

**NANCY A. THOMAS
ATTORNEY, ARBITRATOR/MEDIATOR**

LEGAL EMPLOYMENT

**NANCY A. THOMAS
ATTORNEY, ARBITRATOR/MEDIATOR**

May 2009 – present

Arbitration and mediation of a wide variety of complex civil cases including commercial disputes, breach of contract and fiduciary duty, general business torts, financial services, shareholder/partnership disputes, employment law, ERISA, non-subscriber liability, and healthcare. Includes general civil practice and employment and corporate law. Arbitrator: American Arbitration Association (Nov. 2004-present) – current panels: Commercial, Large and Complex Cases, Employment Law, Judicial, and Healthcare; Dispute Solutions, Inc. (March 2016-present); Judicial Workplace Arbitrations, Inc. (Nov. 2018-present).

**SENIOR VICE PRESIDENT / GENERAL COUNSEL – CORPORATE SECRETARY
FIRST SOUTHWEST COMPANY
ATTORNEY / ARBITRATOR**

February 2007 through May 2009

Managed litigation and directed outside counsel in major class action lawsuits throughout the United States (consolidated in New York) involving the municipal derivatives market and other complex litigation and arbitration matters in the securities and investment banking business; managed and directed outside counsel in response to industry-wide investigations and subpoenas issued to investment banks and securities firms and advised on issues pertaining to the Department of Justice, the Securities and Exchange Commission, the Financial Industry Regulatory Authority, and the Municipal Securities Rulemaking Board; responded to subpoenas issued in the regular course of business; coordinated and supervised massive e-mail reviews in response to subpoenas, discovery requests, and other inquiries; reviewed and approved/disapproved requests for political contributions from employees; conducted internal investigations and reviews as necessary; assisted in the drafting and implementation of records retention policy and related documents, legal hold notices, health/welfare plan documents, summary plan description, personnel policies and procedures, employee handbook, separation agreements, responses to discrimination charges, and other employment and healthcare related documents; drafted, reviewed, and negotiated contracts and agreements; assisted in corporate merger of company with commercial bank; provided day-to-day counseling on general legal matters such as regulatory compliance issues, general corporate law, securities and investment banking matters, employment, healthcare and human resources issues, and employee terminations; attended board meetings and reported to the board of directors; prepared minutes of meetings. Arbitrator: American Arbitration Association Commercial, Large and Complex Cases, and Employment Law panels.

JUDGE – 160TH JUDICIAL DISTRICT COURT, DALLAS COUNTY, TEXAS

January 6, 2006 (appointed by Governor Rick Perry) to December 31, 2006

Civil district judge presiding over a wide variety of complex cases ranging from multi-million dollar lawsuits to smaller cases in such matters as corporate and business disputes, wrongful death, wrongful termination, employment disputes, breach of contract and warranty, breach of fiduciary duty, deceptive trade practices, tortious interference, negligence, fraud, personal injury, medical malpractice, healthcare issues, construction disputes, products liability, temporary restraining orders and injunctions, and all other aspects of civil litigation. Endorsed as Qualified by the Committee for a Qualified Judiciary. Winner of the Dallas Bar Association General Election Poll by a margin of two to one over opponent.

**NANCY A. THOMAS
ATTORNEY, ARBITRATOR/MEDIATOR**

November 2004 to January 6, 2006

General civil practice with an emphasis on arbitration and mediation of a wide variety of complex civil cases including commercial disputes, breach of contract and fiduciary duty, general business torts, shareholder/partnership disputes, employment law, ERISA, and non-subscriber liability. Included e-discovery consultation and review, employment, business, and corporate law. Arbitrator: American Arbitration Association.

**ASSOCIATE JUDGE
DALLAS COUNTY CIVIL DISTRICT COURTS**

January 2003 to September 2004

Associate Judge for the thirteen Dallas County Civil District Courts which involved hearing a variety of pretrial matters ranging from highly contested discovery disputes, such as motions to compel, motions for sanctions, motions to strike expert witnesses, motions for protective orders, rulings on deposition testimony, motions for summary judgment, temporary restraining orders, temporary injunctions, default judgments, minor prove-ups, and other evidentiary matters.

GRAY & THOMAS, PLLC

May 1991 to January 2003

Trial and mediation practice in all areas of civil litigation with an emphasis on employment and commercial litigation, including claims of wrongful termination, ERISA issues, construction disputes, breach of contract and warranty, violations of deceptive trade practices, breach of fiduciary duty, tortious interference, negligence, and all other aspects of civil litigation. The practice included trial, motion, discovery, and appellate practice in state and federal courts, including obtaining and opposing temporary and permanent injunctive relief, drafting discovery documents and motions, attending hearings, taking and defending depositions, preparing expert and fact witnesses, and responding to appeals. The practice also included general employment matters, such as preparation of employee handbooks, personnel policies and procedures, employment agreements, separation agreements, and other employment related documents, and day-to-day advice on employment issues and terminations.

COMPUTER LANGUAGE RESEARCH, INC. / FAST TAX

Corporate Attorney - August 1988 to May 1991

Managed litigation and directed outside counsel; drafted and assisted in the implementation of health/welfare and other employee benefit plan documents, summary plan descriptions, and administrative contracts; prepared and reviewed personnel policies and procedures, severance agreements, responses to discrimination charges, and other employment related documents; prepared, reviewed, and negotiated corporate contracts, real estate leases, refinancings, and other agreements; provided day-to-day counseling on general legal matters such as employee terminations, compliance with ERISA and related laws, commercial transactions, product claims, and general corporate law.

NATIONAL GYPSUM COMPANY

Division Counsel to The Austin Company
May 1986 to June 1988

Managed litigation and directed outside counsel; prepared, reviewed and negotiated construction contracts, leases, real estate documents, and other agreements; negotiated and assisted with divestitures and corporate refinancings; environmental affairs, including toxic torts; provided day-to-day counseling on general legal matters such as construction law, commercial transactions, product liability claims and warranties, general corporate law, and compliance with antitrust laws.

WINSTEAD, MCGUIRE, SECHREST & MINICK

September 1983 to May 1986

Extensive motion and trial practice in such areas as breach of warranty, general contract disputes, securities fraud, deceptive trade practices, RICO, general banking litigation, Uniform Commercial Code, and product liability. Experience included taking depositions, attending hearings, drafting discovery documents, preparing expert witnesses, research and preparation of appellate briefs, and handling lawsuits as primary and/or secondary counsel in state and federal courts.

SEAY, GWINN, CRAWFORD, MEBUS & BLAKENEY

September 1981 to September 1983

General tort and commercial litigation practice in state and federal court with primary emphasis on depositions, general discovery, hearings, research and preparation of appellate briefs, and handling insurance defense and subrogation cases.

**BRIEFING ATTORNEY TO CHIEF JUSTICE CLARENCE A. GUITTARD
DALLAS COURT OF APPEALS**

September 1980 to September 1981

Worked closely with Chief Justice Guittard, attended oral arguments of counsel, participated in judges' conferences, reviewed briefs, performed general research, drafted and reviewed court opinions, and provided general legal advice as requested.

LEGAL EDUCATION

Baylor University School of Law
Doctor of Jurisprudence Degree May 1980
Associate Editor Baylor Law Review
Law School Board of Governors
Frances B. McCall Scholarship 1980
Law Faculty Scholarship 1979
Dean's Honor List 1979-1980
National Dean's Honor List 1980
Phi Alpha Delta
Publication: "Gutierrez v. Collins: A New Approach to Choice of Law in Texas" 1980
Spring Edition of Baylor Law Review

UNDERGRADUATE EDUCATION

Baylor University Bachelor of Science Degree 1977
Major: Speech Pathology Minor: Journalism
Student Body Secretary 1976-1977
Student Congress Representative 1974-1977
Mortar Board Honor Society
Who's Who Among Students in American Colleges and Universities
Kappa Kappa Gamma
Student Foundation Member and Scholarship Recipient

COURT ADMISSIONS

Northern District of Texas
Supreme Court of Texas
United States Court of Appeals for the Fifth Circuit

PROFESSIONAL ACTIVITIES

DALLAS BAR ASSOCIATION:

President 2002
Immediate Past President 2003
Mansion Expansion Construction Chair 2001-2002
Managed and directed construction on multi-million dollar addition to the Belo Mansion
Dallas Bar Foundation Collins Clerkship Committee 2002
President-Elect 2001
Vice President – Activities 2000
Vice President - Administrative 1999
Chairman of Board of Directors 1998
Member of Board of Directors 1992-2003;1987-1988
Executive Committee 1997-2002
Committee Chairman:
Strategic Planning Committee 1997
"Super Bowl" Bench/Bar Conference 1993
Admissions and Membership Committee 1991
Entertainment Committee 1985
Publications Committee 1984

Planning Committee:

2007 National Mock Trial Competition (2006-07)
Task Force on Professionalism 1988-1989
Goals for Professionalism Conference 1990-1991

DBA Mediator Training 1992 / Volunteer Mediator - Settlement Week

Current DBA Section Memberships:

Labor & Employment Law
Alternative Dispute Resolution

STATE BAR OF TEXAS:

Director - Board of Directors – June 2004 to January 2006
(Resigned as Director due to Appointment to 160th Judicial District Court – 01/06/06)

Committees:

Executive Committee 2005-2006
Finance Committee 2005-2006
Discipline and Client Attorney Assistance Committee 2004-2006
Services and Education Committee 2004-2006
Client Security Fund Committee 2004-2005
Strategic Planning Committee 2004-2006

Current SBOT Section Memberships:

Labor & Employment Law
Alternative Dispute Resolution
Judicial

DALLAS BAR FOUNDATION:

Chair 2007
Vice-Chair 2006
Secretary/Treasurer 2005
Trustee 2003-2010
Ex-Officio Trustee 2002

DALLAS BAR ASSOCIATION COMMUNITY SERVICE FUND:

President 2000
Member of Board of Directors 1997-2002

DALLAS ASSOCIATION OF YOUNG LAWYERS:

President 1988 – Founder, DAYL Foundation
Vice President and President-Elect 1986-1987
Committee Chairman and Director 1983-1986

FELLOW:

Texas Bar Foundation
Dallas Bar Foundation
Dallas Association of Young Lawyers Foundation