



Steve Dunn

Managing Neutral

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Office Location: Charlotte

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Steve spent his entire 20-year litigation career at one firm, the Charlotte employment law boutique Van Hoy, Reutlinger, Adams & Dunn. His clients ranged from individual executives to Fortune 500 companies in virtually every industry, including banking, education, manufacturing, technology, construction, marketing, motorsports, and public sector clients throughout North Carolina.

Steve has extensive experience litigating all forms of employment discrimination in the North Carolina federal courts and the Fourth Circuit Court of Appeals. Through his representation of cities, counties, and public colleges, Steve developed an appreciation of the unique needs of public sector clients, including the First Amendment, public records, and constitutional torts.

In the later years of his legal career, Steve focused on litigation involving non-competition agreements, trade secrets, and unfair trade practices. Practicing extensively in the North Carolina Business Court, he advocated novel positions on the leading edge of this rapidly-changing practice area.

Steve taught all these subjects and more as an adjunct professor at the Charlotte School of Law, developing a scholarly demeanor that carried over to his courtroom advocacy. He approached trial work as a collaborative exercise with the judge and jury aimed at finding the right answer.

After becoming a certified superior court mediator in 2009, Steve quickly realized that dispute resolution was the ideal outlet for his experience and ability. He became a full-time mediator and arbitrator in 2019 and soon linked up with Miles Mediation & Arbitration to assist in opening the Charlotte office in 2020.

As a mediator, Steve is persistent and engaged, tirelessly advocating for resolution and seizing upon moments of breakthrough. He encourages and facilitates creative solutions and approaches to problem-solving that consider each person's life in full, not merely as a disembodied party in a lawsuit. A student of the mediation process itself, Steve has presented on motivational techniques and the psychology of change.

Education

- Duke University 1995
- UNC-Law 1998

Professional or Trade Affiliations

- North Carolina Bar Association
- Mecklenburg County Bar Association
- NCBA Dispute Resolution Section Council

Honors & Awards

- Business North Carolina Legal Elite - Labor and Employment
- Chambers and Partners - Labor and Employment
- Super Lawyers
- Best Lawyers "Lawyer of the Year"

Community Involvement

- Board Chair, Plaza Midwood Neighborhood Association 2004-2006
- Board Chair, Carolina Actors Studio Theatre 2009-2016
- Carolina Crown Board of Directors, 2008-2012
- Board Chair, BOOM Festival 2018-2020
- Girls Rock Board of Directors 2018-2021