



AAA® Policy on the Applicability of the Optional Appellate Arbitration Rules to Employment Arbitration

The American Arbitration Association's (AAA) *Optional Appellate Arbitration Rules* are designed to provide parties with a streamlined appellate arbitration procedure that allows for a high-level review of arbitral awards. In order to ensure affordable access of the *Optional Appellate Arbitration Rules* for all parties to an employment dispute, the AAA has adopted the following policy applicable to employment disputes where the parties, by stipulation or in their contract, have provided for the appeal of an arbitration award.

The AAA requires that the company shall bear its own as well as the individual's costs of filing and arbitration fees in connection with the optional appellate arbitration process. Arbitrator compensation, expenses and administrative fees are not subject to reallocation by the arbitrator(s) except upon the arbitrator's determination that a claim or counterclaim was filed for purposes of harassment or is patently frivolous.

Notwithstanding this policy, the AAA will follow any court orders directing the manner in which an employment arbitration matter is to proceed.