Jorge P Sala, Esq.

Ponce, Puerto Rico

Profession Attorney, Mediator

Work History Attorney, 1979-Present; Executive Vice President/Board of Directors/Corporate Secretary, Sala Business Corp., 1978-1994 & 2002-Present; Director, Banco BBVA-PR, 1998-2012; Faculty, School of Law Pontifical Catholic University of Puerto Rico, 1998-1999; Director/Assistant Secretary, PonceBank 1993-1998; Secretary to the Board of Directors, Ponce Broadcasting Corp., 1986-1994; Director/Secretary, Ponce Park Development Corp., 1981-1994; Director/Secretary, WH-TV Broadcasting Corp. 1987-1993 & 2002-2008; Lecturer (Graduate School of Business), Pontifical Catholic University of Puerto Rico, 1987-1989; Lecturer, School of Business Administration, Pontifical Catholic University of Puerto Rico, 1982-1983; Associate, Lespier & Toro Law Offices, 1974-1977.

Experience Law practice comprised of employment, labor, and related issues (50%), corporate law (10%), commercial and contract matters (10%), and arbitration (30%). Director of a NYSE commercial bank since 1993. Instructor of an ADR course at the Catholic University of Puerto Rico Law School.

Mediator Experience Since 1974, participated in labor and employment mediation as a party representative and since 1998 has engaged in labor and employment cases as a mediator. Most interventions are in cases between employers and professional/or highly compensated executive individuals. Also mediated multi-employee group disputes with one employer. Recent mediations have involved construction disputes between main contractor and sub-contractor, ordered by US District Court.

Representative Issues Wrongful discharge and discrimination disputes; commission compensation and severance disputes Handled as a Mediator breaches of non-compete and confidentiality agreements; workmanship issues in construction dispute between contractor and sub-contractor.

Mediator Style & Process I facilitate the process and create a favorable environment amongst the parties by listening to each party
Preferences fact finding and setting aside bias. My focus it to ensure that the parties arrive at a self-derived solution.

If an impasse occurs, I have the parties agree to reduce to writing the facts and interests which were agreed upon and accepted during the process. This will reduce the facts and issues remaining for the underlying litigation. At the end of the process, if the parties extend their consent, I will convey my inclination and opinion of strengths, weaknesses and likely outcome, in caucus or joint sessions, as preferred by the participants.

Technology Proficiency Available for in-person hearings subject to standard safety rules such as face masking, distancing and vaccination. These will be the subject of consensus at some time prior conference.

Education University of Miami (MBA-1978); University of Puerto Rico (JD-1973); Villanova University (BA Political Science-1970).

Professional Licenses Admitted to the Bar: Puerto Rico (1974), Florida (1978-inactive); U.S. District Court: District of Puerto

Rico (1974); U.S. Court of Appeals, First Circuit (1987).

Professional Associations American Bar Association (Labor Section; Business Section); Association of Labor Relations Practition-

ers; Florida Bar Association; Puerto Rico Bar Association; Federal Bar Association.

Locations Where Parties

Will Not be Charged for

Travel Expenses

Citizenship United States of America

Compensation Hourly Rate: $215.00

Daily Rate: Not provided

Study Rate: $215.00/hr

Cancellation: Not provided

Cancellation Period: Not provided

Comment: Travel expenses chargeable if case is handled outside of Puerto Rico.

Languages English; Spanish