



## BIOGRAPHY FOR ATTORNEY ORION "RUSTY" CALLISON

### EDUCATION AND BACKGROUND

Orion G. Callison, III has been a practicing attorney for more than 21 years. He graduated from Columbia University School of Law in 1988, where he was a member of the Columbia Human Rights Law Review. Mr. Callison earned his Bachelor of Arts degree, with highest honors, from the University of Tennessee in 1985. He is a life member of the Phi Beta Kappa national honor society and is AV-Rated by Martindale-Hubbell as a "Preeminent" attorney, which is the highest possible rating awarded by that organization. Mr. Callison was formerly a partner in an "Am Law 200" national law firm before opening his own practice.

Mr. Callison's published writings and seminars include serving as: an Advanced Legal Writing Instructor at St. Thomas University School of Law in the Spring of 2002; a Speaker at the 63rd Annual Convention of the International Municipal Lawyers' Association ("IMLA"); a Speaker at a seminar on Effectively Taking and Defending Depositions; a presiding judge at the University of Miami School of Law Mock Trial Competition; a judge at the American Trial Lawyers' Association Mock Trial Competition; and as a judge at the University of Miami School of Law Client Counseling Competition.

Mr. Callison is admitted to practice in Florida, Alabama, the Supreme Court of the United States of America, the Eleventh Circuit Court of Appeals, the Fourth Circuit Court of Appeals, the United States District Court for the Southern District of Florida (including its trial bar), the United States District Court for the District of Colorado, the United States District Court for the Northern District of Alabama, and the United States District Court for the Middle District of Alabama. He is a member of the Miami Lakes Bar Association.

### COMMERCIAL LITIGATION

Mr. Callison has represented clients in a variety of complex commercial disputes in over twelve states, including numerous cases for and against Fortune 500 companies. The subject matter of these suits includes breach of contract, tortious interference with business relationships, civil RICO, fraud, conspiracy, environmental suits, banking and accounting issues, construction claims, entertainment law, healthcare, trade secrets and other intellectual property, tobacco litigation, and products liability.

matters. Many of these cases have been large statewide and national class actions. Mr. Callison also has participated in numerous federal multi-district litigation cases, including the Ford/Firestone litigation and the HMO litigation.

#### EMPLOYMENT LAW

Mr. Callison also practices in the area of employment litigation, representing both companies and employees in state, federal and local cases related to: wrongful termination; separation of employment; employee benefits; employment contracts and policies; separation agreements and severance; defamation and privacy issues; non-competition agreements and restrictive covenants; Title VII and other discrimination claims; retaliation actions; sexual harassment; pregnancy and gender related claims; whistleblower actions; Fair Labor Standards Act ("FMLA") unpaid wage claims; unemployment benefits compensation; Americans With Disabilities Act ("ADA") claims; Family Medical Leave Act ("FMLA") disputes; workplace safety and violence issues; and all other litigation related to employer/employee relations. Mr. Callison is a member of the Labor and Employment Law Section of the Florida Bar.

#### SCHOOL AND EDUCATION LAW

Mr. Callison likewise practices education law, having handled disputes concerning student admissions, grades, academic discipline and standing, honor code issues, the conferral or withholding of degrees, and matters related to student records and privacy. He has also handled numerous cases where students were injured either on school grounds or a college campus. Mr. Callison's family has generations of dedication to education. Both of his parents were school teachers, as was his grandmother and two of his aunts. Mr. Callison taught advanced legal writing at a local law school.

#### FRANCHISE LAW

Mr. Callison additionally practices in franchise litigation, having represented franchisees in numerous industries throughout the country in disputes with franchisors and distributors. Mr. Callison previously represented a franchisee plaintiff in a constitutional challenge to the Alabama foreign franchise tax.

#### ADMINISTRATIVE LAW

Mr. Callison has handled a broad spectrum of claims in both federal and state administrative proceedings, including employment disputes, licensing issues, bid protests, and regulatory matters.

#### PERSONAL INJURY

Mr. Callison has represented both plaintiffs and defendants in significant personal injury cases resulting from allegations of personal negligence and from injuries based on the use of products. A number of these cases have involved claims for wrongful death.

### TRIAL PRACTICE

Mr. Callison has tried numerous cases in state and federal courts, jury and non-jury, both in Florida and in other jurisdictions. He has been a practicing litigator for over 21 years and is a life member of the Trial Bar for the United States District Court in the Southern District of Florida. He is also a life member in a national organization whose membership is limited to trial lawyers.

### APPELLATE PRACTICE

Mr. Callison further practices appellate law. He has argued numerous cases before the United States Eleventh Circuit Court of Appeals and various Florida District Courts of Appeal, and has submitted and assisted with appellate briefs to courts throughout the country, including a petition to the United States Supreme Court and several state Supreme Courts.

For more information visit [www.callisonlawfirm.com](http://www.callisonlawfirm.com).

The hiring of a lawyer is an important decision that should not be based solely upon advertisements. Before you decide, ask Mr. Callison to send you free written information about his qualifications and experience.