



ZANCOURIDES LAW



www.zancourideslaw.com • Dublin, Ohio • Lori Zancourides, Founder & Principal
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PROFESSIONAL SUMMARY

Mediator and legal advisor leveraging over 20 years of employment law experience and over 17 years of experience as in-house legal counsel managing global litigation and employment law matters for two large, publicly traded companies, The Wendy's Company and The Scotts Miracle-Gro Company. Trusted at the highest level of organizations for a practical approach, strong values, clarity of judgment, and the ability to bring calm and order, even in times of crisis. Started her career as a Labor & Employment Associate in the Columbus office of Squire Sander & Dempsey (now Squire Patton Boggs), advising clients and litigating in courts and agencies across the U.S.

Over the years, has been involved in hundreds of disputes and has had the opportunity to work towards resolution from every seat at the mediation table. This experience provides a unique perspective as a mediator – approaching conflict with objectivity and balance, awareness of how businesses work and make decisions, experience facing and overcoming common barriers to resolution, adept at building common ground and momentum, and experience providing honest and candid feedback in a way that garners trust and respect. Broad litigation experience has also provided opportunities to observe negotiation tactics first-hand with some of the best mediators in the business. Builds rapport and trust with a mediation style that is positive, approachable, and practical – helping parties to feel heard, understand their interests, weigh options and risks, and move toward durable, practical solutions.

PRIMARY AREAS OF EXPERTISE

- Harassment, discrimination & retaliation
- Wage, hour, & pay disputes
- Leave & accommodation issues
- Non-compete, trade secret, & other restrictive covenant claims
- Employment contract and severance disputes
- Other workplace/employment relationship disputes
- Breach of contract & other commercial contract matters
- Franchise, partnership, & business relationship disputes
- Advertising & consumer claims
- Trademark and tradename disputes

MEDIATION PHILOSOPHY

As a mediator, I view my role as similar to my prior in-house counsel roles. My role is not to decide the outcome of a mediation, but to help both parties and their counsel have a productive discussion that will enable them to make an informed decision to settle or continue their dispute. To optimize settlement opportunity, primary focus will be on preparation, patience, positivity, and process. Counsel and parties should be prepared for active and engaging discussions about their dispute, identifying interests, testing theories, exploring options and risks, and challenging assumptions. Where helpful and appropriate, perspective, observations, and experience of the mediator may be shared.

WORK HISTORY

- Zancourides Law, LLC, Founder & Principal (2026 – Present)
 - The Wendy's Company, Associate General Counsel, Global Litigation, Employment & Claims (2023-2025); Associate General Counsel – Global Litigation & Employment (2018-2023); Director, Employment & Litigation Counsel (2014-2018); Legal Counsel, Labor & Employment (2013-2014)
 - The Scotts Miracle-Gro Company, Director – Employment Law & Ethics (2013); Director – Employment Law (2012-13); Manager – Employment Law (2008-2012)
 - Squire, Sanders & Dempsey LLP (now Squire Patton Boggs), Associate – Labor & Employment (2003-2008)
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Broad experience managing and resolving a wide variety of disputes and litigation, including participation as counsel or corporate representative in mediations and other negotiations across the U.S. and abroad. Experience includes:

LITIGATION EXPERIENCE

- Putative class and collective actions involving federal and state wage and hour claims in several jurisdictions, including Ohio, Florida, Illinois, New York, Colorado, Massachusetts, and California
 - Single plaintiff and putative class action claims brought under federal and state discrimination, harassment, and retaliation laws
 - Single plaintiff and putative class action claims brought under federal and state leave and accommodation laws
 - Multi-state litigation and claims brought against franchisor, numerous franchisees, and carriers related to alleged foodborne illness outbreak
 - Putative class action involving state privacy claims
 - Putative class actions involving advertising and other consumer claims
 - Consumer, financial institution, and shareholder derivative lawsuits related to cyber breach
 - Offensive and defensive disputes and litigation involving contract claims with vendors, suppliers, franchisees and other business partners
 - Offensive and defensive litigation involving IP, including patent troll litigation and international trademark prosecution and enforcement
 - Oversight of general liability, workers' compensation, and auto claims portfolio strategy and execution
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MEDIATOR EXPERIENCE & TRAINING

- Member of the Panel of Neutrals of the United States District Court for the Southern District of Ohio
- Member of the Panel of Neutrals of the United States District Court for the Northern District of Ohio
- Neutral in private practice (Zancourides Law, LLC)
- Ohio Supreme Court – Fundamentals of Mediation
- Pepperdine University, Straus Institute – Mediating the Litigated Case
- American Bar Association – 2026 Dispute Resolution Practice Development Institute
- American Bar Association – 2026 Dispute Resolution Skills Summit
- Ohio Supreme Court – Timely Topics in Dispute Resolution; Mediator Roundtables
- American Bar Association Dispute Resolution Section – 2026-27 Practice Incubator

BAR ADMISSIONS

- Ohio
 - U.S. Court of Appeals, Sixth Circuit
 - U.S. District Court, Northern District of Ohio
 - U.S. District Court, Southern District of Ohio
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PROFESSIONAL ASSOCIATIONS

- American Bar Association (Sections: Dispute Resolution; Labor & Employment)
 - Ohio State Bar Association (Sections: Labor & Employment; Small Firm; Women in Profession; Litigation)
 - Federal Bar Association
 - Ohio Women's Bar Association
 - Association of Corporate Counsel
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RECENT SPEAKING ENGAGEMENTS

- Guest Speaker at Barnes & Thornburg LLP's "How To" webinar series (September 2026) – *How To...Make the Most of Mediation*
 - Speaker at the Society of Corporate Compliance and Ethics (SCCE) Regional Conference, Columbus, OH (May 2026) - *Navigating the Intersection of AI and Employment Laws*
 - Speaker at the Women Influence & Power in Law (WIPL) Conference, Washington, DC (October 2025) - *Anticipating the Unknown: Establishing a Compliance Strategy for the Evolving Workforce*
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RATES, EXPENSES & BILLING

- Mediation Hourly Rate: \$500.00
- Full and Half-Day Rates: Available upon request.
- Study/preparation Rate: \$500.00
- Cancellation Fee: \$1,000.00 if Mediation is cancelled (and not rescheduled) less than 14 days prior to the scheduled Mediation Date. In the event of cancellation, parties remain responsible for Mediator time spent on the matter, including pre-mediation conference, administrative activities, study time, and travel time.
- Travel Expenses: Mediator will not charge travel expenses for Mediations in Columbus, Ohio or within 60 miles of the Mediator's office. (Travel time will be charged.)
- Other expenses incurred related to the mediation (ex. conference space rental, parking fees) will be itemized on the Mediator's invoice.
- Unless otherwise agreed to and instructed by the Parties, fees and expenses will be split on a pro rata basis between the parties and invoiced to their counsel.