



John R. Phillips

PARTNER

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HUSCHBLACKWELL
SANDERS LLP

Significant Accomplishments

- Served as lead counsel in more than 30 jury trials, over 85% of which resulted in defense verdicts
- Attained successful appeals in the Eighth Circuit and Tenth Circuit and in Missouri Appellate Courts
- Successfully waged several campaigns to maintain union-free status of employer
- Accomplished 90% success rate on awards in over 50 arbitrations
- Successfully defended class action employment discrimination cases
- Counseled clients through numerous successful audits and compliance checks by the Office of Federal Contract Compliance Programs (OFCCP) and avoided potential affected class findings with the OFCCP
- Fellow American College of Trial Lawyers
- Fellow College of Labor and Employment Lawyers
- Fellow International Academy of Mediators
- Voted as a Top 100 *Missouri & Kansas "Super Lawyer"* in the area of Employment & Labor law and named a Top 50 "*Super Lawyer*" in Kansas City in 2007 & 2008
- Listed in *The Best Lawyers in America*, 1995-2010
- Chambers and Partners USA, 2003-2008
- Rated "Leading Individual" in Labor & Employment (Missouri) by *Chambers USA, 2008 The Client's Guide*
- Ranked in the 2009 edition of *Chambers USA: America's Leading Lawyers for Business* in the area of Labor & Employment
- Listed in the 2010 edition of *Benchmark Litigation* as a "local litigation star"

Representative Clients

- AmeriCast Technologies, Inc.
- CertainTeed Corporation
- Chubb Group of Insurance Companies
- Dairy Farmers of America, Inc.
- Hallmark Cards, Incorporated
- Harcros Chemicals
- Labconco Corporation
- Nelson-Atkins Museum
- Russell Stover Candies, Inc.
- Saint Luke's Health System, Inc.
- The Kansas City Star
- ThyssenKrupp Access

Practice Areas

- Labor & Employment
- Alternative Dispute Resolution
- China

Education

- J.D., University of Missouri - Columbia, *cum laude*, 1971
Order of the Coif
Honorary Barrister
Missouri Law Review, Editor in Chief, 1970-1971
- B.S., University of Missouri - Columbia, *cum laude*, 1968
- Peking University Law School Summer Program, University of Missouri - Kansas City, 2000
- Oxford Summer Law Program, University of Missouri - Kansas City, 1988

Admissions

- Missouri, 1971
- U.S. District Court, Western District of Missouri, 1971
- U.S. Court of Appeals, Eighth Circuit, 1974
- U.S. Court of Appeals, Tenth Circuit, 1978
- U.S. Supreme Court, 1976

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Professional Affiliations

- AAA Complex Commercial and Employment Law Arbitration/Mediation Panels, 1990-present
- American Bar Association, Dispute Resolution Section, Council Member
- CPR National Panel of Neutrals
- CPR/CCPIT US-China Mediation Panel
- Dalkon Shield Arbitration Panel, 1992-2004
- Early Assessment Program, Mediation and Arbitration Panels, 1992-present
- Fellow American Bar Association Foundation
- International Academy of Mediators
- Kansas City Metropolitan Bar Association, Former Chair, Labor Law Committee; Former Chair, Managing Partners Committee
- Lawyers Association of Kansas City
- Merrill Lynch Claim Resolution Process
- Missouri 16th Judicial Circuit Case Management Committee, 2004-present
- The Missouri Bar, Labor and Employment Committee; Former Chair, Alternative Dispute Resolution Committee
- Missouri Supreme Court Automation Committee
- Missouri Supreme Court Committee on Alternative Dispute Resolution
- Society for Human Resource Management, Former State Council Legislative Affairs Director
- United States District Court, Western District, Civil Justice Advisory Committee

Civic and Charitable Organizations

- Boys and Girls Clubs of Kansas City, Legal Counsel
- Center for Alternative Dispute Resolution, Advisory Director
- Cy Pres Committee on Funding for Missouri Legal Services Programs
- Edgar Snow Fund, Board and Executive Committee
- Global Kansas City Commission
- International Relations Council, Board Member
- Kansas City Industrial Council, Legal Counsel
- Kansas City Labor-Management Council, Executive Board Member
- Kansas Research Institute, Board Member
- Nelson-Atkins Museum of Art; Society of Fellows, Business Council Steering Committee
- Quintiles Institutional Review Board
- Saint Luke's Hospital of Kansas City, Board Member
- University of Missouri at Kansas City Bloch School of Business, Human Resources Advisory Council

Publications and Presentations

- "Analyzing the Potential for ADR in Estate Planning Instruments," CPR Alternatives, 2006
- ABA Advanced Arbitration Video, 2006
- Faculty - ABA Dispute Resolution Section Arbitration Training Institute - Chicago - 2005
- Co-Producer, "Selecting a Mediator," *Just Resolutions*, 2004
- "Mediation Madness," ABA video, 2003
- "Mediation from the Perspective of Defense Counsel," *Journal of the Kansas Trial Lawyers Association*, 2003
- Faculty - ABA Dispute Resolution Section Advanced Mediation Training Institute - San Francisco - 2003
- "Setting the Table for a Successful Mediation," *Kansas Trial Lawyers Association*, 2003
- "Mediation as One Step in Adversarial Litigation: One Country Lawyer's Experience," *Journal of Dispute Resolution*, 2002
- Legal Editor, *Health Care Labor-Management Relations*, 1995
- Editor-in-Chief *Missouri Law Review*, 1971

Background

- Named as Partner, 1976
- Joined firm as Associate, 1971