J. VINCENT DEMPS

President & CEO | Tennessee Rule 31 Listed Mediator | Private Investigations, Legal Consulting, Cybersecurity & Sports Management

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PROFESSIONAL SUMMARY

Operation Desert Storm veteran and executive with 20+ years of experience in private investigations, legal consulting, cybersecurity, mediation, and sports management. Tennessee Supreme Court Rule 31 Listed General Civil and Family Mediator and co-founder of Harmony Mediations, bringing an investigator's command of the facts to resolving workers' compensation, personal injury, insurance, business, and sports/NIL disputes. Leads a nationwide team of 175 investigators and contractors, maintains multi-state licensure, and navigates complex regulatory environments including NIL (Name, Image, and Likeness). Certified investigator trainer, National Business Institute (NBI) keynote speaker on cybersecurity, and lifelong learner.

CORE COMPETENCIES

Mediation & Dispute Resolution: Rule 31 general civil and family mediation, negotiation, conflict resolution, settlement facilitation, case evaluation.

Leadership & Operations: Strategic planning, P&L management, team building (175+ personnel), board governance, regulatory compliance, risk management.

Investigations: Workers' compensation, liability, criminal defense, surveillance, undercover operations, root cause analysis, evidence collection, witness interviewing.

Legal & Cybersecurity: Litigation support, case law research, business disaster planning, incident response, network security.

Sports & Business Development: NIL management, athlete representation, contract negotiation, brand endorsements, sales and marketing.

Training & Communication: Certified PI trainer, NBI keynote speaker (cybersecurity CLE), policy development, relationship management, bilingual (English/Spanish).

PROFESSIONAL EXPERIENCE

Harmony Mediations

October 2026 – Present

Co-Founder / Rule 31 Listed Mediator

- Co-founded a dispute resolution firm; serve as a Tennessee Supreme Court Rule 31 Listed General Civil and Family Mediator.
- Mediate workers' compensation-related civil claims, personal injury and premises liability, insurance claim disputes, business and contract disputes, sports/NIL contract disputes, and family matters.
- Serve Davidson County (primary) and Hamilton, Knox, Madison, Montgomery, Rutherford, and Shelby counties.
- Lead business development, service design, and attorney and client relationships for the firm.

Elite Sports Empowerment Inc.

2023 – Present

President / CEO

- Direct day-to-day operations for an agency specialized in empowering athletes through professional sports management and brand development.
- Navigate NIL regulations to maximize financial opportunities for student and professional athletes.
- Bridge connections between athletes and businesses to optimize marketing ROI through public appearances and social media strategy.
- Oversee strategic contract negotiations and brand endorsements, ensuring long-term career sustainability for clients.

Masterchek Inc. *June 2004 – Present*

President / CEO

- **Operational Leadership:** Direct day-to-day operations for a nationwide team of 175 investigators and contractors across multiple regional offices (TN, GA, FL, AL, MD, CA).
- **Strategic Partnerships:** Manage high-stakes relationships with Fortune 500 clients, including CN Railroad, FedEx, and UPS, and government entities such as Shelby County and the State of Tennessee.
- **Specialized Investigations:** Oversee complex assignments involving workers' compensation, liability, criminal defense, and undercover operations for top-tier law firms.
- **Cybersecurity:** Developed a cybersecurity division helping small businesses with disaster recovery plans, incident response, and network defense.
- **Compliance & Licensing:** Maintain multi-state private investigator licenses and serve as one of only four certified PI trainers in Tennessee.

Bass, Berry & Sims PLC *April 2001 – May 2005*

Lead Litigation Paralegal

- Supervised a team of paralegals for the Senior Partner, managing document-intensive cases for major corporate clients and healthcare organizations.
- Managed and assigned large document-intensive matters, including NHC Nursing Home Fire, Brentwood v. TSSAA, and HCA v. DRL.
- Filed critical documentation with Metro and Federal Courts, the 6th Circuit, the Tennessee Court of Appeals, and the U.S. Supreme Court.

EDUCATION

University of Tennessee *2024 – 2026*

Master of Legal Studies | GPA 3.75

Fisk University *2022*

Bachelor of Science, Homeland Security | GPA 3.72

Volunteer State Community College

Associate of Applied Science, Cybersecurity | GPA 3.73

Harvard University

Certificate of Negotiation Mastery

LICENSES & CERTIFICATIONS

Mediation: Tennessee Supreme Court Rule 31 Listed General Civil and Family Mediator (October 2026).

Sports: Licensed FIBA and WNBA sports agent; athlete agent.

Security: Licensed private investigator (multi-state); certified PI trainer (TN, NC, KY, MS, CO); executive protection.

SPEAKING ENGAGEMENTS

Keynote Speaker, National Business Institute (NBI) – Cybersecurity. Present continuing legal education (CLE) and professional training on cybersecurity to attorneys, paralegals, and business professionals for NBI, a nonprofit national CLE provider.

AFFILIATIONS & SERVICE

- Chairman, MED Scholarship Fund
- Former President, MFAA
- Kappa Alpha Psi Fraternity, Inc.
- 100 Black Men of America
- Memphis Bar Association; Nashville Bar Association; Chattanooga Bar Association
- Operation Desert Storm Veteran