

## Rate Card & Curriculum Vitae



### John W. Salmon

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#### Rate Card:

##### Mediation Rates:

- 2 Party Case: \$310 per party per hour
- 3 Party Case: \$250 per party per hour
- 4+ Party Case: \$215 per party per hour

##### Minimum Fees:

- Half Day - 4 hours, or the amount of time reserved if more than 4 hours
- Full Day - 6 hours, or the amount of time reserved if more than 6 hours

The mediation fee is calculated based on my hourly billing rate as detailed above including any pre-mediation preparation time and post-mediation follow-up time spent on the matter. Note: we do not charge any administrative, scheduling, or rescheduling fees. In exchange we ask that you please to respect our time and the cancellation policy below.

#### MEDIATION CANCELLATION POLICY

If you need to cancel or reschedule, our office must be notified via email prior to the date and time indicated in your confirmation email for that particular mediation or arbitration in order to avoid the minimum fee.

Please note that for us to remain neutral, it is our policy to bill all parties equally for their portion of our minimum fees regardless of which party cancels a session or why it was canceled, even if it is being rescheduled, has settled, or one side is still willing to move forward.

#### Practice Areas:

- Commercial Disputes
- Complex Personal Injury
- First Party Insurance Claims
- Probate
- Professional Malpractice
- Employment
- Construction
- Disability Claims
- Intellectual Property
- Insurance Coverage Disputes

#### Biographical Info:

John W. Salmon is a natural mediator with a broad-based educational, legal and business background. He is a graduate of Penn State University "with Distinction," the University of Florida College of Law and holds a master's in business administration from Florida International University where he was an adjunct faculty member in the College of Business for over 15 years. He has also been an Adjunct Professor at the FIU College of Law teaching Alternative Dispute Resolution.

John W. Salmon, Esq. is a natural mediator with a broad-based educational, legal, and business background. He is a graduate of Penn State University “with Distinction,” the University of Florida College of Law and holds a Masters in Business Administration from Florida International University where he has been an Adjunct Professor in the College of Business for over 15 years and at the FIU College of Law teaching Alternative Dispute Resolution.

John is a Diplomate member of the National Academy of Distinguished Neutrals and serves on its Executive Committee. He is a Distinguished Fellow of the American College of Civil Trial Mediators and Editor of the College’s American Journal of Mediation. John is Diplomate and past President of The Florida Academy of Professional Mediators. John is on the Executive Council of the ADR Section of The Florida Bar where he previously served as Chair of the Alternative Dispute Committee of the Trial Lawyers Section of The Florida Bar and as Chair of the Florida Bar Grievance Mediation Committee.

In addition to having mediated nearly 7,500 cases, John is a frequent lecturer on “Appropriate Dispute Resolution”, often incorporating martial arts and mediation techniques into his presentations. He is a Nidan, Second Degree Black Belt – with the Cuong Nhu Martial Arts Association.

**Certifications &  
Education:**

**CERTIFICATIONS**

- Florida Supreme Court Certified Circuit Civil and Family Mediator
- Federal Certified Mediator: U.S. Southern & Middle Districts of Florida
- Supreme Court Qualified Arbitrator
- Windstorm Insurance Network Umpire
- IAUA Certified Property Insurance Umpire

**EDUCATION**

- University of Florida, College of Law, Juris Doctor, 1978
- Pennsylvania State University, B.A. “with Distinction”, 1975
- Florida International University, M.B.A., 1989
- Adjunct Professor, FIU College of Law, Subject – ADR, 2005-2007
- Adjunct Professor, FIU College of Business, 1992-2002

**Memberships &  
Recognitions:**

- Member, The Florida Bar
- Member, Trial Bar, U.S. Southern District of Florida
- Florida Supreme Court Certified Circuit Civil Mediator
- Florida Supreme Court Certified Family Mediator
- Approved as Mediator for the U.S. Southern District of Florida
- Florida Supreme Court Qualified Arbitrator
- Windstorm Insurance Network Fellow
- Windstorm Insurance Network Umpire
- Insurance Appraisal and Umpire Association Certified Property Insurance Umpire
- Distinguished Fellow, American College of Civil Trial Mediators
- Editor in Chief, American Journal of Mediation
- Executive Committee Member, National Academy of Distinguished Neutrals
- Former Chair, ADR Committee, Trial Lawyers Section, The Florida Bar
- Chair, The Florida Bar Grievance Mediation Committee, 1999-2002
- Of Counsel to Salmon Legal Group, P.L.

- Named ADR Champion by The National Law Journal, 2018
- Selected as a “Top 3 Mediator” in the “Best Of” 2017 and 2018 Survey conducted by the Daily Business Review
- Recipient, Award of Merit, Florida Academy of Professional Mediators, 2010
- Recipient, Presidents Award, Florida Academy of Professional Mediators, 2008
- Selected as a Florida Super Lawyers, Alternative Dispute Resolution, 2006 - 2007, 2010 - 2025
- Selected to Who’s Who Legal for Commercial Mediation, 2011, 2012, 2013 and 2014.
- Selected as Florida Legal Elite Lawyer for Alternative Dispute Resolution, 2007
- Diplomate, Florida Academy of Professional Mediators
- Member, Florida Circuit Civil Mediator Society
- Member, Executive Committee of the ADR Section of The Florida Bar
- Of Counsel, Salmon Legal Group, Miami, Florida
- Member, Broward County Bar Association
- Former Hurricane Mediator, Collins Center for Public Policy
- Former Member of NASD Board of Arbitrators and Mediators
- Contract Mediator, EEOC, Miami District Office, 2001–2002
- Primary Trainer for Circuit Civil Mediation Certification Training
- Assistant Trainer for Family Mediation Certification Training
- APCOM Reviewer, Prudential Policyholder Remediation Plan
- President, Florida Academy of Professional Mediators, 1995–1997
- Past Member, Dade County Bar Association Mediation Committee
- Author, “Maximizing Mediation”, Dade County Bar Bulletin
- Past Advisory Board Member, MetroBank of Dade County
- Past President, South Miami-Kendall Chamber of Commerce
- Former Director, South Miami-Kendall Bar Association
- Former Director, Industrial Association of Dade County
- Former Member, Board of Trustees, Beth Ahm Israel
- Former Chairperson, Dade Partners/School Volunteers
- Outstanding Business Partnership Volunteer at Embassy Creek Elementary School for mentoring a fifth grade Mediation Program, 1993-1994
- Volunteer of the Year, Broward Outreach Center, 2002
- Former Vice President, Young Leaders, National Committee of Hadassah Associates
- Recipient of “Book Award” – Moot Court – University of Florida Law School – 1978
- Volunteer Arbitrator, The Florida Bar Grievance Mediation & Fee Arbitration Program
- Nidan, Second Degree Black Belt, Cuong Nhu Oriental Martial Arts
- Former Vice President and Director of Marketing, Executive National Bank
- Former Partner, Whitman, Wolfe, Gross & Salmon, P.A.
- Licensed Real Estate Salesman, State of Florida, Inactive

