



# LINDSEY BAYMAN, ESQ.

MEDIATOR



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## CAREER SUMMARY

Lindsey Bayman, Esq. is a mediator with a strong track record of resolving complex civil disputes, particularly in the areas of employment, sexual assault and misconduct, entertainment, business litigation, and personal injury. She is widely regarded by counsel as well prepared, strategic, and effective in moving difficult cases to resolution, especially those involving high emotion, reputational risk, or entrenched positions.

Ms. Bayman brings to mediation a rare and valuable background shaped by decades of high-stakes negotiation and decision-making as a senior entertainment industry executive. Her professional experience sharpened her ability to assess leverage, evaluate real-world risk, and guide parties through pressure-filled negotiations—skills that directly inform her approach as a mediator. To Ms. Bayman, mediation is not an abstract exercise; it is a disciplined process of helping parties realistically reassess their positions as facts develop and litigation risk evolves.

She began her legal career at Dentons, practicing in London and later Los Angeles, before moving in-house at major media companies. She ultimately spent nearly a decade as Executive Vice President of Motion Picture Business Affairs at Paramount Pictures, where she negotiated complex, multi-million-dollar agreements and managed sensitive matters involving sophisticated stakeholders. That experience honed her ability to read dynamics, manage messaging, and understand how power, timing, and risk influence outcomes—skills she now deploys daily in mediation.

In addition, Ms. Bayman supervised significant litigation as an executive, giving her a practical, business-grounded understanding of how litigated cases evolve, where pressure points arise, and why cases either settle or stall. That perspective deepened further when she joined the plaintiffs' trial team in the landmark Aliso Canyon natural gas blowout litigation. Her work on that matter earned her recognition as a finalist for Consumer Attorneys of California's 2022 Consumer Attorney of the Year, and gave her first-hand experience with large-scale, emotionally charged litigation involving substantial exposure and public scrutiny.

As a mediator, Ms. Bayman is known for rigorous preparation. She carefully reviews briefs, typically speaks with counsel in advance, and tailors her approach to the personalities and dynamics of each case. While generally evaluative, she is thoughtful and deliberate in how and when she provides candid feedback. Counsel frequently note her ability to help parties step back from fixed litigation mindsets and reframe positions that no longer align with the developing facts, legal risk, or economic realities of the case.

Ms. Bayman is particularly effective in cases involving individual plaintiffs, including employment, sexual assault, harassment, and misconduct claims, where emotions run high and trust in the process is critical. Her mediation style balances empathy with realism. She allows parties to feel heard while remaining focused on the ultimate objective: resolution. She is persistent without being pushy, persuasive but not confrontational, and consistently focused on moving negotiations forward rather than declaring impasse prematurely.

Above all, Ms. Bayman's mediation practice is focused on results. She brings credibility, business judgment, and emotional intelligence to the table—helping parties cut through noise, reassess risk, and close the deal.

## **AREAS OF CONCENTRATION**

### **Employment**

- Discrimination and Harassment
- Retaliation
- Wrongful Termination
- Reasonable Accommodation & Failure to Engage in the Interactive Process
- Wage & Hour (Individual, Class and PAGA)

### **Sexual Assault / Misconduct**

- Sexual Assault & Battery
- Sexual Misconduct
- Revived Claims / #MeToo Matters

### **Personal Injury / Wrongful Death**

- Motor Vehicle, Trucking & Transportation Accidents
- Premises & Product Liability
- Construction Accidents

### **Entertainment / Media & Business**

- Chain of Title & Rights Disputes
- Copyright, Trademark & IP Matters
- Talent Engagement & Termination Disputes
- Defamation, Rights of Publicity & Privacy
- Contract & Business Disputes

## **EDUCATION**

- LL.M., Alternative Dispute Resolution | USC Gould School of Law
- LL.B. | King's College London

## **PROFESSIONAL EXPERIENCE**

- ADR Services, Inc., Mediator, 2026-Present
- Lindsey Bayman Mediation, Mediator, 2022-Present
- Kirtland & Packard, Of Counsel, Member of Plaintiff Trial Team, 2019-2021
- Studio 8 (a Sony-Fosun joint venture), Chief Operations Officer; Head of Business Affairs, 2014-2018
- Paramount Pictures, Executive Vice President, Motion Picture Business Affairs, 2006-2014
- Pandemonium, Executive Vice President, Legal Affairs, 2002-2006
- Phoenix Pictures, Head of Legal Affairs, 1995-2002
- Gipson, Hoffman & Pancione, Senior Associate, 1992-1995
- Jeffer, Mangels, Butler & Mitchell, Associate, 1990-1992
- Dentons, Associate, 1986-1990

## **PUBLICATIONS**

- Author, *"You Say You Want a Resolution (But What You Really Want Is a Deal)"*, Advocate Magazine (September 2024)
- Featured in Los Angeles Daily Journal, Verdicts & Settlements, *"Persuasive, Not Confrontational"* (March 8, 2024)

## **MEDIATION PANELS**

- United States District Court, Central District of California
- Los Angeles County Superior Court