

## JAMS President Will Become New CEO

By James Mills

*Law360 (September 23, 2024, 4:52 PM EDT)* -- Alternative dispute resolution service JAMS is making changes at the top, announcing Monday that its longtime president will move up to become CEO and its current chief financial officer's duties will expand to include chief operating officer.

Kimberly Taylor, who has been with JAMS in various roles for 25 years, serving as president for the past three-and-a-half years, will become the new CEO on Oct. 1.

She takes over from Chris Poole, who has been CEO for the past 17 years. Poole will remain involved with JAMS, taking on the role of CEO emeritus and working closely with the JAMS leadership team on key initiatives.

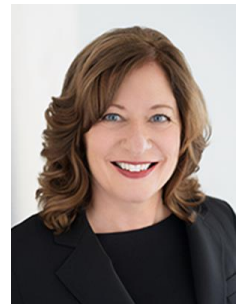
Meanwhile, Nate Brooks, who has been with JAMS for the past four-and-a-half years as chief financial officer and executive vice president, will add chief operating officer to his title. He takes over the chief operating officer duties from Taylor, who had those responsibilities as well as being president.

Taylor, who will retain the title of president while adding the CEO title, will leverage her 25 years of experience with JAMS overseeing operations, including business functions, marketing, practice development, Resolution Center operations and human resources, the firm said in its announcement on Monday.

Taylor told Law360 on Monday that she and Poole have been working together for the past six months to make the transition seamless. Taylor said Poole told the board at the beginning of the year that he was looking to retire in 2025.

"When the board met to discuss a succession plan and whether to conduct an outside search, they thankfully considered my years of experience with JAMS — 25 years in a lot of different roles, overseeing operations and other parts of the operation. They made the decision to name me as Chris' successor for which I am extremely grateful and gratified," Taylor said.

Taylor will continue to work out of JAMS headquarters in Irvine, California, and said she hopes to carry on the great work Poole has done as CEO.



Kimberly Taylor



Nate Brooks



Chris Poole

"Chris is turning over an organization that is very well run. He's been an incredible leader for the past 17 years," Taylor said. "My primary goal is to continue his legacy and provide excellent service. The entire legal world is evolving more rapidly than it ever has with the advent of AI and other technology tools that allow us to reimagine how we deliver services so that we can remain at the forefront of the industry. Those are my goals."

Meanwhile, Brooks currently oversees the JAMS finance department and IT department, while also working with senior management team on long-term financial planning and growth strategy. In his expanded role, Brooks will oversee practice development and work closely with the operations team on business development and strategic planning for JAMS neutrals, as well as organization growth to new markets.

"Kim and Nate are exceptionally equipped to lead JAMS as the organization continues to evolve to meet the needs of our clients," Poole said in a statement. "In my time serving at the helm of JAMS, I've seen the legal industry undergo tremendous change. Advancements in technology and changing market conditions, among other factors, have had a profound impact on the legal system and the demand for alternative dispute resolution. I am confident that Kim and Nate — with their combined decades of experience — possess the thoughtfulness, strategic insight and commitment that has not only earned them the respect of their JAMS peers, panelists and legal community, but will also help set the trajectory for JAMS' continued success for the many years to come."

Taylor earned her law degree in 1995 at the Colleges of Law in Ventura, California.

She worked as an associate at Eskin & Jackson LLP in Ventura for two years after having been a paralegal there for more than a decade, according to her LinkedIn profile. In 1997, she moved on to clerk for Justice Steve Stone, who was then a presiding justice on the California Court of Appeals, Second Division.

In 1999, she joined JAMS, starting off as general manager, then moving up to become vice president and associate general counsel and later senior vice president and chief legal and operating officer. In April 2021, she became the president.

Brooks earned his degree in accounting in 1995 from Franklin P. Perdue School of Business at [Salisbury University](#) in Salisbury, Maryland.

He worked as an accountant with many firms including International Research & Exchanges Board and EKOS Corp., according to his LinkedIn profile. In 2006, he became a vice president of finance at [JPMorgan Chase](#). Later, he moved to [Clearwire/Sprint](#) as director of finance, strategy and operations.

In 2014, Brooks joined telecommunications service firm [Mobilitie LLC](#) as president of financial services. In 2017, he joined Irvine, California-based workspace furniture and architecture firm PeopleSpace as chief financial officer. Then in 2020, he joined JAMS as chief financial officer.

JAMS was founded in 1979 in Orange County, California, as [Judicial Arbitration and Mediation Services](#). It now has 29 locations and a roster of about 450 mediators.

--Editing by Nicole Bleier.

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