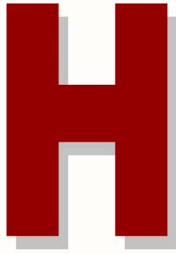


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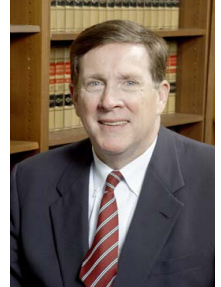
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Areas of Practice

Employment Law
Arbitrator and Mediator
Wage Hour Law



Education

J.D., University of Georgia
School of Law, 1973

B.A., Furman University,
1970

Memberships

The Florida Bar, Labor and
Employment Law Section

South Carolina Bar

District of Columbia Bar

Jacksonville Bar Association,
Labor and Employment
Committee

American Bar Association,
Labor and Employment Law
Section

Scoutmaster, Boy Scouts of
America, Troop 622
Chartered by: Mt. Sinai
Missionary Baptist Church

The Gideons International
www.Gideons.org

Christian Legal Society (CLS)
Board Member, Jacksonville
Chapter, CLS

Publications

Author: *Hiring in Florida:
A Guide For Persons Who
Interview And Hire*, pub-
lished in 1991 by the Florida

- Board Certified by the Florida Bar in Labor and Employment Law
- *Editor* (since 1989) of *The Florida Employment Law Letter* (monthly) www.HRHero.com
- Florida Supreme Court Certified **Circuit Civil** and **Appellate** Mediator
- Chair (2007-12) of Labor and Employment Law Committee, Jacksonville Bar Association
- Mr. Harper is an “AV Preeminent” rated lawyer by Martindale-Hubbell and has jury trial experience in all 3 federal court districts in Florida. He has litigation experience in a variety and number of cases, including numerous jury and non-jury trials before federal and state courts and administrative agencies.
- Mr. Harper is admitted to the trial bar at all levels of the state and federal courts in Florida, including the Middle, Northern and Southern U.S. District Courts and the Eleventh Circuit Court of Appeals
- Member: **Employers Counsel Network**: www.EmployersCounsel.net
- Panel Member, **American Arbitration Association**, (AAA), Expedited Commercial Claims
- Approved Mediator for all Florida Circuit Courts. Qualified Mediator for the U.S. District Courts for the Northern, Middle and Southern Districts of Florida
- Mr. Harper has been selected in *The Best Lawyers in America*, published by Woodward/White for the past 17 years (1995-2012). In 2012 *Florida Super Lawyers Magazine* named Mr. Harper as one of the top lawyers in Florida.
- Mr. Harper has been involved in over 200 union-organizing attempts, union elections, de-certifications, contract negotiations, and strikes. He presents seminars for clients and employer associations on all aspects of labor relations, wage/hour laws, personnel policies and employment law.
- Mediator for The Florida Bar Grievance Mediation and Fee Arbitration Program

Chamber of Commerce:
*Avoiding Legal Problems In
Hiring And Firing in Florida*,
published in 1992 by M. Lee
Smith Publishers

Editor: *Florida Employment
Law Letter (Monthly, since
1989); Florida Workers'
Compensation
Drug Testing Compliance
Kit*, 2d edition (1994)
published by the Florida
Chamber of Commerce;

*The Florida Employment Law
Manual, 1983-2001*, published
by the American Chamber of
Commerce Publishers for the
Florida Chamber of Commerce

Instruction

Teaching Instructor, 2006,
Honghe University, Mengzi,
Yunnan Province, Republic of
China.

- Arbitrator and Mediator for **FINRA** (Financial Industry Regulatory Authority). (www.FINRA.org) **FINRA** Arbitration Chair Training
- Mediator for the Florida Department of Financial Services
- Approved, Court-Appointed Arbitrator for the 2nd, 5th, 7th, 8th, 13th and 17th Judicial Circuits of Florida
- American Arbitration Association (**AAA**), Florida Residential Mortgage Foreclosure Mediator. Panel Member: Jacksonville Mediation Center (www.JaxMediationCenter.com).
- Biblical Conflict Coaching and Mediation skills through the Institute for Christian Conciliation and Peacemaker Ministries, Inc. (www.Peacemaker.net)