

BIOGRAPHY

# Andy Turner



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## Proven mediator and problem solver

For over 20 years, Andy Turner has been a trusted mediator, helping parties resolve complex disputes with efficiency, creativity, and sound judgment. With 35 years of litigation and counseling experience across Texas, Arkansas, Oklahoma, Florida, and Louisiana, he has handled a broad range of disputes, including restrictive covenants; employment matters; eminent domain disputes involving school districts, railroads, and improvement districts; commercial contracts; probate matters; and personal injury claims.

Certified as a mediator for more than two decades, Andy is known for guiding parties toward resolution with a blend of legal knowledge, empathy, and a touch of humor to ease tension. His calm demeanor, practical insight, and pragmatic approach make him particularly effective in resolving high-stakes and emotionally charged disputes. He understands what motivates each side and works to develop practical solutions that advance resolution.

Before focusing on alternative dispute resolution, Andy held leadership roles in major law firms, advising businesses on employment law compliance, collective bargaining, and litigation strategy.

Andy earned his economics degree with departmental honors from Baylor University and graduated with honors from the William H. Bowen School of Law at the University of Arkansas at Little Rock, where he served as an editor of the UALR Law Journal.

### AREAS OF FOCUS

- **Restrictive Covenants & Trade Secrets.** Non-compete, non-solicitation, and confidentiality agreement disputes.
- **Employment Disputes** Discrimination, harassment, retaliation, wage & hour claims. Executive compensation and workplace agreements.
- **Eminent Domain.** Complex condemnation, owner compensation, and property-rights disputes.
- **Commercial Conflicts.** Business contracts, partnership disputes, and complex commercial issues.
- **Probate & Estate Disputes.** Trust and estate matters handled with sensitivity and fairness.

### RECOGNITIONS

- D Best Mediator, (D Magazine, 2026)
- Best Lawyers in America® - Employment Law (2016-25)
- National Arbitration and Mediation (NAM) Panel of Neutrals