

GARY L. JOHANSEN
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PROFESSIONAL PROFILE

Experienced attorney with diversified background in law and business. Expertise in negotiation, arbitration, mediation, litigation, and regulatory matters. Strong background in management and administrative law, especially pertaining to Olympic/Paralympic and amateur sports.

EXPERIENCE AND ACCOMPLISHMENTS

JOHANSEN LAW, Colorado Springs, CO 1/19 – Present
Attorney, Arbitrator/Mediator

- Selected to the eight-member arbitrator pool to hear anti-doping cases brought by the United States Anti-Doping Agency (USADA). Awards issued by the Arbitrator available at <https://www.usada.org/athletes/results/arbitration-decisions/>
- Selected to the United States Olympic & Paralympic Committee (USOPC) arbitration pool to hear U.S. Olympic, Paralympic, Pan American and Parapan American movement governance, grievance, eligibility, and selection cases. Awards issued by the Arbitrator available at <https://www.usopc.org/governance/arbitration-and-hearing-panel-cases>
- Recent Arbitration Appointments.
 - Sole Arbitrator in *USADA v. Lute*, NE ADR 24062102 (2024).
 - Sole Arbitrator in *USADA v. McMahon*, NE ADR 2023082101 (2024).
 - Sole Arbitrator in *Mitchell v. USA Track & Field*, AAA 01-23-0002-1602 (2023).
- Serve on Roster of Arbitrators with the American Arbitration Association (AAA).
- Serve on Roster of Arbitrators with New Era Alternative Dispute Resolution (NE ADR).
- Serve on General List of Arbitrators with the Court of Arbitration for Sport (CAS).

UNITED STATES OLYMPIC & PARALYMPIC COMMITTEE, 3/99 – 3/21
Colorado Springs, CO
Advisory Counsel, Senior Associate General Counsel, Associate General Counsel

- Attended 5 Summer Olympic, 5 Winter Olympic, 3 Paralympic, 5 Pan American and 2 Parapan American Games as on-site legal counsel. Dealt with a variety of Games issues in support of U.S. Team.
- Represented the USOPC before the Court of Arbitration for Sport. Cases resulted in retaining Medals for U.S. athletes, allowing a U.S. athlete to compete in the Games and clarifying anti-doping “Osaka” rule that banned athletes with doping suspensions of more than six months from competing in the following Olympic Games.
- Provided legal advice and address policy issues pertaining to National Governing Bodies. Assisted USOPC member organizations in dealing with organization and management issues.
- Worked effectively with USOPC Athlete Ombudsman in resolving athlete eligibility, participation, and grievance issues.

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- Served as staff liaison to the Drug Externalization Task Force, counseled Task Force and prepared position paper resulting in creation of the United States Anti-Doping Agency (USADA), which is responsible for athlete testing and adjudication of U.S. doping cases. Provided continued advice on doping issues, including comment on the World Anti-Doping Code and attendance at World Anti-Doping Agency meetings.
- Served a key legal role in the formation of the U.S. Center for Safe Sport (USCSS), which is responsible for ending abuse in sport, including sexual abuse, through prevention, education, and accountability. Served as its Secretary during its first year of existence.
- Coordinated the effective and smooth handling of Section 8 (National Governing Body decertification), Section 9 (athlete, coach and National Governing Body member eligibility/participation/grievance), Section 10 (National Governing Body compliance) and Section 11 (application to replace National Governing Body) proceedings and provide legal assistance to hearing panels.

LAW OFFICE OF GARY L. JOHANSEN, Westport, CT
(Previously SCHEFFLER & JOHANSEN, Westport, CT)

3/90 – 2/99

Partner

- Managed law office, including budgeting, hiring of employees, and being responsible for general administrative matters.
- Represented individual and corporate clients in litigation and administrative proceedings before Connecticut courts and government agencies.
- Advised business entities on various legal matters, including business formation, lease negotiations, employment matters, trademark protection, and contract negotiation.
- Mediated dispute among three national sports organizations. Resulted in recognition of new sports governing body.
- Prepared issue paper and counseled United States Olympic Committee on proposed legislation affecting regulation of Olympic and Pan American sports.

HALL, McNICOL, HAMILTON & CLARK, New York, NY

8/87 – 2/90

Attorney

- Conducted discovery and responded to antitrust objections of Federal Trade Commission regarding corporate acquisition.
- Represented corporate clients in commercial litigation before Connecticut and New York courts and the American Arbitration Association.

TRANSNATIONAL, INC., Washington, D.C.

3/85 – 7/87

Counsel

- Instrumental in formulation, analysis and writing of major study of Japanese government covering investment and political climate of all 50 states. Resulted in Japanese trade delegation coming to the United States.
- Interviewed and developed liaison with selected governors' staffs, economic development offices, and U.S. Senators and Representatives.
- Counseled companies on government policies and regulatory practices.

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U.S. INFORMATION AGENCY FOREIGN TRAVEL PROGRAM 3/85 – 12/85
Washington, D.C.
Guest Lecturer, Asia

FEDERAL ELECTION COMMISSION, Washington, D.C. 3/78 – 2/85
Assistant General Counsel, Special Assistant General Counsel

- Supervised and motivated team of attorneys, paralegals, and support staff. Conducted 300 plus investigations into election law violations.
- Analyzed and administered policies regarding budget allocation, hiring practices, and office management.
- Presented cases and policy issues to Commission pertaining to election law and administration of General Counsel's office.
- Served as troubleshooter for General Counsel.

UNITED STATES SENATE COMMITTEE ON COMMERCE, SCIENCE AND TRANSPORTATION, Washington, D.C. 2/76 – 2/78
Staff Counsel

- Advised Senators on legislative proposals. Participated in hearings, drafted legislation, and provided counsel on Senate floor during debate and passage of legislation.
- Led meetings and conducted hearings on amateur sports. Effectively mediated disputes between amateur sport organizations. Drafted legislation and built consensus for passage of new law authorizing the USOPC to serve as coordinating body for amateur sports.
- Evaluated legislation affecting consumer issues and participated in oversight hearings on Federal Trade Commission and Consumer Product Safety Commission.

UNITED STATES SENATOR TED STEVENS OF ALASKA, 2/74 - 1/76
Washington, D.C.
Legislative Assistant

- Assisted in the drafting of the Amateur Sports Act (renamed the Ted Stevens Olympic and Amateur Sports Act), which serves as the charter legislation establishing the USOPC and the governing authority for Olympic, Paralympic, Pan American and Parapan American sport in the U.S.
- Served as Steven's staff person on the President's Commission on Olympic Sports.

CITY OF BOULDER, Boulder, CO 7/73 - 1/74
Assistant City Attorney

U.S. DISTRICT COURT JUDGE JAMES A. von der HEYDT, 8/70 - 7/72
Anchorage, AK
Law Clerk to US Federal District Court Judge

EDUCATION:

- J.D., with distinction - University of Iowa, 1970. Law Review.

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- MBA Level Courses, American University, 1982-1983.
Real estate finance and investment, managerial finance, accounting, organizational theory, and behavior.
- B.A., Psychology/General Science, Deans List - University of Iowa, 1967.
- Completed weeklong intensive Mediation Course, Pepperdine University School of Law, 2011.

BAR ADMISSION:

Active: Colorado. Inactive: New Mexico; Connecticut; New York; District of Columbia; Alaska; Iowa.

Other Courts: U.S. Supreme Court; U.S. Court of Appeals for the Ninth Circuit; U.S. Court of Appeals for the District of Columbia Circuit; U.S. District Court for the District of Colorado; U.S. District Court for the District of Alaska; U.S. District Court for the District of Columbia; U.S. District Court for the District of Connecticut; U.S. District Court for the Eastern District of New York; U.S. District Court for the Southern District of New York.

PROFESSIONAL ACTIVITIES:

National Sports Advisory Committee - AAA; Board of Advisors – National Sports Law Institute, Marquette University Law School; Sports Lawyers Association.

Appointed to Membership & Credentials Committee for the USOPC, 1990 - 1999; Appointed to Legislation Committee for the USOPC, 1980-1988.

SPEAKING ENGAGEMENTS:

USOPC, U.S. Olympic & Paralympic Movement Arbitration Training (2024); National Sports Law Institute, Marquette University Law School, 30 Years of Sports Law, “Legal Issues in International and Olympic Sports: A 30-year Retrospective” (2019); AAA, Training for Arbitrators Hearing Olympic Eligibility Cases, “Genesis and Background of Olympic Eligibility Disputes” (2018); AAA, Training for CAS Arbitrators Hearing Sport Doping Disputes, “Hearing Issues” (2018); National Sports Law Institute, Marquette University Law School, The Changing Landscape of Collegiate Athletics: Legal and Business Issues, “The Future of Olympic Sports within Collegiate Athletics” (2016); Cozen O’Connor, Sports Law for Rookies and Veterans, “Hot Topics in Amateur Sports” (2016); SLA – Chicago Chapter, “Legal Issues Facing U.S. Governing Bodies” (2015); National Sports Law Institute, Marquette University Law School, The Evolution of Sports Law and Future Trends, “Legal Issues in Olympic Sports” (2014); SLA, 38th Sports Lawyers Conference, “The Olympic Games as a Showcase – Anticipated Issues” (2012); Sports Law Society, University of Michigan, Going for the Gold, “Major Issues/Decisions Shaping Olympic Law” (2012); National Sports Law Institute, Marquette University Law School, Current Legal and Business Issues Affecting International and Professional Sports, “Olympic and International Dispute Resolution” (2012); The Center for Sport and the Law, University of Baltimore School of Law, Amateur Sports Law Symposium, From Doping to Diversity: Legal Issues in the American Olympic Movement, “Dispute Resolution and Athletes’ Rights” (2009); National Sports Law Institute, Marquette University Law School, The Evolution of Individual Sports Law and Business from the 20th to the 21st Century, “Olympic/International Sports” (2009); National Sports Law Institute, Marquette University Law School, The Increasing Globalization of Sports: Olympic, International and Comparative Law & Business Issues, “Resolution of International Sports Disputes” (2007); National Sports Law Institute, Marquette University Law School, Individual Performer Sports: Current Legal and Business Issues, “Key Provisions of the WADA Code and A Review of Adidas v GSC and ITF” (2006); Association of Corporate Counsel, 2005 Annual Meeting, “Hot Topics and Emerging Trends in Nonprofit Governance and Transparency” (2005); National Sports Law Institute, Marquette University Law School, The Evolving Nature of High School, College & Olympic Sports in the 21st Century, “International and Olympic Sport Issues” 2004; Utah State Bar Association, Olympic Dispute Resolution,

“Resolving Athlete Disputes” (2002); ABA, The Golden Gate to Collaborative Problem Solving, “Dispute Resolution and Problem Solving in Sports” (2000); The Association of the Bar of the City of New York, Sports Law Symposium, “The Rights and Obligations of the Olympic Athlete” (1992).

ALTERNATIVE DISPUTE RESOLUTION TRAINING:

Attended numerous arbitration training seminars and conferences conducted by various organizations including CAS (attended four CAS conferences sponsored in conjunction with the Swiss Bar Association held in Lausanne, Switzerland), the American Arbitration Association, the American Bar Association, the Sports Lawyers Association, the National Sports Law Institute (Marquette School of Law) and the American Corporate Counsel. Arbitration courses covered all aspects of the arbitration process, including arbitration fundamentals, arbitration procedures, managing the arbitration hearing, managing the parties, arbitrating Olympic sports disputes, an arbitrator’s authority, arbitration remedies and post award issues.

AAA, Managing Cases with Self Represented Parties (2025); AAA, Crafting Compliant AAA Awards: Structure, Fees, and Best Practices (2024); AAA, Disclosure Dynamics in Arbitration (2024); CAS, Internal Workshop for CAS Arbitrators, (2023); SLA, 47th Sports Lawyers Conference, Latest Developments and Recent CAS Case Law (2023); AAA, USOPC and USADA, Anti-Doping Arbitrator Pool Training (2022); AAA, Arbitrator Subpoenas: Are They Worth the Paper They're Printed On? (2022); AAA, Process Essentials for AAA Arbitrators, (2022); AAA, Panelist Safety and Security (2022); AAA, Preparing for Virtual Arbitration Hearings: Tips and Best Practices (2021); AAA, Impartiality: Do You Know Where Your Biases Are? (2021); AAA, Cyber Security: A Shared Responsibility (2020); AAA, Arbitration Fundamentals and Best Practices for New AAA Arbitrators (2019); AAA, Award Writing (2019); AAA, Training for Arbitrators Hearing Olympic Eligibility Cases (2018); AAA, Training for CAS Arbitrators Hearing Sport Doping Disputes (2018); Court of Arbitration for Sport, 7th Conference, International Sport Arbitration (2018); SLA, 44th Sports Lawyers Conference, Court of Arbitration for Sport Update: Recent Developments in Procedure and Disputes Involving the Olympic Games, Doping and Sports Governance (2018); World Sport Advocate, Tackling Doping in Sport, CAS Anti-doping Division at the Rio Olympic Games (2017); SLA, 43rd Sports Lawyers Conference, The Court of Arbitration for Sport Update: Recent Developments in Procedure and Disputes Involving the Olympic Games, Doping and Sports Governance (2017); SLA, 42nd Sports Lawyers Conference, Court of Arbitration for Sport Overview: Recent Developments in Procedure and Disputes Involving the Olympic Games Ad Hoc Division (2016); AAA, The Arbitration Hearing: What to Expect (2016); ABA, Before the Session Starts: How to Prepare for Mediation (2016); ABA, What is the Relevance of the Joint Opening Session in Today's Mediation Process (2016); ABA, Whether, When and How Mediators Use Analytical Techniques (2016); ABA, Negotiation in Mediations (2016); ABA, Closing the Deal (2016); ABA, Mediation Advocacy (2016); ABA, Ethics and Professionalism in Mediation (2016); Court of Arbitration for Sport, 6th Conference, International Sport Arbitration (2016); World Sport Advocate, Tackling Doping in Sport, Mock Arbitration Doping Hearing (2015); SLA, 41st Sports Lawyers Conference, Mediation Opportunities in Sports Disputes (2015); ABA, Arbitration Award, Remedies and Post Award Process (2015); ABA, Managing the Arbitration Hearing and Evidence (2015); ABA, Balancing Party Control and Efficiency: Managing the Parties and Preparation (2015); ABA, Important Preliminary Hearing Essentials for Both Advocates and Neutrals (2015); ABA, Kick Starting an Arbitration: Determining An Arbitrators Authority and Disclosures (2015); ABA, Ethical Aspects to Consider while Building an Arbitration Practice (2015); World Sport Advocate, Tackling Doping in Sport, Voluntariness of Arbitration Clauses Within Athlete Agreements (2015); Court of Arbitration for Sport, 5th Conference, Arbitrating Disputes in a Modern Sports World (2014); National Sports Law Institute, Marquette University Law School, The Evolution of Sports Law and Future Trends, Resolution of Sports Disputes (2014); Critelli Law, Law Mediation Workshop (2014); National Sports Law Institute, Marquette University Law School, Current Legal and Business Issues Affecting Collegiate, Olympic and International Sports, Adjudication of Olympic Sports Disputes and Current Issues (2013); SLA, 38th Sports Lawyers Conference, ADR Issues in the Olympics and the Major Sports (2012); Strauss Institute for Dispute Resolution, Pepperdine School of Law, Mitigating the Litigated Case (2011); SLA, 37th Sports Lawyers Conference, Arbitration & Mediation Update in

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Professional Sports (2011); AAA, Managing Your First Arbitration, Arbitration Basics and Best Practices (2010); SLA, 35th Sports Lawyers Conference, Mediation and Arbitration to Resolve Sports Disputes (2007); AAA, Anti-Doping Mandatory Training for CAS Arbitrators (2008); SLA, 33rd Annual Sports Lawyers Conference, Arbitrating Olympic Sports Disputes (2007); Court of Arbitration for Sport, 1st Conference, The Proceedings before CAS (2006); ACC 2005 Annual Meeting, Arbitration Basics: The Why's, How's & Who's of Alternative Dispute Resolution (2005); ABA, The Golden Gate to Collaborative Problem Solving (2000); The Dispute Settlement Center, Mediation Training Seminar (1996); AAA, Introductory Arbitrator Training Workshop, Managing the Arbitration Process (1995); Connecticut Bar Association, Alternate Methods of Dispute Resolution (1987); Georgetown University Law Center, Civil Arbitration (1982).