:

**Neutrals**  
June 30, 2021

- New Neutrals  
July 1, 2020 - June 30, 2021

- Selections Provided to Parties  
July 1, 2020 - June 30, 2021
Faster Routes to Solve Your Disputes

In late November, we launched a new initiative to raise awareness of faster options for resolving disputes than through the U.S. court system, which had slowed considerably in 2021 due to the effects of the COVID-19 pandemic. We created a resource for parties seeking to understand and utilize ADR via submission agreements — agreements to use ADR after the dispute arises, or at “the point of dispute.” This new website page features four options {mediation, fast track arbitration, concurrent mediation-arbitration, and commercial arbitration} that can be initiated at the point of dispute even if there is no ADR clause in the contract or if litigation has already begun. We included a pamphlet of model clauses for drafting submission agreements and a form that can be used to submit a case to CPR.

CPR Dispute Resolution has created a training program, “Innovations in Dispute Prevention and Resolution Tools from CPR,” which discusses the latest developments in dispute prevention and resolution along with best practices, the latest offerings, and Rules and Protocols from CPR. This program reviews the options available to advocates when drafting ADR into their agreements and proceeding through the dispute management and resolution process, as well as the recent CPR initiatives to assist them through this process. It is available to both in-house and law firm counsel at no charge.

CPR Dispute Resolution Services (DRS) benefits from the thought leadership of the CPR Institute, which convenes frontline, hands-on practitioners on committees and task forces that study new and/or ongoing issues in alternative dispute resolution. These groups then collaboratively develop innovative protocols, rules, and best practice guidelines. Thus, DRS is consistently equipped with up-to-date procedures to use in administering matters for parties to business disputes.

In 2021, CPR released revisions to three procedures:

- **Employment-Related Mass Claims Protocol** — revised to include a novel approach to selecting neutrals that will enhance both efficiency and diversity, as well as provide greater detail in describing the mediation process and other procedures in the Protocol.


- **Protocol on Disclosure of Documents and Presentation of Witnesses in Commercial Arbitration** — revised to reflect current best practices in arbitration.

JULY / AUGUST 2021

“COVID-19’s Impact on Best Practices in Arbitration and Mediation”
by John D. Feerick

“COVID-19’s Impact on Best Practices in Arbitration and Mediation”
by John D. Feerick
CPR Institute membership provides value in today’s changing landscape. For 45 years, the CPR Institute has been the community where Fortune 500 corporation general counsel, law firms, neutrals, and academics come together to learn, share, study, and grow professionally.

Our committees, task forces, meetings, and other members-only events connect members in a collegial and collaborative atmosphere where they are exposed to, and indeed often create, the latest developments in dispute prevention, management, and resolution practices.
Some of CPR’s Corporate Members:

Membership Provides Advantages

It’s no wonder our members are the leaders in their industries, not only in the U.S. but also around the world, given the competitive advantage CPR provides by constantly sharing cutting-edge best practices and offering invaluable opportunities to engage and network with other members.

Membership Benefits Are Valuable and Include:

- Membership on members-only committees and task forces, providing opportunities to network within industries and special interest areas.
- Custom training and development programs, including for CLE.
- Discounted fees for our Annual Meeting, a two-and-a-half-day conference that brings ADR leaders together each winter.
- Access to our list of almost 650 top arbitrators and mediators, the CPR Panel of Distinguished Neutrals.
- Complimentary digital subscriptions for all attorneys in your organization to Alternatives, CPR’s award-winning journal.
- Opportunities to speak on panel discussions at various CPR meetings and events.

Visit cpradr.org/membership for the full list of membership benefits.

The CPR Institute has membership levels for corporations, law firms, and individuals. If you are not already a member, let CPR help you navigate through today’s complex environment. Join CPR today.

Email membership@cpradr.org today to begin the process.
Corporate and Law Firm Members as of December 2021

Aarna Law
AEGIS Insurance Services, Inc.
Airbus
Akzo Nobel, Inc.
Altenburger Ltd.
American Honda Motor Co.
Amgen Inc.
Ankura Consulting
Archer Daniels Midland Company Inc.
Arnold & Porter Kaye Scholer
Assurant, Inc.
AT&T Inc.
B. Cremades y Asociados
Baker Donelson Bearman Caldwell & Berkowitz, PC
BakerHostetler
Baker McKenzie
Barbosa, Müssnich & Aragão Advogados
Bartlit Beck Herman Palenchar & Scott
BASF Corporation
Bayer US LLC
Bech-Bruun
Bechtel Group, Inc.
Blake, Cassels & Graydon
Blank Rome
Borden Ladner Gervais
Bradley Arant Boult Cummings
Burns Bowen Bair
Capes Sokol
Cascione Pulino Boulos Advogados
Caterpillar – Torsten Bartsch
Chaffetz Lindsey
Chevron Corporation
ConocoPhillips
Covington & Burling
Cravath, Swaine & Moore
Cuatrecasas, Goncalves Pereira, S.L.P
CVS Health
Danaher Corporation
Daniel Reich
Dariusz Wasylkowski
Davis Polk & Wardwell
Debevoise & Plimpton
Dechert
Deloitte
Demarest Advogados
 Dentons
Dimitrov & Co. Law Firm
DLA Piper
Dow Chemical Company
Duke Energy Corporation
Eisai Inc.
Ellis & Winters
ENGEI Perú – Eric Franco
Ernst & Young
Eversheds Sutherland
Eversource Energy
Faleck & Associados
Fasken
Fierville Ziadé
Fitch Law Partners
Fluor Corporation
Foley Hoag
Fox Rothschild
Freshfields Bruckhaus Deringer
FTI Consulting
GE Power – Jeremy Hannah
General Dynamics Corporation
General Motors
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A Letter from the Chairman of CPR’s Finance Budget & Audit Committee

Fiscal year 2021, our first full fiscal year since the beginning of the pandemic, was challenging, but our organization rose to meet the challenge. Staff worked from home and all case matters, events, and committee meetings were conducted virtually. The annual meeting in January was held on Zoom — a first for CPR — and registrations exceeded all goals and expectations. The annual Corporate Leadership Award Dinner, moved from November 2020 to June 2021, was the only time our community gathered in person since the pandemic began, and it was again a great success.

With all of the challenges we faced, I am pleased to report that CPR remains financially strong. While revenues were consistent with the prior year, we were able to manage our expenses well and finished the year with a healthy cash position.

In fiscal year 2021, both parts of the organization — the CPR Institute and Dispute Resolution Services (DRS) — made significant strides in the mass claims employment arbitration arena, demonstrating flexibility to adjust to developing issues in U.S. law and changing economic conditions. In April of 2021, the Employment-Related Mass Claims Task Force produced an interim update to the innovative Employment-Related Mass Claims Protocol, and then in September of 2021 produced a more comprehensive update, “Version 2.0”. Employment disputes — both mass arbitrations and individual cases — was a significant area of cases for DRS in fiscal year 2021 and continues to remain so as of the first half of fiscal year 2022.

As the incoming chair of the Finance, Budget & Audit Committee, I am indebted to Dale Matschullat for his years of outstanding leadership and stewardship of this Committee and CPR’s finances. His wise guidance and oversight of this important aspect of our organization has been invaluable.

On behalf of the Board of Directors, I thank you for your support of CPR. Your continued financial contributions, leadership, and service will sustain our growth and result in even greater impact as we move forward together.
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