

**JASON M. RUGO**  
**JENKINS & KLING, P.C.**  
**(314) 721-2525**  
**Mediation and Arbitration**

Mediation, Arbitration, and Med-Arb (mediation then arbitration of the same matter) conducted by Jason M. Rugo, a Certified Neutral in the US District Court and St. Louis County Circuit Court, with practice experience in the various commercial aspects of the law in more than 50 mediations involving non-competition and trade secrets, commercial disputes, and complex equity cases involving multiple parties, both for existing lawsuits and pre-suit mediation of disputes.

Experience

- Jenkins & Kling, P.C., 1994-current. Partner. Commercial litigation with emphasis in unfair competition, non-compete enforcement and defense, complex equity, land use and zoning, subdivision disputes, trade secrets.
- Gallop, Johnson & Neuman, 1983-1994. Partner (1986-1994), Associate (1983-1986). Commercial litigation with emphasis in complex equity matters, simple and complex contract and tort claims, construction claims, mechanics liens.
- Thompson & Mitchell, 1980-1983. Associate. Commercial litigation and admiralty.

Education

- Vanderbilt University School of Law, JD 1980. Moot court oral argument award. Editor, Journal of Transnational Law.
- Washington University in St. Louis, BA in History with honors 1977.

Mediation Training

Initial mediation training through a multi-day training program at the University of Missouri School of Law Center for Dispute Resolution in Columbia, Missouri. Ongoing training through membership in the Association of Attorney Mediators, St. Louis Chapter and membership in the Association of Missouri Mediators. Have presented seminars in mediation tactics and technique for both organizations, as well as the Missouri Bar Committee on Alternative Dispute Resolution. I am a panel neutral for Aequitas.

## Practice Background

I have been in private practice for more than 35 years since my graduation from Law School. I began at Thompson & Mitchell in St. Louis as a Commercial Litigation associate where I worked on simple and complex contract and tort cases and admiralty. In 1983, I moved to Gallop, Johnson & Neuman in St. Louis as a Commercial Litigation associate, and I became a partner in 1987. At Gallop Johnson I continued to practice in commercial litigation, including a broad range of simple and complex contract and tort cases, insurance coverage, and construction law and mechanics liens. I joined Jenkins & Kling, P.C. in St. Louis in 1994 as a partner and have practiced full time at Jenkins & Kling since that time. In addition to a wide and diverse variety of commercial and real estate litigation matters, I have had an emphasis on equity cases, and particularly those involving unfair competition, trade secrets, and an extensive practice in the litigation of non-competition agreements for both Plaintiffs and Defendants. I have been involved in numerous complex contract and tort cases as well as construction and lien cases, insurance coverage matters, and zoning and subdivision representation for landowners, developers, contractors and lenders.

## Mediation Philosophy

My philosophy of mediation is to encourage the parties to engage in honest communication which can, and often does, lead to the identification of solutions which are better than the potential alternatives. I do everything within my ability to encourage and help the parties explore and develop these alternative possibilities and paths to resolution which are better than the current course. With the help of counsel, I encourage the objective analysis of the pros and cons of all possible positions, along with the attendant costs and risk, and help parties bridge gaps and reach mutually acceptable settlements, using both facilitative and evaluative techniques. My experience shows that this process of collaborative analysis, which is more than just shuttling back and forth with offers and responses, produces the best opportunity for settlement, and therefore I stress the process instead of the result, believing that the process itself is what produces acceptable results. I stay determined and fully engaged to explore every issue. I know when to be gentle and facilitative and when to be persistent. I provide honest and objective analysis, and drill down to the emotional level of disputes to help bring emotional closure and facilitate real bargaining. I have particular skill in settling difficult equity and unfair competition disputes with creative solutions.

**Jason M. Rugo**  
JENKINS & KLING, P.C.  
150 N. Meramec  
Clayton, Missouri 63105  
314-721-2525  
[jrugo@jenkinsklings.com](mailto:jrugo@jenkinsklings.com)  
Martindale AV Rated Attorney

Rates (updated as of January 2016)  
\$200 per hour.