JOHN D. HANCE IV

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ACADEMIC APPOINTMENTS

COLUMBUS STATE COMMUNITY COLLEGE, Paralegal Program

August 2025 – Present

Adjunct Faculty

Curriculum Design & Instruction: Design and deliver comprehensive, syllabus-driven curricula across core substantive legal fields for professional legal studies and paralegal students.

Assessment & Writing Feedback: Formulate rigorous prescriptive metrics, draft original problem sets, and provide extensive legal writing and analytical feedback to cultivate critical student skills.

LEGL-1111: Legal Research and Writing (3.0 Credits): Introduce students to primary and secondary legal source synthesis, online legal research databases (Lexis+), and persuasive writing mechanics. Emphasize case law analysis, Bluebook/local citation forms, and compliance with the Ohio and Federal Rules of Appellate Procedure.

LEGL-2064: Legal Environment of Business (3.0 Credits): Deliver a comprehensive overview of the American judicial system and business law foundations. Instruct on corporate organizational structures (LLCs, partnerships, corporations), contract formation, business torts, white-collar crimes, employment discrimination, and corporate ethics/risk mitigation.

EDUCATION

CAPITAL UNIVERSITY LAW SCHOOL

September 2023

Juris Doctor (J.D.), Magna cum laude

Official Class Rank: 19 / 127 (Top 15%)

Coursework Mastery: Legal Analysis, Research & Writing I (Grade: A); Legal Analysis, Research & Writing II (Grade: A); Evidence (Grade: A)

Honors & Awards: Dean’s List (All Semesters), CALI Excellence for the Future Award in Criminal Procedure, Pro Bono Legal Honors (50+ Hours), Ambassador Award

Law Review: Staff Member, Capital University Law Review (Volume 51)

Moot Court: Team Advocate, ABA National Appellate Advocacy Competition

Leadership: Student Bar Association Class Representative and Rules Committee Chair; Student Ambassador, Office of Admissions

CAPITAL UNIVERSITY LAW SCHOOL

August 2019

Paralegal Certificate (ABA Accredited)

HANOVER COLLEGE

August 2018

Bachelor of Arts (B.A.) in Political Science

SUPREME COURT APPELLATE PRACTICE & AMICUS BRIEFS

Supreme Court of Ohio

Co-Counsel & Co-Drafter, Brief of Amicus Curiae Ohio Chamber of Commerce in Support of Defendant-Appellee Whirlpool Corporation, Brian P. Caldwell v. Whirlpool Corporation, et al., Case No. 2023-0809: Conducted complex statutory construction analyzing the interaction between common pleas court jurisdictional appeals under R.C. § 4123.512 and the absolute five-year divestment of administrative jurisdiction under R.C. § 4123.52. Formulated core legislative intent and risk-planning arguments demonstrating the systemic reliance of self-insured employers on statutory finality parameters.

Co-Counsel & Co-Drafter, Brief of Amici Curiae Ohio Chamber of Commerce and Ohio Alliance for Civil Justice in Support of Appellee Gill Dairy, LLC, Jose Galban Camara v. Gill Dairy, LLC, Case Nos. 2023-1599 & 2024-0064: Evaluated structural constitutional frameworks regarding employer tort immunity under Ohio Const. art. II, § 35 and defined the parameters of 'deliberate removal' under R.C. § 2745.01(C).

PUBLICATIONS, SCHOLARLY WRITING & CLE PRESENTATIONS

Continuing Legal Education & Professional Presentations

Featured Speaker & Author, Ohio State Bar Association: From Camara to the Commission: Employer Intentional Torts and Current Trends in Ohio Workers' Compensation Case Law, OSBA Advanced Workers' Compensation Law Seminar (Columbus, OH / Statewide Webcast, October 9, 2026). Authored comprehensive 130-page reference manual and delivered slide presentation providing an in-depth survey of the Supreme Court of Ohio's decision in Camara v. Gill Dairy, L.L.C., 2026-Ohio-3056, alongside recent

2025–2026 appellate and supreme court jurisprudence spanning intentional torts (R.C. 2745.01), VSSR functional compliance and non-deferential review under *TWISM* and *Berry*, claim compensability pathways (unexplained falls, traveling employee rules, substantial aggravation without baseline imaging under *Taye*), direct-result TTD causation under R.C. 4123.56(F) (*Brookbank-Mizer* and *Fox*), successive PTD statutory thresholds under R.C. 4123.58(G) (*Oberdier*, *Parr*, *Davis*), de novo R.C. 4123.512 pleading and trial discipline, administrative finality and notice under R.C. 4123.522, and BWC rating, premium dividend ownership, and statutory subrogation limits.

Scholarly Papers & Working Drafts

Hance, John D. IV, Evaluating Employer Intentional Torts in Ohio: Practical Lessons from Camara v. Gill Dairy for Workers' Compensation Practitioners (September 16, 2026). Available at SSRN: https://ssrn.com/abstract=7474218 or http://dx.doi.org/10.2139/ssrn.7474218.

- **Operative Focus:** Analyzes the procedural and substantive ramifications of the Supreme Court of Ohio's decision in *Camara v. Gill Dairy, L.L.C.*, 2026-Ohio-3056, dissecting the heightened intentional-tort threshold under R.C. 2745.01 and its interplay with the no-fault constitutional framework of Ohio Const. art. II, § 35.
- **Evidentiary & Procedural Mechanics:** Deconstructs the operation of Evid.R. 301 rebuttable presumptions in equipment safety guard removal litigation under R.C. 2745.01(C), establishing how circumstantial maintenance evidence impacts directed verdict and summary judgment thresholds following trial on the merits.
- **Dual-Track Exposure & Indemnification:** Formulates tactical guidance for managing concurrent administrative VSSR penalty claims before the Industrial Commission alongside Common Pleas civil litigation; evaluates non-indemnifiable exposure risks under standard commercial general liability (CGL) and employer stop-gap coverage exclusions governed by Hoyle and Encore Industries.

Hance, John D. IV, Closing the Omission Loophole: Why the Supreme Court of Ohio Must Preserve Exclusivity in Camara v. Gill Dairy (July 29, 2026). Available at SSRN: https://ssrn.com/abstract=7201718 or http://dx.doi.org/10.2139/ssrn.7201718.

- **Operative Focus:** Examines the certified conflict in the Supreme Court of Ohio regarding whether an employer's passive failure to repair or replace missing safety equipment constitutes an actionable 'deliberate removal' under R.C. 2745.01(C).
- **Statutory Construction:** Analyzes statutory grammar, the *Hewitt v. L.E. Myers Co*. operational framework, and separation-of-powers principles to demonstrate that converting passive non-feasance into intentional tort liability bypasses the exclusive constitutional Violations of Specific Safety Requirements (VSSR) framework (Ohio Const. art. II, § 35) and subjects employers to uninsurable civil liability.
- **Precedential Analysis:** Evaluates alternative judicial remedies, including the formal reconsideration and overruling of *Blankenship v. Cincinnati Milacron Chemicals, Inc*. under the *Westfield Ins. Co. v. Galatis* stare decisis framework to realign intentional tort jurisprudence with the plain text of the Ohio Constitution.

ADVANCED TRIAL ADVOCACY & LEADERSHIP PROGRAMS

COLUMBUS YOUNG PROFESSIONALS CLUB — October 2026 – March 2027

Columbus Impact Academy — Cohort XII (Class of 2027)

Competitive Civic Cohort: Selected for a six-month experiential civic leadership initiative connecting emerging professionals across Central Ohio with municipal leaders, civic institutions, and corporate executives.

Curriculum & Community Impact: Completing 30+ hours of structured leadership programming, including civic governance sessions at Columbus City Hall and executive roundtables. Participating in the Community Impact Lab to deliver actionable strategic recommendations for a regional nonprofit community partner.

CINCINNATI BAR ASSOCIATION — July 2026

Trial Advocacy Institute — Graduate

Intensive Trial Practice: Completed an intensive, week-long trial training program sponsored by the Cincinnati Bar Association at the Potter Stewart U.S. Courthouse and Hamilton County Courthouse, under the guidance of federal and state judges and seasoned litigators.

Courtroom Performance: Performed on-record exercises in direct and cross-examination of fact and expert witnesses, evidentiary objections under the 'All Object Rule,' exhibit introduction, demonstrative evidence, and closing argument; culminated as co-counsel in a full mock jury trial before a sitting judge and live jury in Dixon v. Providential Life Insurance Co..

OHIO STATE BAR ASSOCIATION — January 2025 – June 2025

OSBA Leadership Academy — Graduate (Class of 2025)

Selective Cohort: Competitively selected as one of 24 attorneys statewide for the OSBA's premier leadership development initiative for emerging leaders in the legal profession.

Curriculum & Venues: Completed six core interactive modules across six months, spanning advanced legal ethics, public policy advocacy, executive communication, and institutional leadership held at the Supreme Court of Ohio, OSBA Headquarters, and the Athletic Club of Columbus.

TEACHING AND INSTITUTIONAL SERVICE

CAPITAL UNIVERSITY LAW SCHOOL — November 2023 – Present

National Championship Coach (2026): Co-coached the Capital University Law School tournament team to a 1st Place National Championship victory at the Seigenthaler-Sutherland Cup National First Amendment Moot Court Competition.

Appellate Advocacy Mentorship: Direct, mentor, and prepare law student competitors in advanced appellate advocacy techniques, First Amendment jurisprudence, legal research methodologies, and brief writing. Provide systematic assessment of oral arguments, structuring professional legal presentation frameworks and refining litigation strategies.

OHIO STATE BAR ASSOCIATION — July 2025 – Present

Chair, Paralegal Committee: Direct and manage committee administrative agendas, securing prominent legal experts and institutional scholars for quarterly academic-professional briefings. Liaise systematically with Bar Association leadership and allied practice committees to assess, reform, and elevate structural standards governing Ohio paralegals.

OHIO CENTER FOR LAW RELATED EDUCATION — February 2021 – Present

Committee Member & Case Author: Appointed to the Rules and Case Committee for the High School Moot Court Competition. Co-authored the 2026 Statewide Competition Case Problem, designing a complex, closed-universe legal problem balancing advanced statutory and constitutional themes for competitors statewide.

Judicial Evaluator: Serve as a Judicial Evaluator for statewide high school mock trial and moot court competitions, delivering structured oral critiques to foster student engagement with trial and appellate jurisprudence.

LEGAL PRACTICE AND EXPERIENCE

GARVIN & HICKEY, LLC — November 2023 – Present

Attorney at Law

High-Volume Docket Management & Litigation Strategy: Manage complex defense litigation for corporate employers within state administrative agency and civil court frameworks, conducting advanced appellate risk assessments and executing strategic motions practice.

Advanced Evidence Control & Medical Record Analysis: Spearhead large-scale evidence development, systematically auditing, analyzing, and synthesizing extensive multi-hundred-page medical, disability, and employment record sets to isolate causation issues and map out early defense themes.

High-Pressure Multi-Party Coordination: Triage critical, time-sensitive evidentiary gaps under intense hearing deadlines, directly coordinating with Third-Party Administrators (TPAs), claims examiners, and insurance carriers to secure vital evidence and align litigation strategies.

Deposition & Discovery Practice: Architect strategic questioning frameworks and manage end-to-end deposition execution, remote/Zoom proceeding logistics, exhibit preparation, and strict procedural recording compliance with opposing counsel.

Systems-Driven Operational Excellence: Implement checklist-driven workflows and data tracking to continuously prioritize overlapping deadlines, reduce administrative bottlenecks, audit billing entries for insurer guideline compliance, and minimize write-down exposure.

Institutional Mentorship & Support Training: Onboard, train, and direct incoming law clerks (including first-year Capital University Law School J.D. candidates) and litigation support staff, translating abstract litigation goals into repeatable workflows, research templates, and clear operational expectations.

Administrative Advocacy: Advocate as lead counsel in formal administrative proceedings before the Ohio Industrial Commission and state pre-trial courts.

GARVIN & HICKEY, LLC — August 2019 – November 2023

Litigation Paralegal

Pleadings & Motion Practice: Drafted evidentiary motions, comprehensive trial-level pleadings, and targeted office research memoranda spanning civil and administrative practice scopes.

Evidence Compilation & Syntheses: Compiled multi-party evidence case portfolios, interacting with medical professionals, third-party claim administrators, and opposing counsel to finalize complex case summaries and medical record syntheses.

Legal Technology Deployment: Directed the enterprise-wide database migration and infrastructural configuration of legal technology assets to Clio Manage, optimizing corporate information lifecycle frameworks.

CAPITAL UNIVERSITY LEGAL CLINIC — January 2023 – May 2023

Licensed Legal Intern

Municipal Prosecution: Prosecuted misdemeanor criminal cases on behalf of the municipality in Hilliard Mayor’s Court under student practice rules, managing arraignments, plea discussions, and evidentiary reviews.

Pro Bono Civil Advocacy: Provided pro bono civil representation to indigent clients under student practice rules, managing trial litigation preparation, landlord-tenant disputes, domestic relations, and client intake portfolios.

AREAS OF ACADEMIC INTEREST

Primary Fields: Workers' Compensation and Administrative Law, Civil Procedure, Appellate Advocacy, Professional Responsibility / Legal Ethics.

Secondary Fields: Criminal Procedure, Law and Technology, Trial Practice and Advocacy.

CORPORATE LEADERSHIP & PHILANTHROPY

GURU ENGINEERING TECH (501(c)(3) Non-Profit Organization) — April 2018 – Present

Vice-President, Treasurer, and Co-Founder

Corporate Governance & Compliance: Maintain institutional compliance portfolios, corporate governance records, and asset configurations to secure and preserve federal tax-exempt status while overseeing cross-functional business operation files.

PROFESSIONAL ASSOCIATIONS & BAR MEMBERSHIPS

Affiliations: Ohio State Bar Association (Appointed Chair, Paralegal Committee); American Bar Association; Indiana State Bar Association; Columbus Bar Association; Cincinnati Bar Association; Ohio Association of Civil Trial Attorneys (OACTA).

Bar Admissions: Admitted to practice in Ohio (2023); Indiana (2023); U.S. District Court for the Southern District of Ohio (2024); U.S. District Court for the Southern District of Indiana (2023); U.S. District Court for the Northern District of Indiana (2023).

CERTIFICATIONS & SPECIALIZED PROFICIENCIES

Legal Research Mastery: Lexis+ (Proficiency & Practice Ready Certified); Thomson Reuters Westlaw (Advanced Core and Prepare to Practice Certified).

Public Trust Commissions: Ohio Notary Public (O.R.C. § 147.03 permanent commission); Ohio Remote Online Notary Public (Commission expires January 15, 2029).

Non-Profit Governance & State Regulatory Compliance: Ohio Attorney General Charitable University Graduate (Certificate awarded November 11, 2026; expires November 2029). Completed comprehensive training in Ohio non-profit statutory compliance, charitable trust oversight, financial reporting, and board fiduciary duties.

Legal Technology & Process Optimization: System Lead for Clio Manage enterprise database migration. Expert in Microsoft 365 Enterprise Suite, constructing repeatable data-tracking models, checklist-driven case management systems, and automated workflows in a high-volume litigation environment.

PRIOR PROFESSIONAL EXPERIENCE

WAL-MART STORES, INC. — February 2015 – June 2019

Assistant Store Manager / Ethics and Compliance Champion

Managed all corporate facility operations, human resource environments, and investigative procedures into associate behavior and ethics violations. Led regulatory compliance efforts for hazardous waste management and firearms sales. Executed workplace risk assessments and assisted with internal research platforms tracking workers' compensation incidents.

OHIO CAVERNS INC. — May 2012 – March 2014

Tour Guide

Provided public-facing educational presentations and site navigation, refining foundational oral communication, public speaking confidence, and multi-generational audience engagement.