

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STANDARDS ENFORCEMENT
LEGAL SECTION
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February 6, 2019

Thomas L. Milhaupt, Esq.
Milhaupt and Cohen
816 Camarillo Springs Road
Suite F
Camarillo, CA 93012

RE: Mediation

Dear Thomas:

I want to take this opportunity to once again express my deep appreciation for the extraordinary job you did in mediating the case we recently brought before you on January 11, 2019. The case was not an easy one, and had a lot of moving parts. Nonetheless, you were more than ready for the challenge, and brought all of your excellent skills as a mediator to bear on the goal of achieving a fair resolution of the parties' dispute.

I want to note that from the outset you were fully conversant with and had a firm grasp of all the legal issues in the case, including some that were quite complex. You had asked the parties to submit mediation briefs, and it was evident throughout that you had digested them in their entirety and were fully prepared to analyze and discuss contested points. Apart from making a very positive impression on the party I represented, this comprehensive mastery of the legal issues imparted a sense of reliability to the parties' attorneys—one that was particularly impactful and influential when you brought the attorneys together to discuss some of the thorny legal questions that remained unresolved. Ultimately, your legal insights and observations were an enormous aid in getting the attorneys and parties to realistically assess both the risks of continuing to pursue the pending litigation and the benefits of achieving a mutually agreeable resolution.

In addition to your legal acumen, you exhibited a personal style that conveyed your empathy and concern for the views and internal experiences of each of the parties and that was conducive to trust and open discussion of all of the considerations influencing the parties' attitude toward the case and its settlement. This personal dimension created a powerful foundation that helped the parties bridge the substantial gap that separated them when the mediation began. In this vein, from my point of view, your approach and style were critical to bringing the parties to a common sense psychological perspective that made them receptive to reaching a settlement.

In sum, the settlement of this case was a significant achievement, and we have you and your skills as a mediator to thank for it. It goes without saying, that I heartily recommend you to anyone who is looking for a highly capable and effective mediator to mediate their dispute. In this regard,

Thomas Milhaupt, Esq.
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I note that the Ventura County Superior Court is extremely fortunate to have someone of your caliber on their panel of available mediators. You are an enormous asset.

Sincerely,

A handwritten signature in black ink, appearing to read 'William A. Reich', with a long horizontal flourish extending to the right.

William A. Reich, Attorney
for the State Labor Commissioner

WAR/slf