



## **NOTICES<sup>1</sup>**

### **Social Media**

Jim Thomas uses certain professional networks such as LinkedIn. Jim generally accepts requests to connect from other professionals to be added to his LinkedIn profile, but Jim does not maintain a separate database of all these professional connections, which now number over 1,800, and their connections. LinkedIn also features endorsements, which Jim does not actively seek. The existence of such connections or endorsements does not indicate any depth of relationship other than an online professional connection, similar to connections in other professional organizations. To the extent that Jim may “like” or “react” to, or comment upon, any LinkedIn post, that should not be taken as an express endorsement by Jim of the author or of the content of the post unless expressly so stated by Jim. Jim’s full resume, experience, affiliations, and other information may be found on his American Arbitration Association® profile, his LinkedIn profile, and his firms’ website.

### **Professional Development Work**

Jim Thomas performs professional development work for organizations, including law firms, such as presenting live programs and professional coaching, through James D. Thomas Consulting Co. As a general proposition, it is Jim’s view that professional development work provided to a law firm does not, standing alone, disqualify him from proceedings, under 28 U.S.C. § 455(a), analogous state law, or rules of providers of alternative dispute resolution services. Nonetheless, in each case, Jim discloses potentially relevant relationships in advance of any engagement. As an additional safeguard, the standard form of agreement for the professional development work provides that the professional development client shall not share its privileged information with Jim.

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<sup>1</sup> For purposes of these Notices, the term “Jim Thomas” means, depending on context, Jim Thomas individually and the entities James D. Thomas Law Co. and James D. Thomas Consulting Co. and their employees.