



## **Ana M. Sambold, Esq.**

**Mediator – Arbitrator – ADR Specialist**

[sambold@sambold-law.com](mailto:sambold@sambold-law.com)

[www.sambold-law.com](http://www.sambold-law.com)

(858) 518-2353



Ana Sambold is one of California's leading figures in the field of alternative dispute resolution. With over a decade of experience as a conflict resolution specialist, she has served as a neutral in over 1,000 cases across a broad spectrum of civil litigation matters. Her practice involves the resolution of business/commercial, insurance coverage, real estate, torts, wrongful death, personal injury, succession/wills/trusts, and cases involving multinational and multilingual parties. She consistently achieves outstanding results by virtue of her remarkable tenacity, commitment to each case, creativity and positive attitude.

Ms. Sambold has been recognized as meeting the highest independent standards for neutrals established by the International Mediation Institute (IMI), the National Conflict Resolution Center (NCRC), and the National Academy of Distinguished Neutrals (NADN). She serves as a neutral on the selected ADR rosters of the American Arbitration Association (AAA), ADR Services, Inc., the Forum, several U.S. courts, federal and state agencies. She has served as an Adjunct Professor of law for California Western Law School and has taught extensively in conflict resolution, cross-cultural communication and ADR. Ms. Sambold has been a speaker in conferences on negotiation and ADR related events in Europe, Asia and the Americas.

As a devoted and proven leader in the field of ADR, she currently serves as an Executive Officer of the ABA Section of Dispute Resolution, Co-Chair of the ABA Advanced Mediation and Advocacy Skills Institute, Advisor of the California Lawyers Association Litigation Section- ADR Committee, Chair of the San Diego County Bar Association (SDCBA) ADR Section, member of the Board of Advisors of Ex Curia International, and President of the San Diego Law Library Foundation. She is the immediate past Chair of the California Lawyers Association Litigation Section - ADR Committee, ABA ADR Educational Programming Officer, Board Director of the Chartered Institute of Arbitrators North American Branch, Board

Director of the Southern California Mediation Association, and Chair of the inaugural ABA Dispute Resolution Tech Expo.

In addition, she speaks Spanish fluently and mediates and arbitrates regularly using both English and Spanish. Ms. Sambold is a dually qualified attorney in the U.S. (California and U.S. Federal Court Southern District) and in Colombia. Her unique civil and common law expertise and fluency in Spanish allows her to understand the cultural and legal nuances that facilitate the resolution of disputes in multicultural settings and between parties of different nationalities.

Ms. Sambold received her Master of Law from University of San Diego School of Law (USD) and her training and credentials in dispute resolution from Harvard Law School, Pepperdine University School of Law - Straus Institute for Dispute Resolution, and the Chartered Institute of Arbitrators among many other organizations. For more information about her practice, visit: <http://www.sambold-law.com/>. She can be reached at [sambold@sambold-law.com](mailto:sambold@sambold-law.com)

## **LEGAL AND ADR EDUCATION**

- **Columbia Law School & Chartered Institute of Arbitrators**, Comprehensive Course on International Arbitration (May, 2019)
- **Harvard Law School Program on Negotiation**, Advanced Mediation training: Mediating Complex Disputes (2017)
- **Pepperdine University School of Law- Straus Institute for Dispute Resolution**, Mediating the Litigated Case (2012)
- **American Bar Association**, Advanced Mediation and Advocacy Skills Institute (San Diego, 2011), ADR Section 14th Annual Spring Conference (Washington, 2012), ADR Section 15th Annual Spring Conference (Chicago 2013), ADR Section 16th Annual Spring Conference (Miami, 2014), ADR Section 17th Annual Spring Conference (Seattle, 2015), 18th Annual Spring Conference (New York City, 2016), ADR Section 9th Annual Arbitration Training Institute (Chicago, 2016), ADR Section 19th Annual Spring Conference (San Francisco, 2017), Arbitration Awards: Potential Pitfalls & How to Avoid Them (2017), ADR Section 20th Annual Spring Conference (Washington, D.C., 2018), 2018 Corporate Counsel CLE Seminar (La Quinta, 2018), Section of International Law 2018 Fall Conference (Mexico City, 2018), Negotiation Institute (San Diego, 2019), ADR in Labor & Employment Committee Midwinter Meeting (Coronado, 2019), ADR Section 21st Annual Spring Conference (Minneapolis, MN, 2019), Advanced Mediation and Advocacy Institute (Houston, 2019), The Advocate's Perspective: Seemingly Innocuous Procedural orders in Arbitration (Feb. 2020), A Practical Guide to Mediating Online (March, 2020), Conducting Simulations Online In Conflict and Dispute Resolution Courses (March, 2020), ODR in the ERA of COVID-19:

Experts Answer Your Questions (March, 2020), Ethical Considerations for Use of Online Tools for Dispute Neutrals (March, 2020), Keeping up with Zoombombing and Assessing Alternative Providers: Latest Security Updates in Multi-Party Mediations and Arbitrations (April, 2020), Arbitration and Mediation in the Time of Coronavirus - How ADR Providers are Conducting Arbitrations and Mediations During the Crisis (April, 2020), Progressing Arbitrations in the New Global Reality (April, 2020), Coming and Needed Changes and our Roles and Opportunities (April, 2020), Online Dispute Resolution “ODR” and You (April, 2020), 2020 Virtual Spring Conference, speaker, Overcoming Cultural and Language Barriers in Mediation (May, 2020), Speaker, Reducing Bias: A Diversity Icebreaker (July 9, 2020 webinar), Innovative Strategies in High-Stake, Complex Commercial Mediation (July 15, 2020), Writing Reasoned Awards in Commercial Arbitration: Beyond the Basics (Nov. 2020)

- **National Conflict Resolution Center**, Advanced Mediation training (2011), Mediator Credentialing Program (2011), Mediating the Litigated Case (2011), Conflict Resolution in the Workplace (2013), The Exchange: Conflict Resolution in the Workplace (2012), Train the Trainer programs (2012 and 2013), Wrap Insurance Policies and Other Construction Insurance Issues (2015)

- **American Institute of Mediation**, Advanced Track for Experienced Mediators (Pepperdine University, 2014 and 2015), The Soft Human Underbelly (2016), Client Relations Strategies, (2016), Ethics in ADR (2016)

- **Southern California Mediation Association**, The Working Mediator: Improving the Culture of Conflict (Pepperdine University School of Law, 2012), Expanding the Field of Conflict Resolution (Pepperdine University, 2013), Lying for the Sake of the Deal (University of Southern California Law School, 2016), Mediation Certification and Mediation Confidentiality (University of Southern California Law School, 2016), Annual Fall Conference Advanced Mediation Track (Los Angeles, 2015, 2016, 2018), SPEAKER, Non-Traditional Careers for Dispute Resolution Professionals, Fall Conference (2017) Mediation Certification and Mediation Confidentiality (University of Southern California Law School, 2016), #Metoo and Update on Employment Law (2018), Mediation and Collaborative Law with Forrest “Woody” Mosten (2019), When Good Mediators Make Bad Decisions (Los Angeles, 2019), Ethical Decision Making in Mediation (San Diego, 2019), Annual Fall Conference Advanced Mediation Track (Los Angeles, 2019), SPEAKER at the Closing Plenary

- **SCMA Employment Mediation Institute**, Best Practices and Pitfalls in Negotiating Employment Law Disputes in Mediation, (Pepperdine University School of Law - Straus Institute for Dispute Resolution, 2016), Mediating Employment Cases in Changing Times (2017), On the Front Lines: How Mediators Can Help Heal Workplaces in the #Metoo Era (2018)

- **State Bar of California**, Getting to Yes: Advanced Tips on Effective Settling/Mediating your Labor and Employment Cases, Seeing the Forest within the Trees: Uncovering Bias in Mediation at Annual Meeting (San Diego, 2016), Mediation Confidentiality at Annual Meeting (San Diego, 2017)

- **California Lawyers Association**, How to Get more out of your Mediator and your Mediations (2018), SPEAKER, Effective Techniques to Maximize Settlement in Mediation at the Real Estate Section Retreat (San Francisco, 2018), Navigating the ADR Provisions in the California Association of Realtors Residential Purchase Agreement (RPA) (2018), SPEAKER: Master Mediators: Effective Techniques and Strategies to Maximize Settlement in Mediation at 2018 Litigation Summit (San Francisco 2018), SB 766 – The International Arbitration California Gold Rush! (2018), The Art of Mediating Employment Cases (2018), The Saga of Donald Trump and Stormy Daniels Arbitration and Confidentiality Agreement (2018), What Every Litigator Needs to Know about Arbitration; A Primer (2019), Webinar SPEAKER: But you Didn't Tell me that: New Mandatory Disclosures Before Mediation (2019), 2019 Litigation & Appellate Summit: Moderator (Los Angeles, 2019), Legal London program: SPEAKER on California Mediation and the Singapore Convention (London, UK 2019), Ethical Considerations in Mediation, SPEAKER (January, 2020), Conducting Effective Dispute Resolution with Remote Technology (April, 2020), Do's and Don'ts of Online Mediation, SPEAKER (May, 2020).

- **American Arbitration Association**, Arbitration Fundamentals and Best Practices for AAA Arbitrators (Los Angeles, 2016), Arbitration Awards: Safeguarding Deciding & Writing Awards (2016), Drafting ADR Provisions (San Diego, 2016), Addressing the Challenges of Demanding Arbitrations (2017), Ten Essential Tips to Succeed in ADR: Mediation, Arbitration & More (2017), Ethics for Mediators: Think Globally, Mediate Locally (2017), Process Management Agendas in Arbitration: Roadmap to Success (2017), Arbitrator Performance and Demeanor: Meeting Participants Expectations (2018), Advanced Mediator Training Series: Blending and Fusing Mediation Philosophies, Styles & Strategies (Los Angeles, 2018), Cyber Security Awareness Trainings for AAA Panelists (Nov. 2020), What Were They Thinking: How Judges, Juries, Arbitrators (and Lawyers) Really Make Decisions (Dec. 16, 2020)

- **San Diego County Bar Association**, Recognizing and Overcoming Barriers to Settlement in Mediation (2011), Mediation of Employment Cases (2011), Becoming an Arbitrator (2011), Mediation Potpourri: From Law to Impasse and Beyond (2012), Mediation - From the Adjuster's Perspective (2012), ADR Legal Developments, Recent Legal Developments in ADR (2012), What's Getting in the Way of Settlement (2013), Advanced Mediation Skills for Mediators: Issues and Challenges (2014), Confidentiality exception proposed legislation (2015), Mediation Series: Advanced Mediation Strategies – Taking your Mediation Skills to the Next Level (2015), Family Law

Mediations: Dealing with Emotions and Relationships (2015), Employment Arbitration: The Good, The Bad and The Ugly (2016), Mediating Real Estate Cases (2016), SPEAKER, Mediation Confidentiality and Attorney Malpractice (2016), Settlement Issues in Probate/ Trust Litigation (2017), Court Practice Series: Decoding your Local Court (2016), Nuts & Bolts: Reaching Common Ground – Working with Opposing Counsel to Resolve Employer/Employees Disputes (2017), Opening your Practice – Important Client Communications (2017), Dispute Resolution Agreements: Functional and Dysfunctional (2017), Civil Trial Advocacy (2017), Effective Advocacy in Probate & Trust Mediation (2018), Addressing Toxic Mold to Avoid Personal Injury (2018), 2018 Law & Technology Summit (2018), SPEAKER: New Mandatory Disclosures Before Mediation & All the Key Confidentiality Issues (2019), Nuts & Bolts: 10 Tips for a Successful Mediation (2019), The Rise of Mediation: the Singapore Convention SPEAKER (2020), Hosting and Running Remote Meetings (2020), Nuts and Bolts of Online Mediation (2020)

- **California Bureau of Real Estate**, Real Estate License (2017)
- **World Intellectual Property Organization (WIPO)** Online Mediation and Arbitration Workshop (Dec. 2 - 4, 2020)
- **California Employment Lawyers Association**, Seeing is Believing: A primer on Voir Dire with Live Jurors (Coronado, 2018)
- **Equal Employment Opportunity Commission**, Panel Mediator Training (2018)
- **Department of Fair Employment and Housing**, Panel Mediator Training (2017)
- **Better Business Bureau** Panel Arbitrator training (2017) Refresher trainings (2018, 2019, 2020)
- **California Bureau of Real Estate**, Real Estate License (2017)
- **San Diego Restorative Justice Mediation Program**, Victim Offender Reconciliation Program (2014)
- **UC San Diego Rady School of Management**, Workplace Conflict Management Training (2014)
- **Consumer Attorneys of San Diego**, Lessons from a Combined 60+Years in Mediation Experience, (San Diego, 2013), It's Your Mediation: Own it! (2016), Understanding the Science behind Low Impact Auto Cases (2016), Forced Arbitration (2016), How the Insurance Company Values your Case (2017), All Things Come to an End – Even your most Challenging Personal Injury Case (2019)
- **Mediators Beyond Borders**, Sixth Annual Congress (Istanbul, Turkey 2013),

Seventh Annual Peace Congress (Bucharest, Romania 2015)

- **USD Kroc Institute for Peace and Justice**, Peace Forum (San Diego, 2017)
- **Woody Mosten**, Family Mediation Training (Los Angeles, 2015)
- **Non-Violence Institute**, Peer mediation training (Los Angeles, 2016)
- **Rotary International**, 2016 World Peace Conference (Ontario, 2016)
- **Restorative Justice Summit** (San Diego, 2016)
- **Global Pound Conference**, (Los Angeles, 2017)
- **USC Gould School of Law**, First Annual ADR Symposium on ADR Ethics (Los Angeles, 2016), USC – JAMS ADR Symposium (Los Angeles, 2017 & 2019)
- **Conference of Bar Associations**, 2016 Update on CCBA Legislative Program (San Diego, 2016)
- **University of San Diego School of Law**, San Diego, California, Master of Laws (2009)
- **University Javeriana**, Colombia, J.D. (1998)

### **ADR PRESENTATIONS AND ACTIVITIES**

- **Keynote Speaker**, International E-Conference on Global Information and Business Strategies (ICGBS) (Jan. 9, 2021)
- **Guest Speaker**, Learn to Mediate Online Podcast - Tips and strategies to get your case settled (Dec. 2020)
- **Guest Speaker**, Alinea Centro de Mediación Podcast, Mediación Comercial - Historias Exitosas (Mexico, Dec. 2020)
- **Speaker**, La Mediación en un Entorno Virtual, Comisión de Mediación del Club Español del Arbitraje (Spain, Dec. 15, 2020 webinar)
- **Speaker**, Inauguration Session of Center for Excellence in ADR, ICFAI University, Dehradun (India, Dec. 7, 2020)
- **Speaker**, Habilidades Esenciales para Resolver Conflictos Eficazmente y de una manera Colaborativa, Organización Latino Americana de Derecho Colaborativo (Argentina/Chile/Peru/Panamá/Colombia, Dec. 4, 2020 webinar)
- **Guest Lecturer**, Negotiation and Mediation Tips and Strategies to Resolve Ethnic Conflicts, Brussels School of International Studies (Belgium, Dec. 3, 2020 webinar)

- **Speaker**, Advanced Issues on Online Mediation, Mediate.Guru (India, Nov. 30, 2020 webinar)
- **Judge**, American Bar Association Regional Law School Virtual Negotiation Competition at California Western School of Law (San Diego, Nov. 13, 2020)
- **Negotiation Coach**, NLIU International Virtual Negotiation Competition 2020 (India, Oct. 28 - Nov. 1, 2020)
- **Guest Lecturer**, Habilidades y Principios de la Mediación/Conciliación, Escuela de Estudios e Investigación Judicial del Poder Judicial del Estado de Guanajuato, (México, Oct. 20 & 22, 2020 webinar)
- **Speaker**, Mediation as a tool for Access to Justice, American Bar Association (ABA) Mediation Week (Oct. 22, 2020 webinar)
- **Speaker**, El Futuro de la Mediación: La Convención de Singapur, International Mediation Institute (IMI), (Sept. 23, 2020 webinar)
- **Speaker**, Shattering Glass Ceilings: Women in ADR, MSheLe (Oct. 14, 2020 webinar)
- **Chair**, first American Bar Association (ABA) Dispute Resolution Tech Expo (Sept. 11-18, 2020)
- **Speaker**, Advances Issues in Online Mediation, American Bar Association (ABA) Dispute Resolution Tech Expo (Sept. 17, 2020 webinar)
- **Moderator**, Online Mediation Confidentiality, American Bar Association (ABA) Dispute Resolution Tech Expo (Sept. 18, 2020 webinar)
- **Speaker**, Mediation in the US and Latino America, ODR Latino America (August 20, 2020 webinar)
- **Speaker**, La Convención de Singapur: La Joya de la Corona, International Chamber of Commerce (ICC) México (August 13, 2020 webinar)
- **Moderator**, Resolving Conflict Among Business Owners - Understanding the Impact of Covid-19, San Diego County Bar Association (August 4, 2020 webinar)
- **Judge**, ADR-ODR International and European Center for Conflict Resolution International Virtual Negotiation Competition ( July 24-26, 2020)
- **Guest Speaker**, Ex Curia International Podcast, Online Dispute Resolution and Cross-cultural Conflict (July, 2020)
- **Speaker**, Reducing Bias: A Diversity Icebreaker, American Bar Association (ABA) (July 9, 2020 webinar)

- **Speaker**, U.S. Perspective on the Singapore Convention on Mediation, International Mediation Institute (IMI) (June 24, 2020 webinar)
- **Speaker**, Online Mediation Best Practices for Advocates, La Jolla Bar Association (June 11, 2020 webinar)
- **Moderator**, Catastrophic Injury Mediation, San Diego County Bar Association (May 27, 2020 webinar)
- **Speaker**, Do's and Don'ts of Online Mediation, California Lawyers Association (CLA) (May 26, 2020 webinar)
- **Speaker**, Overcoming Cultural and Language Barriers in Mediation, first-ever American Bar Association (ABA) Dispute Resolution Section Virtual Annual Conference (May 18, 2020 webinar)
- **Moderator**, Arbitration and Mediation in the Time of Coronavirus - How ADR Providers are Conducting Arbitrations and Mediations During the Crisis, ABA Dispute Resolution Section (April, 2020 webinar)
- **Negotiation/Mediation Coach**, International Chambers of Commerce (ICC) International Mediation Competition (Paris, Feb. 6-12, 2020)
- **Speaker**, International Mediation Congress, Commercial Mediation (Angers, France, Feb. 5, 2020)
- **Speaker, The Singapore Convention**, San Diego County Bar Association (January 31, 2020)
- **Speaker**, Ethical Decision Making in Mediation, California Lawyers Association (CLA) One and Done MCLE Extravaganza (San Diego, CA Jan. 24, 2020)
- **Judge**, ADR-ODR International and the European Center for Conflict Resolution International Negotiation Competition (Dubai, Nov. 5-8, 2019)
- **Speaker**, International Mediation, Southern California Mediation Association (SCMA) Annual Conference (Los Angeles, Nov. 2019)
- **Speaker**, California Mediation and the Singapore Convention, California Lawyers Association (CLA) Legal London program (Royal Courts, London, Sept. 30, 2019)
- **Co-chair**, Facilitator and Moderator, ABA Advanced Mediation and Advocacy Skills Institute (Houston, TX. Nov. 15-16, 2019)
- **Moderator**, Ethical Marketing for Lawyers in the Digital Age, California Lawyers Association (CLA) Litigation and Appellate Summit (LA, Oct. 2019)



- **Speaker**, Conflict Resolution Strategies in Family Businesses, Latin American Family Office Forum (San Diego, Aug. 22-23, 2019)
- **Co-Chair and Moderator**, CLA International Arbitration Academy, Los Angeles (May 29, 2019)
- **Speaker**, Mediation New Disclosure Requirements and All the Key Confidentiality Issues, California Lawyers Association Real Estate Annual Conference (Newport Beach, CA, May 4, 2019)
- **Speaker**, Mediation Confidentiality, Admissibility and Enforcement, Orange County Bar Association (March 2019)
- **Speaker**, Establishing your Mediation Practice, Pepperdine University School of Law - ADR Society (February 2019)
- **Speaker**, New Requirements for Lawyers before Mediation, San Diego County Bar Association (January 2019)
- **Speaker**, Effective Tips and Strategies for a Successful Mediation, CLA Litigation and Appellate Summit (San Francisco, Sept. 2018)
- **Speaker**, What are you reading? American Bar Association (ABA)DR Section Annual Conference (Washington D.C., March 2018)
- **Moderator**, SB 766 – New California International Arbitration Gold Rush, California Lawyers Association (August 2018)
- **Speaker**, Non-Traditional Career Paths for Mediators, Southern California Mediation Association (SCMA) Annual Conference (Los Angeles, Nov. 2017)
- **Speaker**, Harnessing the Power of the Master Mediator, World Mediation Summit (Madrid, Spain, July, 2016)
- **Speaker**, Legal Malpractice and Mediation Confidentiality, San Diego County Bar Association (2016)
- **Judge**, American Bar Association National Mediation Competition and Negotiation Law School Competition, New York City (April 2016), Thomas Jefferson School of Law (November 2015), Washington, D.C. (April 2012), California Western School of Law (February 2019), Berkeley School of Law (March 2019), Minnesota (2019).
- **Legislative liaison**, San Diego County Bar Association to the California Law Revision Commission on public policy issues related to mediation (2015 – 2017)

- **Bilingual trainer**, mediation, communication, negotiation skills, conflict management, and intercultural diversity, National Conflict Resolution Center (NCRC) (2011- Present)
- **Mentor Mediator**, University of San Diego School of Law and Peace & Justice Institute students at the San Diego Superior Court -SCC- South Bay and Central Branch (2012 – 2018)
- **Professor of Law**, California Western School of Law Master's program for international lawyers (2016 – 2018))
- **Neutral Observer**, Mediation Works Incorporated Boston (MWI) (2015 – 2017)
- **Facilitator**, San Diego Restorative Justice Mediation Program, Victim Offender Reconciliation Program (2014- Present)
- **Trainer**, San Diego Mediation and Restitution Services, Peer Mediation Training Program (2012 - Present)
- **Trainer**, San Diego County Bar Association Children at Risk Committee in Mediation and Conflict Management (2011 -2018)
- **Program Consultant**, Mediators Beyond Borders International (MBBI) peace-building and conflict resolution projects in Latino America (2011 -2018)
- **Guest lecturer**, Universidad Autónoma de Baja California, Mexico, Mediation – Effective Alternative for the Resolution of Conflicts (2011)

## **ARTICLES AND PUBLICATIONS**

- "A Journey to a Paramount Moment in International Dispute Resolution: The Singapore Convention" **California Litigation**, November 2019
- "California Confidential: What happens in mediation may not stay in Mediation" **California Litigation**, April 2019
- "Mediator Effectively Adapts Approach to Different Cultures" **LA Daily Journal and San Diego Daily Transcript**, November 2018
- "California's Newest Approach to Mediation Confidentiality and Attorney's Malpractice" **ABA Dispute Resolution**, March 2018
- "New requirements for lawyers representing clients in mediation" **San Diego Lawyer**, November 2018

- “Want some words to fulfill the soul? Try poetry” **ABA Dispute Resolution**, June 2018
- “Will California’s Approach to Mediation Confidentiality Change?” **LinkedIn**, October 12, 2017

## **PROFESSIONAL AFFILIATIONS AND LEADERSHIP**

- **American Bar Association (ABA) Dispute Resolution Section** Co-Chair of Mediation and Advocacy Skills Institute (2019, 2021), Educational Programming Officer (2019-2020), Co-Chair of 2020 Dispute Resolution Tech Expo, Executive Budget Officer (2020-2021), Women in Dispute Resolution Committee San Diego representative (2012 – Present)
- **California Lawyers Association (CLA)** – Past Co-Chair of Litigation Section – ADR Committee (2017-2019). Litigation Section Executive Committee member (2019-Present)
- **San Diego County Bar Association** – Chair of Alternate Dispute Resolution Section (2020-present). Member of Civil Litigation, Business, Corporate Law, Labor and Employment, Family Law, Real Estate, and International Sections. (2012 – Present)
- **International Council for Online Dispute Resolution (ICODR)** (2020 - present)
- **International Bar Association (IBA)** (2018 – 2020)
- **Chartered Institute of Arbitrators (CI Arb)** North America Branch - Past Board of Directors (2019)
- **Southern California Mediation Association** – Board of Directors (2016-2019). Member (2014 - Present)
- **Lawyers Club of San Diego** (2015 - Present)
- **La Jolla Bar Association Diego** (2019 - Present)
- **Mediators Beyond Borders International** (2015-2018)
- **Latinas in the Law** (2012 Present)
- **Rotary International** (2016-2018)
- **ArbitralWomen** (2018 – Present)

## **LANGUAGES**

English, Spanish, some Italian and Portuguese