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**Human Resource Management / Vocational Rehabilitation
Counselor
Beth Brascugli De Lima, MBA, SPHR-CA**

Office Locations:
San Jose, CA – Bay Area
Murphys, CA – Central Valley Area

Email: info@hrmconsulting.com / Web: www.hrmconsulting.com

CURRICULUM VITAE

OVERVIEW:

Beth Brascugli De Lima, president and principal of HRM Consulting, Inc. is nationally certified as a Senior Professional in Human Resources with a state-specific certification in California (SPHR-CA) by the Society for Human Resource Management (SHRM) and has been appointed to sit on the Employee Health, Safety, and Security Special Expertise Panel. Ms. De Lima is a certified mediator through the UC Berkeley Extension program and has been appointed to the Amador County Superior Court Mediation Panel. Ms. De Lima is an expert in the HR aspects of employment regulation compliance, litigation and vocational rehabilitation.

Ms. De Lima has extensive experience in developing and implementing HR programs and policies that relate to federal and state employment legislation, including:

- Americans with Disabilities Act (ADA)
- ADA Accommodation Assessments / Analysis
- Good Faith Interactive Meetings
- ADA Amendments Act (ADAAA)
- Family Medical Leave Act (FMLA)
- Fair Employment and Housing Act (FEHA)
- California Family Rights Act (CFRA)
- California ADA (FEHA)
- Medical Leave Management
- Essential Functions Job Descriptions
- Human Resource Audits, On-boarding to Separation
- Wrongful Termination
- Workers' Compensation Medical Leave Mgmt.
- Vocational Rehabilitation
- Sexual Harassment
- Exempt / Non-exempt Classifications
- I-9 Audits

With the unique advantage of being experienced in both vocational rehabilitation and human resource management, Ms. De Lima conducts vocational and HR assessments for use in job re-training, labor market assessments, employment litigation, personal injury or Divorce.

Ms. De Lima takes a holistic approach to HR matters, and has worked frequently on both the employee and employer side of sensitive personnel disputes. Her in-depth knowledge of employment law compliance makes her well suited to work as a liaison between HR professionals and attorneys in the event of threatened or existing litigation.

Ms. De Lima is a frequent speaker on HR topics, offering training on a full range of employment management topics through webinars as well as to clients on-site or in the beautiful setting of Murphys, California.

PROFESSIONAL EXPERIENCE:**HRM Consulting, Inc.**

Founder and Principal

Murphys, California

1993 to Present

www.hrmconsulting.com

Beth Brascugli De Lima founded HRM Consulting, Inc., a California-based human resource-consulting firm, in 1993. She has been assisting corporate, non-profit and governmental clients with HR policy development and implementation since 1992. Ms. De Lima serves clients at many levels, including the state of California and the Federal government, as well as both private and not-for-profit organizations. These organizations range in size from employers with many thousands of employees, to small business owners who rely on Ms. De Lima to help manage their HR challenges on an outsourced basis.

Ms. De Lima is an expert in HR areas relating to medical leave management and physical accommodation in the workplace. She has worked closely with clients to establish and maintain compliance with federal and state employment legislation, including the Americans with Disabilities Act (ADA) and the Family Medical Leave Act (FMLA). Services include Return to Work (RTW) programs, modified/alternative work assessments as well as development of essential function job analyses. This specialized knowledge allows Ms. De Lima to help organizations reduce potential liability due to employment litigation.

Ms. De Lima has special interests in the impact of computer ergonomics in the work place, workflow processes, as well as organizational communications. She regularly applies this knowledge as a Business Analyst for corporate clients by developing procedural guidelines, verifying job descriptions, and implementing performance management systems.

Ms. De Lima is highly skilled and experienced in a broad range of employment matters within the area of human resource policy, such as:

- Management Training
- Employee Policy Handbook Development/Modification
- Organizational Development
- Employee Life Cycle Management (including hiring and termination procedures)
- Performance Management Systems
- Sexual Harassment Training
- Essential Function Job Descriptions

Ms. De Lima also applies her expertise to full vocational rehabilitation services including vocational assessments, testing, evaluation, job analysis, and return to work plan development. Ms. De Lima is an experienced Qualified Rehabilitation Representative (QRR) and served as a Federal Government Certified Ticket-to-Work provider from 1993 to 2011. She continues to assist employers, employees, and individuals with modified/alternative work assessments and return to work services.

Amador and Calaveras County Superior Court Civil Mediation Panel

April 2008 to current

Various Government Agencies

Social Security Administration / Ticket to Work / Railroad Retirement Board

1993 to 2011

As an experienced vocational expert for Social Security / Railroad Retirement Disability claims, Ms. De Lima participated in cases involving "ability to work" issues. She was also certified by the Federal Government to provide Social Security Disability Ticket to Work Services.

Crawford and Company Healthcare Management

Vocational Consultant II

December 1, 1992 to October 8, 1993

Through Crawford and Company Healthcare Management, Ms. De Lima provided comprehensive vocational rehabilitation return to work services to injured workers. These services included transferable skills assessment, skill and abilities testing, accommodation analysis, and return to work services. She was responsible for the development and implementation of proactive placement services including an English/Spanish Job Club. Through her hard work and dedication, Ms. De Lima increased placement statistics from 30% to 90% in the Central Sierra region during a period of 18.5% unemployment.

First Nationwide Bank

Systems Analyst, January 1992 to August 1992

Sacramento, California

TEACHING EXPERIENCE:

Ms. De Lima worked as an adjunct instructor teaching Business Essentials at Columbia College in Sonora, California, January 1, 2001 to June 30, 2001 and Modesto Junior College, April 2005 to November 2005. Ms. De Lima continues to conduct short course seminars and webinars.

Other teaching experience includes:

- Sacramento State University, Teaching Assistant, Spring/Fall 1991
- University of Arizona, Teaching Assistant, Fall 1989 to Spring 1990

EDUCATION:

Master of Business Administration (MBA), 1992

Organization Behavior & Human Resource

Computer Technology Integration Emphasis

California State University, Sacramento

Masters Work in Organizational Communication, 1989

Bachelor of Science, 1988

Family & Consumer Resources

University of Arizona, Tucson, AZ

CERTIFICATIONS:

- Senior Professional in Human Resources with a state-specific certification in California (SPHR-CA), granted by the Human Resource Certification Institute (HRCI), August 2010
- Mediation and Conflict Resolution Certification, granted by University of California, Berkeley, Extension Program, November 2007
- Skill Path Seminars Certified National Trainer, Labor Law Compliance, FMLA, February 2005 to 2007
- Senior Professional in Human Resources (SPHR), granted by the Human Resource Certification Institute (HRCI), September 2002
- Professional in Human Resources (PHR), granted by the Human Resource Certification Institute (HRCI), September 1998
- Experienced as a vocational expert with the Office of Hearing and Appeals, Social Security Administration, certified as a Ticket to Work provider, to 2011

PROFESSIONAL AFFILIATIONS:

Ms. De Lima is a member (past or present) of the following organizations:

- Society for Human Resource Management (SHRM), Senior Professional Member
- Selected to serve on the International Society for Human Resources (SHRM) Special Expertise, Employment Health, Safety & Security panel, 2006 to 2010
- California Association of Rehabilitation & Reemployment Professionals (CARRP)
- National Association of Rehabilitation Professionals in the Private Sector (NARPPS)

COMMUNITY PARTICIPATION:

Ms. De Lima is active in the following civic and educational groups:

- Calaveras and Tuolumne County business networks
- Rotary International
- Prior - Board Member, Tuolumne/Calaveras Association for the Handicapped
- Alpha Sigma National Honor Society
- American Association of University Women

MEDIA:

- NBC – Bay Area Investigative Unit Interview, 5/10/13: “San Jose State University did not discipline an instructor who admitted to crossing the line with a female student in his office”

PRESENTATIONS:

Ms. De Lima is a frequent public speaker on a range of HR topics. Listed below are highlights of her many public presentations, with some topics presented in multiple venues. Ms. De Lima continues to provide management training on a national basis.

Sexual Harassment, Board of Directors and Managers, Non-sexual Harassment and Conflict Management Training

Tuolumne Utilities District, Sonora, CA, 10/22/13,10/23/13

“Sexual Harassment”

- Berkeley California, Cal Alumni Association, Pinecrest, CA, 6/14/13

“Roadmap to California Medical Leaves: Your Ultimate Guide to PDL, FMLA, FEHA, SDI, CFRA, PFL, ADA and Workers' Compensation with a Bonus on Handling Performance Management Challenges”

- Compliance Online, San Jose, CA, 3/5/13 and 3/6/13

“When FMLA Ends and ADA Begins. The FMLA/ADA Crossover: Coordination, Management, and Compliance Strategies”

- In-House Webinar via Compliance Online, 9/25/12, 1/22/13, 5/10/13

“Roadmap of California Medical Leaves: Ultimate Guide to PDL, FMLA, FEHA, SDI, CFRA, PFL, ADA and Workers Compensation”

- In-House Webinar via Compliance Online, 12/11/12, 4/26/13

“Stop Medical Leaves From Snow-Balling”

- In-House Webinar via Compliance Online, 10/24/12

“Sexual Harassment”

- Berkeley California, Cal Alumni Association, Pinecrest, CA, 6/15/12

“Performance Management Training”

- Performing Animal Welfare Society (PAWS), San Andreas, CA, 5/9/12

“New HR Rules”

- Business Services Summit, Sonora, CA, 5/1/12

“FMLA/ADA Crossover Webinar: Compliance Strategies Every HR Manager Should Know”

- In-House Webinar via Compliance Online 3/6/2012

“New Human Resource Employment Law Regulations for 2012”

- Tuolumne Chamber of Commerce Quarterly Membership Meeting, 1/27/12

“BASIC FMLA/ADA Coordination Webinar - Discussion on Reduced Work Week/Intermittent Restrictions”

- In-House Webinar via GoToWebinar, 12/15/11

“What You Need To Know About California Leave Law – 2011”

- Lorman Education Services, Live Audio Conference, 4/18/11

“Performance Management Training”

- Amador-Tuolumne Community Action Agency, Jackson, CA, 2/11/11

“Conflict and Performance Management Training”

- Sierra Senior Providers, Sonora, CA 11/09/10

“FEHA Discrimination & Sexual Harassment in the Workplace”

- Sierra Nevada Alliance, South Lake Tahoe, CA, 10/18/10

“Avoiding the Downsides of Social Media”

- Business Services Summit, Sonora, CA, 5/5/10

“Controlling Medical Absences / FMLA - ADAAA, 09 Updates CFRA Impact”

- Central Valley Human Resource Management Association, Modesto, CA, 11/13/09

“Preparing Today for New Changes to ADA and FEHA Requirements”

- Personnel Testing Council of Northern California, Sacramento, CA, 9/10/09

“Policies and Procedures: Establishing Employer / Employee Expectations”

- Business Services Summit, Sonora, CA, 5/6/09

“FMLA Medical Certification Do’s and Do Not’s”

- CCM, Center for Competitive Management, Live Audio Conference Workshop, National, 10/31/08

“Understanding FMLA in School Districts”

- WorkForce Software, Inc., Webinar, National, 10/22/08

“New ADA Amendments Act”

- CCM, Center for Competitive Management, Live Audio Conference Workshop, National, 10/20/08

“Management Skills: Hiring to Separation”

- Business Services Summit, Sonora, CA, 4/29/08

“FMLA Compliance Update 2008”

- CODESP, Cooperative Organization for the Development of Employee Selection Procedure, Statewide, 2008
- Employee Leave Rights: Navigating the Maze – FMLA Compliance Update, 2008

- CA School Personnel Commissioners Association Annual Conference, Millbrae, CA, 2/23/08
- Central Valley Human Resource Management (CVSHRM), Modesto, CA, 4/16/08
- WorkForce Software, Inc., Webinar, National, 9/25/08

“Sexual Harassment”

- California Assembly Bill AB 1825 mandates sexual harassment training every two years for employers with 50 or more employees, or employers who receive the services of 50 or more persons. Over the last 10 years, Ms. De Lima has conducted sexual harassment training workshops for both private employers as well as business organizations. Previous sponsors include the Economic Development Company, the Small Business Development Corporation, and the Chamber of Commerce. In the last quarter of 2005 alone, Ms. De Lima trained over 200 managers, in compliance with AB 1825. Training includes best practices regarding investigations, as well as reporting and disciplinary procedures. Additionally, in regards to sexual harassment policies and procedures, client policy and procedure manuals are updated for companies (or created from scratch, when necessary) as part of a comprehensive employee handbook and management training process.
- Bret Harte High School, Senior Class, 3/15/10

“Supervisory Skills”

- Empire National Limousine, Los Angeles, CA, 8/22/07 & 8/23/07

“Disability Management”

- CODESP, Cooperative Organization for the Development of Employee Selection Procedure, Regional School District Conference, 2/06 & 3/06 / Statewide 2008
- Council on Education in Management, Community Action Agency of Butte County, Oroville, CA, 1/28/05
- Society for Human Resource Management (SHRM), Sacramento Chapter, 5/02
- California Association of Rehabilitation Professionals (CARRP) Annual Conference, San Diego, CA, 10/99

“Your Role in Preventing Harassment, Discrimination and Violence in Your Workplace”

- Porsche Design of America, Costa Mesa, CA, 8/15/07
- Empire National Limousine, 8/22/07 & 8/23/07

“Controlling Medical Absences: An Interdisciplinary Approach”

- City of Merced, 7/17/07
- Highway 4 Corridor Business Summit, Columbia College, CA, 5/04
- Central Valley Human Resource Management (SHRM), Fall HR Workshop & Expo, Modesto, CA, 9/03
- Disability Management Employers Coalition (DMEC), Sacramento Chapter, 2/00
- Ergonomics Roundtable, San Jose, CA, 5/4/00
- ErgoCon'95, The Silicon Valley Ergonomics Conference and Exposition, Palo Alto, CA, 5/21/95 to 5/24/95

“Developing Comprehensive Procedural Responses to the FMLA, ADA, and Worker’s Comp Compliance Issues”

- CODESP, Cooperative Organization for the Development of Employee Selection Procedure, Regional School District Conference, 3/1/07

“How to Excel as a Human Resources Assistant”

- Community Action Agency of Butte County, Oroville, CA, 1/28/05

“The Fundamentals of FMLA Compliance”

- Training on a national basis since 2004. Assisted Skill Path, an international training organization, in rolling out newly developed FMLA training on a national level

“Worker’s Compensation Update 2004”

- Worker’s Compensation Forum panelist, sponsored by the Chamber University - Partnership of the Alliance/Small Business Development Center, University of California, Merced, and the U.S. Small Business Administration, 4/04
- Central Valley Human Resource Management (SHRM), Keynote Speaker, Fall HR Workshop & Expo, 10/04
- Worker’s Compensation Forum panelist, sponsored by the Economic Development Company, California Chamber of Commerce, and the Alliance/Small Business Development Center, Panelist, Sonora, CA, 10/03

“Employment Related Records in California”

- Stockton, CA., 12/2/04 & 12/9/03

“Effective Workplace Communication”

- Yosemite Community College District, Teacher Training, 1/02

“CARRP Oakland Chapter”

- Oakland, CA, 4/99

"Physical Abilities Assessments: FMLA, ADA, EEOC Guidelines - Strategies for their Use in RTW Assessments"

- National Association Rehabilitation Professionals in the Private Sector (NARPPS) National Conference, 4/1/98 TO 4/4/98

"Managing Human Resources: Your Most Important Asset" and related performance management seminars including Sexual Harassment. 1995 to present.

Presentation sponsors have included:

- University Chamber, “Connecting Stanislaus”, Business and Technology Fair
- Chamber of Commerce
- Senior Corps of Retired Executives (SCORE)
- Economic Development Company
- Yosemite Community College District

RECENT LITIGATION SUPPORT/EXPERT WITNESS CASE EXPERIENCE:

Expert Witness – Documents to Court

U.S. District Court, Northern District of California, Plaintiff, Wrongful Termination/Age Discrimination, 8/5/13

John Elson, Esq.
Law Office of John Elson
Terry Doubt v. NCR Corporation

U.S District Court, Eastern District of Pennsylvania, Plaintiff, ADA Accommodation, 5/30/13

Robert Schall, Esq.
Cooper and Schall, PC
McCall v. City of Philadelphia

U.S. District Court, Northern District of Georgia, Atlanta Division, Plaintiff, ADA Accommodation, 5/18/13

Doug Kertscher, Esq.
Hill, Kertscher & Wharton, LLP
Gilbert Perez v. Sprint/United Management Company

Superior Court of California, County of Sacramento, Plaintiff, FEHA, 3/22/13

Jill P. Telfer, Esq.

Law Offices of Jill P. Telfer
Charmin Spratt v. Catholic Healthcare West

U.S. District Court, Northern District of California, Religious Discrimination, 1/17/13
Berne Reuben, Esq.
Berne Reuben Law Office
Corey Ware v. Walgreen Company

U.S. District Court, Eastern District of California, Fresno, Plaintiff, Fair Labor Standards Act, 1/15/13
Shannon Seibert
Seibert and Bautista
Oyarzo/Hart v. Tuolumne Fire District et al

Superior Court, Commonwealth of Massachusetts, Plaintiff, Disability Discrimination, 1/14/13
Thomas T. Merrigan, Esq.
Rawson Merrigan & Litner, LLP
Dennis Cronk v. First Light Power Resources, Inc.

Superior Court of New Jersey, County of Atlantic, Plaintiff, Retaliation Claim, 12/31/12
Michelle Douglass, Esq.
The Douglass Law Firm, LLC
Allen Payne v. South New Jersey Energy Services Plus, et als (SJESP)

U.S. District Court Central District of California, Plaintiff, FMLA, 12/14/12
Sheldon Lytton, Esq.
Lytton Williams and Messina, LLP
Marwan Aboulhosn V. Merrill Lynch, et al., Roe and Doe

Superior Court of California, County of Sacramento, Plaintiff, Vocation Evaluation 10/5/12
Jill P. Telfer, Esq.
Law Offices of Jill P. Telfer
Craig Plageman v. CVS Caremark & CVS Pharmacy

Superior Court of California, County of San Mateo, Plaintiff, Loss of Earning Capacity, 6/22/12
Terry Anderlini
Anderlini & Emerick LLP
Katharine Bell v. Susan Vermeir, Abbie Goldstar

U.S. District Court, Northern District of California, County of San Francisco, Defendant, 6/19/12, Federal Case - Disability Discrimination
James S. Rummonds
Rummonds & Mair, an association of attorneys
John Emerson v. Bank of America

U.S. District Court, District of New Mexico, Defendant 5/14/12
Nathan T. Nieman
Modrall Sperling Lawyers
Victoria Hart v. Board of Education of the Albuquerque Public Schools

Superior Court of California, County of Los Angeles, Plaintiff, 1/16/12, Wrongful Termination
Sean E. Macias, Esq.
Macias Council, Inc.
McDonald v. Ascent Media Group, Inc., a Delaware Corporation, et al

Superior Court of California, County of Sacramento, Plaintiff, 10/21/11,
Harassment/Discrimination/Retaliation
Jill P. Telfer, Esq.

Law Offices of Jill Telfer
Simpson v. County of Sacramento

District Court for Scotts Bluff County, Nebraska 9/2/11, Plaintiff
Jennifer Turo-Meyer, Esq.
The Robert Pahlke Law Group
Mendoza v. Vertex Business Solutions and Joni M. Summerville

U.S. District Court, Western District of Michigan, Kalamazoo 7/22/11, Plaintiff, Wrongful Termination (ADA)
Sheila Strong, Esq.
Lidewell v. Techno-Coat

Superior Court, Third Judicial District of Anchorage, 7/15/11, Plaintiff, Negligence
Phillip Weidner, Esq.
Phillip Weidner and Associates
Torres v. Kushin

U.S. District Court, Eastern District of California, Sacramento, 7/5/11, Plaintiff, Wrongful Termination
Ben Oram, Esq.
Lenahan, Lee, Slater and Pearse
Chissie v. WinCo Foods LLC

Superior Court of California, County of Sacramento, 4/18/11, Plaintiff, Wrongful Termination, (FEHA/ADA)
Jill P. Telfer
Law Offices of Jill Telfer
Leonardi v. Five Star Quality Care, Inc.

U.S. District Court, Eastern District of California, 4/15/11, Defendant, Wrongful Termination (ADA / FEHA)
Angela L. Diesch, Esq.
Greenberg Traurig, LLP

Superior Court of Stanislaus County, Modesto 4/5/11, Respondent, Dissolution, Vocational Expert, 5/3/13
Updated Labor Market Survey
Carolyn Struck, Esq.
Maring v. Maring

Superior Court of California, County of Sacramento, 1/10/11, Plaintiff, Wrongful Termination (ADA/FEHA)
Jill P. Telfer, Esq.
Law Offices of Jill Telfer
Andrea West v. City of Sacramento

U.S. District Court, Eastern District of California, 11/29/10, Defendant, Wrongful Termination (ADA / FEHA)
Jason Barnas, Esq.
Richburg v. Lockwood

U.S. District Court, District of Arizona; and Superior Court of the State of Arizona, County of Maricopa, 08/14/10, Defendant, Wrongful Termination (FEHA)
Merrick Firestone, Esq.
La Canasta v. Carrola

Superior Court of California, Central District of California, 04/28/10 Defendant, ADA Accommodation
Thomas Hockel, Esq.
Hayes v. Rite Aide Corporation

U.S. District Court, Eastern District of California, County of Sacramento, 8/24/09, Defendant, ADA Compliance

John Reed, Esq.
Office of the County Counsel
Video Gaming Technologies, Inc. v. Bureau of Gambling Control

Superior Court of California, County of Butte, 12/3/08, Dissolution, Plaintiff, Vocational Evaluation

Sheela Kumar
Sheela Kumar v. Zafir Anjum

U.S. District Court, Eastern District of California, County of Sacramento, 11/30/08, Defendant, Benefits Analysis Railroad Retirement Board

Benjamin Galloway, Esq.
Office of the Federal Defender
U.S. v. Leon T. Beers

Supreme Court of the State of New Jersey, 3/14/08, Plaintiff, Wrongful Termination (FEHA)

Levinson Axelrod, P.A.
Richard J. Levinson, Esq.
Michael P. Jinks v. OfficeMax, Inc.

U.S. District Court, District of Oregon, 2/20/08, Plaintiff, Wrongful Termination (ADA)

Hernandez and Associates, L.L.C.
Manuel C. Hernandez, Esq.
Robert Dark v. Curry County

U.S. District Court, District of Arizona, 1/15/08, Plaintiff, Sexual Harassment

Mathew & Mathew PC
Ivan K. Mathew, Esq.
Eileen Craig v. The Mahoney Group

U.S. District Court, Southern District of New York, Mandatory Arbitration, San Francisco, CA, 11/27/07, Plaintiff, New York City and New York State Human Rights Laws, and Title 7

Sullivan & Worcester
Joshua L. Solomon, Esq.
Christina Elwell v. Google Inc. and Timothy Armstrong

U.S. District Court, Eastern District of California, 11/7/07, Defendant, Wrongful Termination (ADA)

Porter-Scott
Stephen W. Robertson, Esq.
Franus v. Solano County et al

U.S. District Court, Central District/Southern Division, 8/25/07, Plaintiff, FMLA

David I. Lefkowitz, Esq.
Wilshire Palisades Law Group
Nevius v. La Quinta Inn & Suites, SA CV

Supreme Court of the State of New York, 7/16/07, Plaintiff, Wrongful Termination (ADA)

Kenneth F. McCallion, Esq.
McCallion & Associates
Jeanine Pepler v. Rugged Land, LLC., et al.

Superior Court of Howard County, Ellicott City, Maryland, 6/29/07, Dissolution, Vocational Expert

Lauren Black
Lauren Black v. Richard Gates

U.S. District Court, District of Alaska, 1/16/07, Defendant, FMLA

Cynthia L. Ducey, Esq.
Delaney Wiles, Inc.
Bobbi J. Wade v. Ilisagvik College, North Slope Borough; John Tuthill, individually; and Pamela Taylor, individually

Arbitration, Sacramento County, 10/25/06, Plaintiff, Wrongful Termination (ADA)
Sheridan Law Associates
Anthony K. McClaren, Esq.
Brown v. The Grupe Company, et.al.

U.S. District Court, District of Arizona, 8/15/06. Defendant, Wrongful Termination (ADA)
Anglea M. Wilson-Goodman, Esq.
Wilson-Goodman & Fong, P.C.
Anne M. Fox v. Significant Education L.L.C. dba Grand Canyon University

Superior Court of New Jersey Law Division, Monmouth County, 8/2/06, Plaintiff, Race Discrimination
Vassos Marangos
Vassos Marangos v. Flarion Technologies, Inc.

U.S. District Court for the District of New Mexico, 6/15/06, Defendant, Race Discrimination
White, Koch, Kelly & McCarthy
Karen Kilgore, Esq.
Ram and Thakur v. New Mexico Department of Environment, et al

District Court of Washoe County, 2nd Judicial Family Court, Nevada, 6/5/06, Dissolution, Vocational Expert
Belding, Harris & Petroni
Gloria Petroni, Esq.
Gates v. Black

Superior Court of the State of California, County of Los Angeles, Southern District, 12/05, Plaintiff, Disability Discrimination
Law Offices of Eric v. Luedtke
Eric V. Luedtke, Esq.
Mark Garrett v. Private Medical-Care, Inc., et al

U.S. District Court for the District of New Mexico, 8/05, Plaintiff, ADA
John S. Stiff & Associates, LLC
John S. Stiff, Esq.
Burleson v. ENMR-Plateau Telephone Cooperative & Tom Phelps

U.S. District Court, Southern District of Iowa, Central Division, 9/05, Plaintiff, FMLA
Brick, Gentry, Bowers, Swartz, Stoltze, Schuling & Levis P.C.
Bruce H. Stoltze, Esq.
Kathryn Pullman v. United Parcel Service Co.

U.S. District Court, District of Arizona, 2/11/05, Plaintiff, Sexual Harassment
Mathew & Mathew PC
Ivan K. Mathew, Esq.
Eileen Craig v. The Mahoney Group

Deposition

Superior Court of California, County of Alameda, Plaintiff, Retaliation Claim, 8/21/13
Kim David Staskus, Esq.
Law Offices o Kim David Staskus
Arul K. Edwin v. Alameda-Contra Costa Transit District, & Does 1-25

U.S. District Court, Northern District of Georgia, Atlanta Division, Defendant, ADA Reasonable Accommodation, 7/15/13

Doug Kertscher, Esq.
Hill, Kertscher & Wharton, LLP
Gilbert Perez v. Sprint/United Management Company

Superior Court of New Jersey, County of Atlantic, Plaintiff, Retaliation Claim, 3/28/2013

Michelle Douglass, Esq.
The Douglass Law Firm, LLC
Allen Payne v. South New Jersey Energy Services Plus, et als (SJESP)

Superior Court of California, County of Stanislaus, Dissolution Hearing, 3/26/2013

Carolyn Struck, Esq.
The Struck Firm
Maring v. Maring

Superior Court of California, County of Los Angeles, Plaintiff, 2/11/13

Chris Pacetti, Esq.
Yukevich, Calfo & Cavanaugh
Pikhart v. Los Angeles Unified School District; et al

U.S. District Court, Eastern District of California, Fresno, Fair Labor Standards Act, 2/1/13

Shannon Seibert, Esq.
Seibert and Bautista
Oyarzo/Hart v. Tuolumne Fire District et al

Superior Court of California, County of San Mateo, Plaintiff, Loss of Earning Capacity, 12/10/12

Terry Anderlini, Esq.
Anderlini & Emerick LLP
Katharine Bell v. Susan Vermeir Abbie Goldstar

Superior Court of California, County of Santa Clara, Defense, Violence in the Workplace, 7/19/12

Nathanial Lucey, Esq. / Steve Dollar
Erickson Arbuthnot
Staci Elizondo v. Charles Frederick Tuffli, Jr., M.D.

Superior Court of California, County of San Mateo, Plaintiff, Loss of Earning Capacity, 6/25/12

Terry Anderlini, Esq.
Anderlini & Emerick LLP
Katharine Bell v. Susan Vermeir Abbie Goldstar

Judicial Arbitration and Mediation Services, Defense, Wrongful Termination, 3/9/12

Princeton Kim, Esq.
ReedSmith, LLP
Williamson v. Orange County Employee Retirement System

Superior Court of California, County of Monterey, Plaintiff, Wrongful Termination, 2/29/12

David Petrie, Esq.
Petrie, Dorfmeier & Morris LLP
Johnston v. Dulcinea Farms, LLC, a limited liability company and DOES I through X, inclusive

Superior Court of California, County of Orange, 1/9/12, Plaintiff, Wrongful Termination

Hal Chase Jr., Esq.
Bramamonte v. Companion Home Health and Hospice

Superior Court of California, County of San Francisco, 11/29/11, Defendant

Jill Rizzo, Esq.
LeClair Ryan
Nivanka Paronavintana v. Christopher Tavares Demoraes, et al

Superior Court of California, County of Riverside, 8/2/11, Defendant, Sexual Harassment
Joshua Stein, Esq.
Carbajal v. Barrett Business

Superior Court of California, County of Sacramento, 7/5/11, Plaintiff, Wrongful Termination
Benjamin D. Oram, Esq.
Chissie v. WinCo Foods LLC

Superior Court of California, County of Sacramento, 3/29/11 & 4/24/11 (Rebuttal Deposition), Plaintiff,
Wrongful Termination (FEHA/ADA)
Jill P. Telfer, Esq.
Leonardi v. Five Star Quality Care, Inc

Superior Court of Sacramento County, Sacramento, 01/10/11, Plaintiff, Wrongful Termination (ADA/
FEHA)
Jill P. Telfer, Esq.
Law Offices of Jill Telfer
Andrea West v. City of Sacramento

Superior Court of California, County of Stanislaus, 9/24/10, Plaintiff, Disability Discrimination Case
(ADA/FEHA)
David C. Rancano
Rancano & Rancano
Francisco Anguiano v. Ivan E. Bays; and DOES 1 through 100, inclusive

Superior Court of the State of California, County of Kern, 9/14/10, Defendant, Wrongful Termination
(ADA)
Mark Strom, Esq.
Jason Arvizu v. County of Kern

Superior Court of Santa Clara County, 2/8/10, Defendant, Wrongful Termination (FEHA)
Norman LaForce, Esq.
Law Office of Mark W. Hudson
Gil v. Stevens Creek Toyota

Superior Court of Sacramento County, Sacramento, 11/10/09, Plaintiff, Sexual Harassment
Joe Rose, Esq.
Rose Law Firm, P.C.
Lori Ingram v. A. Teichert & Son, Inc., et al.

Superior Court of Stanislaus County, Modesto, 8/19/09, Plaintiff, Wrongful Termination (FEHA)
Frank T. Zumwalt, Esq.
The Zumwalt Law Firm, APC
Callaway v. Kemper CPA Group, LLP

Superior Court of Sacramento County, Sacramento, 7/21/09, Plaintiff, Wrongful Termination (FEHA)
David C. Rancano, Esq.
Rancano & Rancano
Juan L. Gomez v. Kenyon Construction, Inc. et al

Superior Court of Alameda County, Hayward, 3/31/09, Plaintiff, Wrongful Termination (ADA)
Sandra Benson, Esq.
Weinberg, Roger, & Rosenfeld

Mayne v. Northern California Carpenters Regional Council

Superior Court of Monterey County, Monterey, 7/31/08, Plaintiff, Wrongful Termination (FEHA)
John Elson, Esq.
Romero v. WalMart

Supreme Court of the State of New Jersey, 5/30/08, Plaintiff, Wrongful Termination (FEHA)
Levinson Axelrod, P.A.
Richard J. Levinson, Esq.
Michael P. Jinks v. OfficeMax, Inc.

Superior Court of San Joaquin County, Stockton, 2/1/08, Plaintiff, Personal Injury
Walsh & Furcolo, LLP
Christopher M. Lea, Esq.
Van Houten v. Grossi et al

Superior Court of the State of California, San Luis Obispo, 11/12/07, Plaintiff, Sexual Harassment
McCarthy & Kroes
R. Chris Kroes, Esq.
O'Brien v. Family Medical Group of Paso Robles, Inc. et al.

U.S. District Court, Central District/Southern Division, 9/28/07, Plaintiff, FMLA
David I. Lefkowitz, Esq.
Wilshire Palisades Law Group
Nevius v. La Quinta Inn & Suites, SA CV

Superior Court of Monterey County, Monterey, 9/18/07, Plaintiff, Wrongful Termination (FEHA)
John Elson, Esq.
Thornton v. Central Coast Bancorp

U.S. District Court, District of Alaska, 5/7/07, Defendant, FMLA
Cynthia L. Ducey, Esq.
Delaney Wiles, Inc.
Bobbi J. Wade v. Iilisagvik College, North Slope Borough, John Tuthill, individually and Pamela Taylor, individually

U.S. District Court for the District of New Mexico, 11/6/06, Defendant, Race Discrimination
White, Koch, Kelly & McCarthy
Karen Kilgore, Esq.
Ram and Thakur v. New Mexico Department of Environment, et al

Superior Court of Sacramento County, 8/9/04, Vocational Expert, Workmen's Compensation
Douglas F. Penney, Esq. – Applicant Attorney
Christopher J. Devereux, Esq. – Defense Attorney
Trisha Lewis v. Sierra Conservation Center & State Compensation Insurance Fund

Expert Testimony - Mediation/Arbitration

Judicial Arbitration and Mediation Services, Defense, Wrongful Termination, 4/26/12
Princeton Kim, Esq.
ReedSmith, LLP
Michelle Williamson v. Orange County Employee Retirement System

New York City and New York State Human Rights Laws, and Title 7: Wrongful Termination, 1/8/08
Mandatory Arbitration, Plaintiff Prevailed
Sullivan & Worcester
Joshua L. Solomon, Esq.

Christina Elwell v. Google Inc. and Timothy Armstrong

Expert Testimony – State/Federal

Superior Court of California, County of San Francisco, Plaintiff, Sexual Harassment & physical Discrimination, 10/21/13

Arcolina Panto, Esq.
Peoples Law Group
Laura Neustedter vs. The Granada, Inc., et al

Superior Court of California, County of Santa Clara, Defense, Violence in the Workplace, 8/21/12

Nathanial Lucey, Esq.
Erickson Arbuthnot
Staci Elizondo v. Charles Frederick Tuffli, Jr., M.D.

Superior Court of Monterey County, 7/23/12, Plaintiff, Wage and Hour

David Petrie, Esq.
Petrie, Dorfmeier & Morris LLP
Johnston v. Dulcinea Farms, LLC, a limited liability company and DOES I through X, inclusive

Social Security Administration, Disability Hearing, 3/1/12

Charles Werner, Esq.

Superior Court of Sacramento County, Sacramento 5/9/11, Plaintiff, Wrongful Termination, (FEHA/ADA)

Jill Telfer, Esq.
Law Offices of Jill P. Telfer
Leonardi v. Five Star Quality Care

Superior Court for the State of Alaska, Third Judicial District at Anchorage, 02/24/11, Plaintiff, Negligence / Wrongful Termination

Mr. Michael Cohn, Esq.
Phillip, Paul, Weidner and Associates
Torres v. Kushin

Superior Court of Stanislaus County, Modesto, 01/06/11, Plaintiff, Disability Discrimination Case

David Rancano, Esq.
Rancano & Rancano
Francisco Anquiano v. Ivan Bays

Superior Court of the State of California, County of Yuba, 09/16/10, Plaintiff, Wrongful Termination (Age Discrimination)

Raquel Lacayo-Valle, Esq.
Schoessler v. Yuba Community College District,

Placer County Superior Court, 08/27/10, Plaintiff, Wrongful Termination (Harassment; Age Discrimination; Retaliation; Labor Code Violations)

Peter Linn, Esq.
Bishop, Barry, Drath
Nancy Goss v. William Warner Kirby M.D., A Professional Corporation, Inc.

State of California, Labor Commission, Stockton, 8/10/09, Plaintiff, Outside Sales Litigation

Plaintiff Representation
Andersen v. Instant Power Corporation

Superior Court of Alameda County, Hayward, 6/24/09, Defendant, Wrongful Termination (ADA)

Sandra Benson, Esq.
Weinberg, Roger, & Rosenfeld

Mayne v. Northern California Carpenters Regional Council

Superior Court of the State of California, Los Angeles County, Central District, 3/11/09, Plaintiff, ADA
John Elson, Esq.
Fotheringham v. Avery-Dennison Corporation

U.S. District Court for the District of Oregon, 6/3/08, for Plaintiff, Civil Case (ADA)
Hernandez and Associates, L.L.C.
Manuel C. Hernandez, Esq.
Dark v. Curry County, et al.

Superior Court of the State of California, San Luis Obispo, 3/28/08, Plaintiff, Sexual Harassment
McCarthy & Kroes
R. Chris Kroes, Esq.
O'Brien v. Family Medical Group of Paso Robles, Inc. et al.

Mandatory Arbitration, San Francisco, CA, 11/27/07, Plaintiff, New York City and New York State Human Rights Laws, and Title 7
Sullivan & Worcester
Joshua L. Solomon, Esq.
Christina Elwell v. Google Inc. and Timothy Armstrong

Superior Court of Howard County, Ellicott City, Maryland, 7/20/07, Dissolution, Vocational Expert
Lauren Black
Lauren Black v. Richard Gates

U.S. District Court for the District of New Mexico, 12/29/06, Defendant, Race Discrimination
White, Koch, Kelly & McCarthy
Karen Kilgore, Esq.
Ram and Thakur v. New Mexico Department of Environment, et al

Superior Court of the State of California, Los Angeles County, Central District, 6/6/05, Plaintiff, ADA
John Elson, Esq.
Fotheringham v. Avery-Dennison Corporation

U.S. Railroad Retirement Board, Vocational Expert, Social Security Disability Assessment, multiple cases, 2005 – 2008, Northern CA
Michael R. Szanyi, Hearing Officer
Michael G. Lusk

Superior Court of Tuolumne County, 4/30/04, Vocational Expert, Dissolution
Douglas M. Gee, Esq.
Christine E. Palmer (Elder) v. Douglas A. Palmer

Superior Court of Amador County, 5/2002, Vocational Expert, Dissolution
Jeffrey Seaton, Esq.

Superior Court of Calaveras County, Bret Harte High School, 1999, Defendant, ADA
Fair Hearing for Special Ed. Case
Moser v. Bret Harte High School

Superior Court of Modesto County, 1998 approx., Vocational Expert, Dissolution
Michael R. Germain, Esq.

Superior Court of Calaveras County, 1997 approx., Plaintiff, Personal Injury
Rex Spaith, Esq.

Social Security Administration, average 5 cases per year, 1992 to 2003
Office of Hearing and Appeals, Stockton, California
Expert witness for the Federal Government

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Contact us today to discuss how we can help you.