



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Baltimore Field Office
ADR Mediation Program

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Dear Counsel and Parties:

It is with great pleasure that I write to you in recommendation of Eric Paltell for opportunities related to Alternative Dispute Resolution (ADR). Mr. Paltell has served on the United States Equal Employment Commission's (EEOC) Pro-bono Mediator Panel at the Baltimore Field Office since its inception in 1998. As a pro-bono mediator, he is responsible for mediating charges filed against private-sector employers prior to any investigation(s) into the merits of the charge.

Mr. Paltell is well-versed in the statutes that we enforce at the EEOC and uses that knowledge coupled with his experience as a third-party neutral to successfully resolve discrimination charges. Furthermore, the mediation process at the EEOC is all inclusive and accommodates resolution discussions involving employment related disputes that are cross-filed with our Agency. Mr. Paltell's overall skill in mediating such cases has contributed to our overall success as a program.

Mr. Paltell is especially effective in managing the parties expectations, fostering a cooperative environment, and remaining neutral throughout the session. His commitment to our mediation program and above-average resolution rate makes him a true asset to the EEOC. I am sure he would prove to be just as effective in similar settings.

If you have any questions related to Mr. Paltell's experience at the EEOC, please feel free to contact me directly.

Sincerely,

A handwritten signature in black ink, appearing to read "Samantha Watts".

Samantha Watts
Senior Mediator