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He operated his own mediation practice (Hyland Mediation) until the September 4, 2012, merger with Mediate First where he is now one of the owners of the firm. For many years Clem has been a lecturer on legal issues for the National Business Institute and Lorman Education Service. He has also been certified by the State of Florida as an Assistant Trainer for circuit court mediation certification programs.

Clem earned his B.A. degree from St. Lawrence University, J.D. degree from DePaul University, and LL.M. degree from George Washington University. He is an "AV Rated" attorney.

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