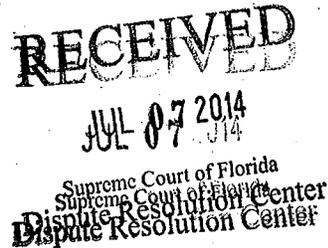


Mediator Qualifications Board
Southern Division

In Re: Karen A. Watson

Case Number: QCC 2012-014

Panel: The Honorable Angelica Zayas, Chair
Rodney Romano
Jeanne Potthoff
Regina Zelonker
Carlotta Mitchell



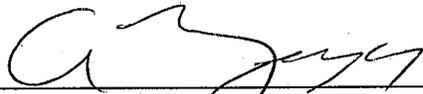
Order Accepting Admission to Charges, and Imposition of Sanctions

The Mediator Qualifications Board, Southern Division, by its duly designated five-member panel, met by telephone on June 25, 2014, discussed and considered the attached *Admission to Charges and Stipulation to Imposition of Sanctions*, and finds the sanctions set forth in the attached agreement are appropriate. Therefore, the panel enters its order in this matter pursuant to rule 10.820(b), Florida Rules for Certified and Court-Appointed Mediators, as follows:

1. Upon concurrence of all five members of the panel, the Board accepts the Respondent's admission to the charges enumerated and imposes the sanctions set forth in the agreement. The Respondent is ordered to comply with all the sanctions imposed.
2. Respondent's applications for Mediator Certification as a Family mediator and a Circuit Court mediator are denied and the Respondent will not mediate in a court or private setting until such time as she is certified.

3. Respondent will not reapply for certification for a period of five years from the date of this Order, and such applications will be in accord with and meet the requirements of the then existing Florida Rules for Certified and Court-Appointed Mediators.
4. Pursuant to Rule 10.830, Florida Rules for Certified and Court-Appointed Mediators, the Florida Dispute Resolution Center shall both post on the Florida Court's DRC website and publish the name of the Respondent and a short summary of the circumstances of the case, and will notify the circuits of the denial of the applications.

Dated this 30 day of June, 2014.



The Honorable Angelica Zayas, Hearing Panel Chair
Children's Courthouse and Juvenile Justice Center
3300 NW 27th Ave.
Miami, FL 33142

Copies to:
Irv J. Lamel, Prosecutor
2541 SW 27th Ave., Suite 300
Miami, FL 33133

Karen A. Watson, Respondent
20861 NW 3rd Court
Pembroke Pines, FL 33029
And by email

Janice Fleischer, Director
Florida Dispute Resolution Center
500 South Duval Street
Tallahassee, FL 32399

MEDIATOR QUALIFICATIONS BOARD
Hearing Panel

In Re: Karen A. Watson

Case No. QCC 2012-014

ADMISSION TO CHARGES, AND STIPULATION TO IMPOSITION OF SANCTIONS

Respondent, Karen A. Watson hereby admits and stipulates as follows:

A. Respondent presently fails to meet the good moral character requirements of Rule 10.110, Florida Rules for Certified and Court-Appointed Mediators, based on the following allegations of fact:

1. Prior to her applications for mediator certification, the Respondent was employed by the law firm of Phelan Hallinan from November, 2010 through December, 2011 as a Mediation Coordinator:
 - a. In that capacity the Respondent referred cases for mediation to Ronald Weeks, her relative by marriage (brother-in-law), without disclosing that relationship to Phelan Hallinan personnel.
 - b. The Respondent, through her position at Phelan Hallinan, referred at least 80 cases for mediation to Mr. Weeks at his company, Arch Mediation, LLC, resulting in payment to Mr. Weeks of over \$30,000.
 - c. Phelan Hallinan required that mediators be certified in order to be referred mediations and Mr. Weeks was not a Circuit Court Certified Mediator, until November 18, 2011. Twenty-six of the cases referred to Mr. Weeks by the Respondent pre-dated Mr. Weeks' certification.

d. The Respondent, as part of her regular duties with Phelan Hallinan, processed invoices for payments to Mr. Weeks and Arch Mediation, LLC. Twenty-six mediations were billed to and paid by Phelan Hallinan prior to the mediations taking place.

e. By referring the mediations to Mr. Weeks and allowing the payments in the amount of \$7,500 to him for mediations not yet performed, the Respondent exposed the law firm of Phelan Hallinan to possible financial loss. Some of the twenty-six mediations at issue had to be rescheduled and may not have been performed by Mr. Weeks or Arch Mediation, LLC.

e. Based upon her actions as described in the above paragraphs, the Respondent was about to be fired when she resigned from her position at Phelan Hallinan.

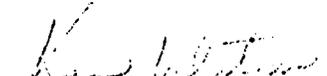
B. Respondent stipulates to the imposition of the following sanctions:

1. Respondent's applications for Mediator Certification as a Family mediator and a Circuit Court mediator are denied and the Respondent will not mediate in a court or private setting until such time as she is certified.
2. Respondent will not reapply for certification for a period of five years from the date of the Decision or Order accepting this admission and stipulation, and such applications will be in accord with and meet the requirements of the then existing Florida Rules for Certified and Court-Appointed Mediators.

3. Upon the acceptance of this admission and stipulation, Respondent waives all rights to seek review under the Florida Rules for Certified and Court-Appointed Mediators or to otherwise challenge or contest the validity of this admission and stipulation, and of any final order to be entered by the Hearing Panel or Mediator Qualifications Board.
4. The Dispute Resolution Center and Respondent agree that upon acceptance by the Hearing Panel of the Mediator Qualifications Board of this admission and stipulation, each party shall bear its own attorneys fees and costs.
5. Respondent authorizes the Hearing Panel of the Mediator Qualifications Board to review and examine all investigative file materials concerning Respondent in connection with the consideration of this admission and stipulation. Respondent agrees that consideration of this admission and stipulation and other related materials by the Hearing Panel of the Mediator Qualifications Board shall not prejudice or preclude the Hearing Panel, the Mediator Qualifications Board, or any of their members from further participation, consideration, or resolution of these proceedings if the terms of this admission and stipulation are not accepted by the Hearing Panel of the Mediator Qualifications Board.
6. Respondent understands that pursuant to the Rule 10.830, Florida Rules for Certified and Court-Appointed Mediators, the Dispute Resolution Center will both post on the Florida Court's DRC website and publish the name of

the respondent and a short summary of the circumstances of this case, and
will notify all circuits of the denial of the applications.

Dated this 24 day of June, 2014

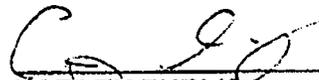

KAREN A. WATSON

STATE OF FLORIDA
COUNTY OF Broward

Before me, personally appeared KAREN A. WATSON, whose identity is known to
me by Drivers License (type of identification) and who, under oath,
acknowledges that she executed this document voluntarily and for the purposes therein
expressed.

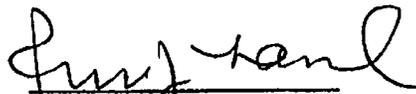
Sworn and subscribed before me this 24th day of June, 2014.




NOTARY PUBLIC

My Commission Expires: May 21, 2017

Agreed, pending approval of the Hearing Panel of the Mediator Qualifications Board.


IRV J. LAMEL
Prosecutor
2541 SW 27th Ave., Suite 300
Miami, Florida 33133
305 443-5212