

DEM GUSCHOV

EXPERIENCE

- 1985 – present President and CEO, Andover Management Corp.
- 1974 – present President, D. Guschov Co.
- 1978 – 1980 National Project Manager, Stanmar, Inc.
- 1976 – 1978 Senior Project Manager, JBL Company, Inc.

In these organizations, responsible severally for general contracting, design-build, construction management, estimating, engineering, and supervising of multi-million dollar projects, including high- and low-rise buildings, schools, colleges, medical centers, multi-family housing, utilities, churches, office buildings, apartments, condominiums, athletic centers, federal, state, and municipal buildings.

ALTERNATIVE DISPUTE RESOLUTION (A.D.R.) EXPERIENCE

Since 1972, have served extensively on AAA Commercial Arbitration and Mediation Panels; Qualified arbitrator for Massachusetts Office of Consumer Affairs and Business Regulation; International Qualifications in London, Bermuda, Canada, Netherlands, the European Court, and the International Chamber of Commerce.

ADR training: Starting in 1993, attended the following AAA courses: Mediator Skills Conferences (6); Arbitration Award Writing; International Arbitrator Training (2); Construction Arbitration and Large Complex Case Training (3); Advanced Arbitrator Training; DART Partnership Training; Dispute Review Board and Chairmanship Training (2); 3 Dispute Review Board and Chairmanship Training courses since 1997

EDUCATION

- 1995 PROF. REG: Licensed Construction Supervisor for structures of all types/sizes
HIAF Certificate, Harvard Graduate School of Design
- 1964 Architectural engineering degree, Wentworth Institute of Technology
- 1960 – 1962 University of New Hampshire

AFFILIATIONS

- Dispute Review Board Foundation
- Arbitration Associations in London and Bermuda
- AAA
- ABA Dispute Resolution Section
- Society of Professionals in Dispute Resolution
- Dispute Avoidance and Resolution Task Force of the Construction Industry
- Council for Affordable and Rural Housing

AWARD

- Recipient of Massachusetts Senate Citation for outstanding construction and development accomplishments

- Training
- Partnering
- Dispute Review Boards
- Early Neutral Intervention
- Mediation
- Arbitration
- Organizational Consulting

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