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**Human Resource Management / Vocational  
Rehabilitation Counselor  
ADA Accommodation Specialist**

**Office Locations:**  
Murphys, CA – Central Valley Area  
Chicago, IL

**Beth B. De Lima, MBA, SPHR-CA, SHRM-SCP, iMBA**

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## **CURRICULUM VITAE**

### **OVERVIEW:**

Beth B. 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), a SHRM Senior Certified Professional (SHRM- SCP) 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)
- Good Faith Interactive Meetings
- Undue Hardship Analysis
- ADA Accommodation Assessments / Analysis
- ADA Amendments Act (ADAAA)
- Family Medical Leave Act (FMLA)
- Fair Employment and Housing Act (FEHA)
- California Family Rights Act (CFRA)
- Medical Leave Management
- Essential Function Job Descriptions
- Human Resource Audits, Onboarding to Separation
- Wrongful Termination
- Workers' Compensation Medical Leave Management
- 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  
[bdelima@hrmconsulting.com](mailto:bdelima@hrmconsulting.com) [www.hrmconsulting.com](http://www.hrmconsulting.com)

Beth B. 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 the 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 workplace, 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

Both SHRM and HRCI have designated Ms. De Lima as a preferred trainer. She provides training to other HR and Vocational professionals required to earn training credits to maintain their own SHRM and HRCI certifications as well as CRC and CVE credits. Ms. De Lima maintains her certification credit requirements by providing training to other HR professionals.

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 2018

**Various Government Agencies**

Social Security Administration / Ticket to Work / Railroad Retirement Board 1993 to 2011

As an experienced Vocational Expert for both Social Security and 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**

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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 Sonoma, California, from January 1, 2001, to June 30, 2001 and at Modesto Junior College, from April 2005 to November 2005. Ms. De Lima continues to conduct short course seminars and webinars and has developed cloud-based training programs for both national and CA state-specific ADA and FMLA compliance strategies.

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

**Master's Work in Organizational Communication, 1989 Bachelor of Science, 1988**

Family & Consumer Resources University of Arizona, Tucson, AZ

**CERTIFICATIONS:**

- SHRM Senior Certified Professional (SHRM-SCP), March 2015
- Senior Professional in Human Resources with a state-specific certification in California (SPHR- CA), granted by the Human Resource Certification Institute (HRCI), June 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), June 1996
- Experienced as a Vocational Expert with the Office of Hearing and Appeals, Social Security Administration, certified as a Ticket to Work provider, 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)

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**COMMUNITY PARTICIPATION:**

Ms. De Lima is or has previously been 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:**

- “Do Your Employee Performance Evaluations Need an Overhaul” HRCI Media Article, 04 Dec 2020, <https://www.hrci.org/community/blogs-and-announcements/hr-leads-business-blog/hr-leads-business/2020/12/04/do-your-employee-performance-evaluations-need-an-overhaul>
- “Covid-19 Safety Talk” HR Happy Hour Podcast: 16 November 2020.
- “San Jose State University did not discipline an instructor who admitted to crossing the line with a female student in his office”. NBC – Bay Area Investigative Unit Interview, 10 May 2013
- “Five Ways Medical Practices Can Better Manage Workplace Conflict”. Physicians Practice Journal Interview: Nov 2013. <<http://www.physicianspractice.com/blog/five-ways-medical-practices-can-better-manage-workplace-conflict>>.
- "Depressed - Is ADA Intermittent Leave a Reasonable Accommodation?". LinkedIn Pulse Internet publication. 7 Apr 2014. <<https://www.linkedin.com/pulse/20140407201511-36924968-depressed-is-ada-intermittent-leave-a-reasonable-accommodation?midToken=AQGGS2EGe0tw&trk=eml-pad-bart-0&fromEmail=fromEmail&ut=3nIQzFTbFfam11>>
- "SgYB# 025: HR Expert, Beth De Lima, Shares How to Avoid Crucial HR Mistakes and Reduce Litigation". Safeguarding Your Business - Podcast #025 with Ernie Bryan. 18 Mar 2015. <<http://www.safeguardingyourbusiness.com/bethdelima>>
- “SEAK Expert Witness Directory, Beth B. De Lima, MBA, SPHR-CA, SHRM-SCP, ADA Accommodation Specialist” 14 June 2023. <<https://www.seakexperts.com/members/398-beth-b-de-lima>>

**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.

“Master FMLA Medical Leaves and the ADA Accommodation Process: Unveiling ChatGPT and the NEW Pregnant”

- HR Florida, 08/27/24

“Mastering FMLA and ADA: Elevating HR Superpowers with ChatGPT and exploring the new Pregnancy Workers Fairness Act!”

- SAHRA, 08/06/24

“What is a Qualified Individual with a Disability (QID): Conducting the QID and ADA Accommodation - Interactive Good Faith Meeting Process.”

- National ADA Symposium, 06/11/24

“Mastering FMLA and ADA: Elevating HR Superpowers with ChatGPT”

- WorldatWork, 05/20/24

“Master FMLA Medical Leaves and the ADA Accommodation Process: Unveiling ChatGPT and the NEW Pregnant Workers Fairness Act (PWFA)!”

- Twin Cities SHRM, 05/10/24

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“Mastering FMLA and ADA: Elevating HR Superpowers with ChatGPT and exploring the new Pregnancy Workers Fairness Act!”

- CalGov HR, 03/14/24

“Ultimate Guide to Managing Medical Leaves and Accommodations – The Integrated Process”

- IMA (BoltonCo), 03/07/24, 03/08/24

“Master FMLA Medical Leaves and the ADA Accommodation Process: Unveiling ChatGPT and the NEW Pregnant Workers Fairness Act (PWFA)!”

- HRWest, 03/05.24

““The Role of the Vocational Evaluator in Identifying Medical and Physical Accommodations to Conduct a Good Faith Meeting”

- Florida International University (FIU), 11/29/23

“Calling all ADA Accommodations Specialists: The Role of the Vocational Evaluator in Identifying Medical and Physical Accommodations in the Workplace”

- International Association of Rehabilitation Professionals (IARP), 10/27/23

“What is a Qualified Individual with a Disability (QID): Conducting the QID and ADA Accommodation - Interactive Good Faith Meeting Process.”

- Public Sector HR Association (PSHRA), 10/04/23

“The Role of the Vocational Evaluator in Identifying Medical and Physical Accommodations to Conduct a Good Faith Meeting”

- International Association of Rehabilitation Professionals (IARP), 08/19/23

“Introducing ChatGPT to the HR industry. Diving into the transition from FMLA/CFRA to ADA/FEHA with and without WC and Pregnancy and the new CFRA Pregnancy regulations.”

- Central Valley Human Resource Management Association (CVHRMA), 05/18/23

“ADA Analysis & the role of Vocational Evaluators”

- National Rehabilitation Counseling Association (NRCA), 10/15-17/21

“The Vocational Consultant’s Role in ADA/Workers’ Compensation: Accommodations & Returning Employees to Work.”

- American Board of Vocational Experts (ABVE), 3/27/22, 3/19/21

“Harassment in the Workplace”

- Interns at College of St. Benedict and St. John’s University, 3/19/21

“The Vocational & HR Challenges Associated with Overcoming ADA RTW Challenges”

- American Board of Vocational Experts (ABVE), 3/19-21/21

“CFRA 2021 Impacts on FEHA/ADA, Workers’ Compensation, Pregnancy and Medical Leaves: Red Flags for Small and Large Employers”

- Modesto Chamber of Commerce, 6/6/21
- Central Valley Human Resource Management Association, 3/3/21
- Bay Area Human Resources Connections, 2/17/21
- Northern California SHRM, 2/17/21
- Calaveras Chamber of Commerce, 1/18/21

“How to Avoid the Five (10) Deadly Sins of Handling HR COVID-19 Family First FMLA/Sick Leave”

- MEGA SHRM, Live Stream, 09/20/20

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- NCSHRM, 2019
  - Live Stream, CA, 5/07/20

“In-The-Trenches: The Ultimate Guide to California PDL, FMLA/CFRA, ADA/FEHA, PFL, SDI, and Workers’ Compensation and Handling Performance Management and Harassment, Discrimination and Retaliation Challenges”

- Chicago, IL, 10/10-10/11/24
- Oakland, CA, 4/4-4/5/24
- Live Stream, 4/4-4/5/24, 8/10-8/11/23, 3/30-4/1/22, 10/20-22/21, 3/3-5/21, 12/9-11/20, 9/16-17/20, 5/14-15/20, 3/26-27/20

“How To Manage Medical Leaves And Accommodations Consistently And Confidently Without Worrying About Getting Sued”

- Oakland, CA, 11/21-11/22/19
- San Jose, CA, 11/07-11/08/19
- San Diego, CA, 10/24-10/25/19
- Modesto, CA, 10/17-10/18/19

“HR COVID-19 Family First FMLA and Sick Leave Q&A”

- Live Stream, 12/22/20, 11/24/20,10/27/20, 9/29/20, 8/25/20, 7/28/20, 6/30/20, 5/28/20, 4/30/20, 3/31/20

“CalGovHR Conference & Expo Ten Deadly Sins of Managing Medical Leave and Accommodations”

- Sonoma Valley 3/11-13/20

“HR Best Practices and Practical guidelines for Dealing with Psychiatric Disabilities at Work: Navigating the ADA”

- Columbus Community College Mental Disability Conference, Columbus, Ohio, 5/18/18

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

- Inland Empire IPMA, Annual Conference, Pre-Conference Workshop, 6/19
- CC SHRM, Fresno, CA, 2-hour Special Evening Sponsored Workshop, 6/13/19
- CC IPMA, Merced, Annual Conference, 4/17/19
- Western Regional IPMA-HR Conference, Sacramento, CA, 4/26/18
- Central Valley Human Resources Management Association, Modesto, CA, 6/20/18
- Northern CA SHRM, San Francisco, Woodside, and Concord, CA, 9/5-6/18

“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”

- LMS Five Workshops Throughout Northern and Southern CA, 2019
- LMS Six Workshops Throughout Northern and Southern CA, 2018
- LMS Six Workshops Throughout Northern and Southern CA, 2017
- Compliance Online, Throughout Northern and Southern CA, 2017
- Compliance Online, San Jose, CA, 3/5/13, 3/6/13, 2/26/15, 2/27/15
- Compliance Online, Los Angeles, CA, 8/22/13, 8/23/13, 4/3/14, 4/4/14, 1/29/15, 1/30/15, 1/20/16, 1/21/16, 1/26/17, 1/27/17
- Compliance Online, San Francisco, CA, 11/14/13, 11/15/13
- Compliance Online, San Francisco, CA, 1/23/14, 1/24/14, 12/4/14, 12/5/14
- Compliance Online, San Diego, CA, 2/27/14, 2/28/14, 3/26/15, 3/17/15, 6/22/17, 6/23/17
- Compliance Online, Anaheim, CA, 7/17/14, 7/18/14, 10/15/15, 10/16/15, 10/19/17, 10/20/17
- Compliance Online, Oakland, CA, 9/11/14, 9/12/14
- Compliance Online, Sacramento, CA, 10/23/14, 10/24/14, 8/27/15, 8/28/15
- Comply Stream, Webinar, 9/30/15
- Compliance World, Webinar, 11/10/15, 12/08/15

“The Integration of CFRA/FMLA/PDL/ADA/FEHA and Workers' Compensation”

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- International Public Management Association for Human Resources (IPMA) - Merced County, 8/19/15
  - Compliance World, Webinar, 8/25/15, 9/2/15
  - Human Capital Infinity Group - Atty / HR Consulting Professionals, Walnut Creek, CA, 1/22/19

“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, 8/28/14
- Compliance World, Webinar, 09/23/15, 10/20/15, 2/3/16

“Sexual Harassment Prevention Training”

- Berkeley California, Cal Alumni Association, Pinecrest, CA, 6/15/12, 6/14/13, 6/12/14, 6/19/15

"Navigating CA FMLA/CFRA/ADA/FEHA/PDL and Workers' Compensation"

- In-House Webinar via HR.com, Panelist, 6/10/14

“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, 3/21/14
- Human Resource Excellence through Involvement & Innovation, CCSHRM, Fresno, CA, 8/4/15
- Comply Steam, 9/30/15, 11/12/15, 11/25/15, 1/20/16

“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

“Stop Medical Leaves from Snow-Balling”

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

“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, 3/6/12

“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

“Employee Leave Rights: Navigating the Maze and 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 regard 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”

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- 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 Workers' 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

"Workers' Compensation Update 2004"

- Workers' 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
- Workers' 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

"The Integration of CFRA/FMLA/PDL/ADA/FEHA and Workers' Compensation Bonus with new CFRA Regulations"

- Turlock, CA, 8/19/15
- Compliance World Webinar (3 Hours), 10/20/15  
CCSHRM, Fresno, 6/28/17

Updates on California Sick Leaves

- Tuolumne County, 6/16/15
- Torino's in Fresno CC-SHRM, 8/4/15
- Calaveras County Chamber of Commerce, 6/11/15

Live "Internal Investigations" Training

- MacLean Fogg – 1/26/16, 2/10/16

"In the Trenches – the Ultimate Guide to California Medical Leaves and Accommodations" CFRA/FMLA/PDL/ADA/FEHA and Workers' Compensation Bonus Performance Management and Investigations - Leave Management Solutions, Sponsored Training, 2 days comprehensive

- Fresno, 5/25/17, 5/26/17, 2018
- Los Angeles, 7/20, 7/21/17, 2018
- Riverside, 7/27/17, 7/28/17
- San Jose, 9/7/17, 9/8/17, 2018
- Stockton, 9/30/17, 9/31/17
- San Francisco, 2018

"Strategies for Managing Protected Medical Leaves, Accommodations, the FMLA to ADA Transition and with Workers' Compensation and PDL, and addressing Religious Accommodations"

- Modesto, 6/21/17

**RECENT LITIGATION SUPPORT/EXPERT WITNESS CASE EXPERIENCE:**

**Expert Witness – Documents to Court**

Spokane Superior County, 10/01/2024

Patty Amori, Reese Sterett, Rosie Thompson  
Washington State Office of the Attorney General  
Delaney v. State of Washington

Eastern District of Washington, 09/10/2024

Beth Bloom, Beth Kidd, Jay Free  
Bloom Law PLLC  
Jose Hernandez v. Pasco School District

Sacramento County Courthouse, 05/31/2024

Larissa Celaya  
Porter Scott Attorneys  
Queen Omoregie v. County of Sacramento Department of Health Services

United States District Court for the Southern District of MS, Southern Division, 05/30/2024

Edward Taylor  
Carr Allison Law Office  
Thomas Goodman, Jr. v. Brooks Restaurants, et al.

King County Superior Court, WA, Plaintiff, Sexual Abuse and Negligent Hire, 02/09/2024

Nicole Rhoades  
Davis Rothwell  
A.S. v. Provail, et al.

Riverside Superior Court, CA, Plaintiff, Wrongful Termination, 02/05/2024

Gail Ragen  
Ragen & Ragen  
Thomas v. Petro-Canada America Lubricants, LLC and HollyFrontier Corp.

Sacramento County Superior Court, CA, Defendant, Vocational Rehabilitation, 10/9/23

Raquel Caballero  
Porter Scott Attorneys  
Timothy Guilday v. St Francis Electric, LLC, et al.

Circuit Court for Will County, IL, Defendant, Unlawful Termination, 8/31/23  
Oliver Frey  
Vorys  
Anderson v. Greif Packaging, LLC

Iowa District Court for Dubuque County, IA, Plaintiff, Wage and Hour Claim, 7/26/23  
Jeffrey Hiatt, Esq.  
Clemens, Walters, Conlon, Runde & Hiatt, L.L.P  
Scott M. Menadue vs. East Iowa Machine Company, LLC and Rinn Ventures, LTD

King County Superior Court, WA, Plaintiff, Unlawful Termination, 3/7/23  
Hardeep Rekhi, Esq., Beth Bloom, Esq.,  
Rekhi & Wolk, P.S.  
Bittner v. Symetra Life Insurance

United States District Court, Maine, Plaintiff, Wage and Hour Claim, 2/23/23  
Sally Morris, Esq.  
Morris Employment Law  
Douglass v. Maine Machine Products Co and GenNx360 Capital Partners

Circuit Court of Pulaski County, AR., Plaintiff, Wage and Hour Claim, 1/12/23  
Katresa Riffel, Esq.  
Riffel, Riffel & Benham, PLL  
Holland v. Bridgeway

US District Court, Northern District of California (San Francisco), Defendant, Labor Market Survey, 4/18/22  
Ethan Lowery, Esq.  
Bertrand Fox, Elliott Osman Wenzel  
McKinney v. OUSD

Superior Court of California, County of Sacramento, CA, Plaintiff, Declaration, Labor Market Survey, 3/15/22  
Virginia Martucci, Esq.  
York Law Firm  
Buford/Vorce v. Matheson Trucking

US District Court, District of Nevada (Las Vegas), Plaintiff, Human Resources Industry Standards of Care/Practices Compliance, Declaration, 3/6/22  
Mahogany Turfley, Esq.  
Parker Nelson & Associates  
Jocelyn Wong v. Southern Nevada Regional Housing Authority

Eighth Judicial District Court, Clark County, Nevada, Defendant, Sexual Harassment Retaliation, 2/1/22  
Mahogany Turfley, Esq.  
Parker Nelson & Associates  
Stephanie Artigues v. University Medical Center of Southern Nevada

ADA County, State of Idaho, Plaintiff, Declaration, 10/18/21  
Matt Gunn, Esq.  
Rossman Law Group  
Miller/Woods v. Department of Agriculture

Contra Costa County Superior Court, CA, Plaintiff, Declaration, Wrongful Termination, ADA Accommodation, 10/1/20

Robert Dewberry, Esq.  
Dewberry Firm  
Patrick Ward-Seitz v. Sunpower Corporation

Superior Court of CA, County of Placer, Plaintiff, Vocational Evaluation / Labor Market Assessment, 9/28/20  
Mr. Jeff Sevey, Esq.  
Sevey Law Offices  
Curt Stephen Mouser v. Michael Stenson, Robin Stenson

District Court Clark County, Nevada, Plaintiff, Sexual Harassment, 8/2/20  
James Lee, Esq.  
Law Office Of James Lee  
Ciara Williams V. Silvino Hinojose, Topgolf USA Lv, LLC

Superior Court Of California, County Of San Francisco, Plaintiff, Vocational Evaluation Labor Market Survey,  
8/16/19  
Richard Miller, Esq.  
Law Office Of Richard Miller  
Melanie Siemon, Plaintiff v. U.C.S.F.

Superior Court Of California, County Of Sacramento, Plaintiff, Discrimination, Human Resource Industry  
Standards/Practices Compliance, Declaration, 7/12/19  
Jill P. Telfer, Esq.  
Law Offices Of Jill P. Telfer  
Debiann Lewis V Dignity Health, Doing Business As Mercy San Juan Medical Center And Does 1- 20

Superior Court of California, County of Santa Clara, Plaintiff, Personal Injury, Vocational Evaluation Labor Market  
Survey, 7/12/19  
Nicole Alvarado, Esq.  
Picone & Defilippis, A. P.L.C.  
Sara Huff, Plaintiff v. the Estate of Lowell, Defendant

District Court, E.D. California (Fresno), Defendant, Vocational Evaluation Labor Market Survey, 5/22/19 Michael  
Vasseghi, Esq.  
Roll Law Group  
James Jordan v. Wonderful Citrus Packing

Superior Court California County of Sacramento, Defendant, Vocational Evaluation Labor Market Survey, 3/19/19  
Schneiderman, Daniel, Esq. Witan Law Group LLP  
Jimboy's Marketing, Inc., and Bellagrace, Inc., Plaintiffs vs. Jimboy's North America, LLC, Karen  
Freeman, and Does 1-20, inclusive, Defendants

United States Western District Of Washington At Tacoma, Plaintiff, Discrimination, Human Resource Industry  
Standards/Practices Compliance, Declaration, 2/22/19  
Jacqueline McMahon, Esq. Law Office of McMahon  
Nancy Baker And Fred L. Baker, v. Target Corporation, A Minnesota Corporation, Corporation; John And  
Jane Does, I Through X, Inclusive

Superior Court of Tuolumne County, Respondent, Divorce, Labor Market Assessment, 10/21/18 Mr.  
Michael Germain, Esq.  
Law Office of Michael Germain Mackey v. Mackey

United States District Court, Western District of Oklahoma, Plaintiff, Discrimination, Human Resource Industry  
Standards/Practices Compliance, Declaration, 6/22/18  
Carl Hughes, OBA #4463  
Law Office of Hughes & Hughes  
Richey vs. Board Of Education Independent Schools District No. 89 And Paige Bresnan

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Superior Court of the State of California in and for the County of Sacramento, Plaintiff, Discrimination and Retaliation, Declaration, 1/19/18

Jill P. Telfer, Esq.  
Law Offices of Jill P.  
Telfer Bernard Ellis v. Raley's

Superior Court of the State of California in and for the County of Sacramento, Defendant, Misclassification of Employee, Declaration, 9/26/17

Gregory Davenport, Esq.  
Law Offices of Gregory R. Davenport  
Judy Baker v. Advanced Disability Management, Inc.

United States District Court, District of Alaska at Anchorage, Plaintiff, Human Resource Industry Standards/Practices Compliance, Declaration, 2/26/17

Molly Brown, Esq.  
Dillon & Findley P.C.  
Anthony Henry v. Municipality of Anchorage, Anchorage Police Department, and Mark Mew

United States District Court, Western District of Washington at Tacoma, Defendant, Age Discrimination, Race Discrimination, Wrongful Termination Due to Discrimination, and Failure to Comply with Industry Standards, Declaration, 2/21/17

John Safarli, Esq.  
Floyd, Pflueger & Ringer  
Linda Ford v. Educational Opportunities for Children and Families

United States District Court, Eastern District of California, Plaintiff, ADA Industry Standards, Declaration, 12/2/16

Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer  
Javier Solis v. Target Corporation

United States District Court, District of Connecticut, Defendant, ADA Failure to Accommodate, EFJA, 9/20/16

Jill Taylor, Esq.  
Seyfarth Shaw LLP  
Cadoret v. Sikorsky

United States District Court, Eastern District of California, Plaintiff, Retaliation under the FEHA, and Gender Discrimination, Declaration, 9/19/16

Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer  
Bjork v. County of Placer the District Attorney's Office

Superior Court of California, County of Monterey, Petitioner, Amended Labor Market Survey, 8/13/16 Barbara

May, Esq.  
Law Office of Barbara J. May  
White v. White

United States District Court, Western District of Washington, Plaintiff, Disability Discrimination, Declaration, 7/27/16

Donna L. Beatty, Esq.  
Donna L. Beatty Attorney at Law Kusman  
v. The Boeing Company

United States District Court, Northern District of Illinois, Plaintiff, FMLA and ADA Industry Standards, Declaration, 6/5/16

Craig Brown, Esq.  
Meyers & Flowers  
Krecioch v. Ford Motor Company

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United States District Court, Eastern District of California, Plaintiff, FEHA, ADA, Wrongful Termination Due to Discrimination, Harassment, and Retaliation under FMLA, Labor Market Survey, 3/18/16

Tanya Gomeran, Esq.  
Law Offices of Tanya Gomeran  
Debra Schaible v. Dignity Health

United States District Court, Eastern District of California, Plaintiff, FEHA, ADA, Wrongful Termination Due to Discrimination, Harassment, and Retaliation under FMLA, Declaration, 3/18/16

Tanya Gomeran, Esq.  
Law Offices of Tanya Gomeran  
Debra Schaible v. Dignity Health

United States District Court, Northern District of California, Industry Standards, Opinion in the Form of Written Report, 1/29/16

George Duesdieker, Esq. (SBN 95505)  
Law Offices of George Duesdieker  
Smith v. Northrop Grumman

Superior Court of the State of California for the County of Santa Clara, Plaintiff, Wrongful Termination Labor Market Survey, 9/24/15

Tanya Gomeran, Esq.  
Law Offices of Tanya Gomeran  
Goodner v. M8TRIX

United States District Court District of Arizona, Plaintiff, Wrongful Conduct, Manipulation, Retaliation, Rebuttal Responsive Declaration Report, 9/11/15

Christopher Miller, Esq., Michael Smikun, Esq., Sean Callagy, Esq. Callagy  
Law Group, LLC  
Marc A. Wichansky v. David Zowine / Zoel Holdings Company, Inc. / MGA Home Health Care, LLC.

United States District Court District of Arizona, Plaintiff, Wrongful Conduct, Manipulation, Retaliation, Supplemental Declaration Report, 8/19/15

Christopher Miller, Esq., Michael Smikun, Esq., Sean Callagy, Esq. Callagy  
Law Group, LLC  
Marc A. Wichansky v. David Zowine / Zoel Holdings Company, Inc. / MGA Home Health Care, LLC.

United States District Court Southern District of Florida, Defendant, Wrongful Death, Declaration Report, 7/23/15

Allen Rotlewicz, Esq.  
Rumberger, Kirk, & Caldwell  
Manuel Morera v. Sears Roebuck and Company

United States District Court District of Arizona, Plaintiff, Wrongful Conduct, Manipulation, Retaliation, Declaration Report, 7/22/15

Christopher Miller, Esq., Michael Smikun, Esq., Sean Callagy, Esq.  
Callagy Law Group, LLC.  
Marc A. Wichansky v. David Zowine / Zoel Holdings Company, Inc. / MGA Home Health Care, LLC.

Superior Court of the State of California in and for The County of Sonoma, Defendant, Vocational Rehabilitation to discuss Plaintiff's Return to Work Issues, Labor Market Survey, Vocational Evaluation, 7/13/15

John Beebe, Esq.  
Law offices of Hollingshead and Associates  
Granzotto, et al. v. Howdy's Drywall, Inc, et al.

Superior Court of California for the County of Monterey, Petitioner, Divorce, Labor Market Survey, 7/7/15

Barbara May, Esq.  
Law Offices of Barbara J. May  
Jonathan White v. Kimberly White

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Superior Court of California for the County of San Bernardino, Defendant, HR Expert Witness, 7/6/15

B. Allison Borkenheim, Esq.  
The Consultancy Law Group  
Dennis Dickman v. Gerdau Reinforcing Steel

United States District Court, Northern District of California, Defendant, Vocational Rehabilitation Consultant,  
Declaration of Findings, 7/3/15

Brian Hopper, Esq.  
Senior Assistant District Counsel  
Santa Clara Valley Water District Teresa Trinh v. Santa Clara Valley Water District

United States District Court, Southern District of Florida, Defendant, Wrongful Death and Employment Industry  
Standards, 6/1/15

Allen Rotlewicz, Esq.  
Rumberger, Kirk, and Caldwell LLC  
Manuel Rodrigo Morera v. Sears Roebuck

United States District Court, District of Nevada, Plaintiff, Wage/Hour Class Action, Declaration, 5/18/15

Ira Spiro, Esq.  
Spiro Law Office  
"Jane Doe" v. Proactive Health Care Services

Tuolumne County Superior Court, Sonora Courthouse, Divorce, Vocational Expert, Vocational Evaluation Report  
Amendment, 3/27/15

Holly Moore, Esq.  
Moore Law Group  
Gregory Schaner v. Margie Schaner

Superior Court of California in and for the County of Merced, Plaintiff, Disability Discrimination, ADA Failure to  
Accommodate, Declaration Report, 3/9/15

Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer, Esq.  
Autar Singh v. Foster Poultry Farms

Superior Court of the State of California in and for the County of Sacramento, Defendant, Vocational Expert,  
Vocational Evaluation Report, 2/23/15

George A. Acero, Esq.  
Gordon & Rees, LLP  
Joseph Sebastian v. Christ the King Retreat Center

U.S. Federal District Court of Arizona, Plaintiff, Civil Rights, ADA, ADAAA, Harassment, Discrimination and  
Retaliation, Response to Rebuttal Report, 2/12/15

Eric R. Wilson, Esq.  
Napier Coury & Baillie, PC  
Schaner, Gregory v. City of Phoenix

Tuolumne County Superior Court, Sonora Courthouse, Divorce, Vocational Expert, Vocational Evaluation Report,  
1/23/15

Holly Moore, Esq.  
Moore Law Group  
Gregory Schaner v. Margie Schaner

U.S. District Court, Northern District of New York, Plaintiff, ADA Reasonable Accommodation, Declaration,  
1/16/15

Frederick Guy, Esq.  
Guy Law Firm, PLLC  
Christine Delay v. NYSARC, Inc. et al.

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U.S. District Court Central District of California, Eastern Division, Riverside, Defendant, Title II of Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, Declaration, 12/8/14

Geoffrey Spellberg, Esq.  
Myers, Nave, Mack, Silver & Wilson  
Trixy M. Betsworth v. San Bernardino County et al.

U.S. Federal District Court of Arizona, Plaintiff, Civil Rights, ADA, ADAAA, Harassment, Discrimination and Retaliation, Declaration, 11/3/14

Eric R. Wilson, Esq.  
Napier Coury & Baillie, PC  
Robert Ryan v. City of Phoenix

Superior Court of California, County of Santa Clara, Plaintiff, FEHA Disability Discrimination, Labor Market Assessment, 10/9/14

Joong Y. Im, Esq.  
Law Offices of Joong Y. Im, Esq.  
Maria Ivanov v. Stryker Corp.

Superior Court of the State of California, County of Los Angeles, Central District, Plaintiff, Disability Discrimination, Failure to Accommodate, Failure to Engage in the Interactive Process, Declaration, 9/29/14

Nicholas T. Hua, Esq., Giacomo Gallai, Esq.  
Hua Gallai, LLP  
Xuan Connie Nguyen v. Buff & Tweeze, Fida Aziz, and Tania Aziz

Washington County Circuit Court, State of Oregon, Divorce, Labor Market Assessment, 8/29/14 Barbara

Aaby, Esq.  
Aaby Family Law, PC  
Brenda Mallett v. Jeff Mallett

U.S. District Court, Eastern District of Michigan Southern Division, Plaintiff, Americans with Disabilities Act, Failure to Accommodate, Discrimination, Violation of Rehabilitation Act of 1973, Violation of Michigan Persons with Disabilities Civil Rights Act, Emotional Distress, Declaration, 8/14/14

Matthew J. Brown, Esq.  
Brown and Brown, PLC  
Melissa Auito, et al. v. Chippewa Valley Schools, et al.

U.S. District Court, Eastern District of California, Plaintiff, Americans with Disabilities Act, Failure to Accommodate, Discrimination, Harassment, Retaliation, Wrongful Termination, Declaration, 8/4/14

Alexandra Asterlin, Esq., Lynn A. Garcia, Esq.  
Anwyl, Scofield & Stepp, LLP  
Timothy Joseph v. Target Corporation, a Minnesota corporation, et al.

U.S. District Court, Eastern District of California, Plaintiff, Employment Gender Discrimination, Retaliation, and Defamation, Declaration, 7/14/14

Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer, Esq.  
Kolleen McNamee v Roman Catholic Diocese of Sacramento, St. Francis High School

U.S. District Court, for the District of Nebraska, Plaintiff, Americans with Disabilities Act, Amended Declaration, 6/26/14

Joshua Wunderlich, Esq. Robert  
Pahlke Law Group  
Charles "Casey" Seabolt v. Union Pacific Railroad Company

Superior Court of the State of California, County of Orange, Plaintiff, HR Investigation, Wrongful Termination, Labor Market Survey, 6/6/14

Nicholas T. Hua, Esq., Giacomo Gallai, Esq.  
Hua Gallai, LLP



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Bonnie Kennedy AKA Bonnie Lucas v. DEP Cosmetic & Laser Institute, Inc. a California corporation; Leur Lab Integrated Aesthetics, an entity unknown; Michael M. Dao, an individual

U.S. District Court, Eastern District of California, Plaintiff, Employment Discrimination and Retaliation, 6/2/14  
Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer  
Richard Fitzgerald v. El Dorado County, Sheriff John D'Agostini, Undersheriff Rich Williams, et al.

U.S. District Court, Northern District of California, Oakland Division, Plaintiff, ADA/FEHA/ERA, 5/29/14  
Douglas Cameron MacLellan, Esq.  
Law Offices of Kaplan & MacLellan  
Richardson, Timothy Ray v. Fluor Corporation; Fluor Maintenance Services, Inc.

U.S. District Court, District of Nevada, Defendant, Americans with Disabilities Act, 5/21/14  
Amber White-Davidson, Esq.  
Parker Nelson & Associates, CHTD  
Iris Gross v. Housing Authority of the City of Las Vegas et al.

U.S. District Court, for the District of Nebraska, Plaintiff, Americans with Disabilities Act, 2/26/14 Joshua  
Wunderlich, Esq.  
Robert Pahlke Law Group  
Charles "Casey" Seabolt v. Union Pacific Railroad Company

Superior Court of the State of California, Sacramento County, Plaintiff, Retaliation for Whistleblowing, refusing to Engage in Illegal Activity, Retaliation in Violation of California Labor Code Section 1102.5, Retaliation in Violation of the Federal Public Welfare and Human Services, Retaliation in Violation of the Federal Public Health and Welfare, Violation of First Amendment Rights, Labor Market Survey, 2/19/14  
Queta Rico, Esq. and Mary-Alice Coleman, Esq.  
Law Offices of Mary-Alice Coleman  
Janet Keyzer v. Regents of the University of California

U.S. District Court, Eastern District of California, Plaintiff, Employment Discrimination and Retaliation, Vocational Expert Evaluation Report, 2/17/14  
Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer  
Craig Plageman v. CVS Caremark and CVS Pharmacy

Superior Court of Arizona, County of Maricopa, Defendant, Wrongful Termination, Amended Declaration, 2/6/14  
Ellen S. Levy, Esq.  
Law Offices of Ellen S. Levy  
Oljar, John v. Gold Canyon Golf Resort, et al.

Superior Court of Stanislaus County, Modesto, Respondent, Dissolution, Vocational Expert, Updated, Labor Market Survey, 1/14/14  
Carolyn Struck, Esq.  
The Struck Firm  
Maring v. Maring

Superior Court of Arizona, County of Maricopa, Defendant, Wrongful Termination, 12/24/13 Ellen S.  
Levy, Esq.  
Law Offices of Ellen S. Levy  
Oljar v. Gold Canyon Golf Resort, et al.

U.S. District Court, Northern District of California, Plaintiff, Discrimination, 12/20/13 Derek C.  
Decker, Esq.  
Radoslovich Krogh, PC  
Christian Ruiz Baptiste v. Hat World, et al.

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Superior Court of Stanislaus County, Modesto, Respondent, Dissolution, Vocational Expert, 4/5/11 Carolyn Struck, Esq.  
The Struck Firm  
Maring v. Maring

Superior Court of California, County of Sacramento, Plaintiff, Wrongful Termination, 11/19/13 Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer  
Jaspal Deol v. Sacramento Municipal Utilities District et al.

Superior Court of California, County of Alameda, Plaintiff, Vocational Evaluation Supplemental Report, 9/3/13 corrected 12/9/13  
Kim David Staskus, Esq.  
Law Offices of Kim David Staskus  
Arul K. Edwin v. Alameda-Contra Costa Transit District, & Does 1-25

Superior Court of California, County of Alameda, Plaintiff, Vocational Evaluation, 8/20/13 Kim David Staskus, Esq.  
Law Offices of Kim David Staskus  
Arul K. Edwin v. Alameda-Contra Costa Transit District, & Does 1-25

U.S. District Court, Northern District of California, Plaintiff, Wrongful Termination/Age Discrimination, 8/5/13  
John Elson, Esq.  
Law Offices 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, Coleman 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, Esq.  
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.

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The Douglass Law Firm, LLC  
Allen Payne v. South New Jersey Energy Services Plus, et al. (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, Vocational 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, Esq.  
Anderlini & Emerick LLP  
Katharine Bell v. Susan Vermeir, Abbie Goldstar

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

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

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

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

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

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

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

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

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

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

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

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

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

U.S. District Court, District of Arizona, and Superior Court of the State of Arizona, County of Maricopa, Defendant,  
Wrongful Termination (FEHA), 8/14/10  
Merrick Firestone, Esq.  
Kelhoffer, Manolio & Firestone, PLC  
Carrola Estella v. La Canasta

Superior Court of California, Central District of California, Defendant, ADA Accommodation, 4/28/10 Thomas  
Hockel, Esq.  
Kelly, Hockel & Klein, PC  
Hayes, Annabella v. Rite Aide Corporation

U.S. District Court, Eastern District of California, County of Sacramento, Defendant, ADA Compliance, 8/24/09  
John Reed, Esq.  
Department of Justice  
Video Gaming Technologies, Inc. v. Bureau of Gambling Control

Superior Court of California, County of Butte, Plaintiff, Dissolution, Vocational Evaluation, 12/3/08  
Uma Subramanian, Esq.  
Law Offices of Uma Subramanian  
Sheela Kumar v. Zafir Anjum

U.S. District Court, Eastern District of California, County of Sacramento, Defendant, Benefits Analysis Railroad  
Retirement Board, 11/30/08  
Benjamin Galloway, Esq.  
Office of the Federal Defender  
U.S. v. Leon T. Beers

Supreme Court of the State of New Jersey, Plaintiff, Wrongful Termination (FEHA), 3/14/08  
Richard J. Levinson, Esq.  
Levinson Axelrod, P.A.  
Jinks, Michael P. v. OfficeMax, Inc.

U.S. District Court, District of Oregon, Plaintiff, Wrongful Termination (ADA), 2/20/08  
Manuel C. Hernandez, Esq.  
Hernandez and Associates, L.L.C.  
Dark, Robert v. Curry County

U.S. District Court, District of Arizona, Plaintiff, Sexual Harassment, 1/15/08  
Ivan K. Mathew, Esq.  
Mathew & Mathew PC  
Eileen Craig v. The Mahoney Group

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

U.S. District Court, Eastern District of California, Defendant, Wrongful Termination (ADA), 11/7/07  
Stephen W. Robertson, Esq.  
Porter-Scott Attorneys  
Franus, Jane v. Solano County, et al.

U.S. District Court, Central District/Southern Division, Plaintiff, FMLA, 8/25/07  
David I. Lefkowitz, Esq.  
Wilshire Palisades Law Group  
Nevius, David v. La Quinta Inn & Suites, SA CV

Supreme Court of the State of New York, Plaintiff, Wrongful Termination (ADA), 7/16/07  
Kenneth F. McCallion, Esq.  
McCallion & Associates  
Jeanine Pepler v. Rugged Land, LLC., et al.

Superior Court of Howard County, Ellicott City, Maryland, Dissolution, Vocational Expert, 6/29/07  
Lauren Black, Esq.  
Law Offices Belding, Harris & Petroni, Ltd.  
Lauren Black v. Richard Gates

U.S. District Court, District of Alaska, Defendant, FMLA, 1/16/07  
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, Plaintiff, Wrongful Termination (ADA), 10/25/06  
Anthony K. McClaren, Esq.  
Sheridan Law Associates  
Brown, Larry v. The Grupe Company, et al.

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

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

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

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

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

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

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

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

**Deposition State / Federal:**

King County Superior Court, Plaintiff, Expert Witness, 02/29/2024  
Nicole Rhoades, Esq.  
Davis Rothwell  
A.S. v. Provail, et al

Superior Court of San Francisco, Plaintiff, Negligent Hire, 5/19/23, 6/13/23  
Josef Peretz, Esq.  
Peretz & Associates  
Jane Doe v. The Brandeis School of San Francisco

King County Superior Court, Plaintiff, Expert Witness, 4/18/23  
Hardeep Rekhi, Esq., Beth Bloom, Esq.,  
Rekhi & Wolk, P.S.  
Bittner v. Symetra Life Insurance

Circuit Court of Pulaski County, Plaintiff, Expert Witness, 2/13/23  
Katreza Riffel, Esq.  
Riffel, Riffel & Benham, PLLC  
Holland v. Bridgeway

Pierce County Superior Court, Defendant, Expert Witness, 1/30/23  
Kerri Jorgensen, Esq.  
Pierce County Prosecutor's Office  
Carol Mitchell v. Pierce County

San Joaquin County Superior Court, Defendant, Expert Witness, 6/30/22  
Margaret Grover, Esq.  
Grover Workplace Solutions  
Merrilene Moore v. Pflug Packaging and Fulfillment

Superior Court of Alameda, Defendant, Expert Witness, 6/10/22  
Katherine McCallum, Esq.  
Gordan Rees, Scully Mansukhani  
Ordonez-Castellon v. Aerotek

Nevada County Superior Court, Grass Valley, CA, Plaintiff, Human Resource Industry Standards/Practices Compliance, 2/21/22  
Craig Diamond, Esq.  
Diamond Baker Mitchell Cole LLP.  
Stacy Zollidan v. Sierra Nevada Memorial Hospital

Superior Court of the State of California, Los Angeles, CA, Defendant, Human Resource Industry Standards/Practices Compliance, 2/10/22  
Alden Knisbacher, Esq.  
Knisbacher Law Offices  
Renauld Smith v. Americor Funding

Los Angeles Superior Court, Los Angeles, CA, Defendant, Human Resource Industry Standards/Practices Compliance, 11/3/21  
Regina Petty, Esq.  
Fisher Phillips  
Ana R. Marroquin v. Chipton Ross Staffing, Inc.

Solano Superior Court, Fairfield, CA, Defendant, Vocational Evaluation Labor Market Survey, 9/3/21  
Serena Warner, Esq.  
Angelo, Kilday & Kilduff LLP  
Kunz v. County of Solano, et al.

Circuit Court for Howard County, Ellicott, Maryland, Defendant, Human Resource Industry Standards/ Practices Compliance, Declaration, 8/30/21  
Christopher G. Hook, Esq.  
Law Offices of Christopher G. Hook  
Infiniti HR, LLC dba Infiniti HR v. Affiliated Temporary Help, Inc., Elliott Parker, Reatha Parker

San Bernardino County Superior Court, Plaintiff, Defense, Human Resource Industry Standards/ADA Accommodation Process, 8/25/21  
Elizabeth Pappy, Esq.  
Burke, Williams & Sorenson LLP  
Sherman Garnett v. County of San Bernardino

King County Superior Court, Seattle, WA, Plaintiff, 7/21/22  
Holly Connelly, Esq.  
Connelly Law Offices  
Glasson v. Google, et al.

Superior Court of California County of San Bernadino, Plaintiff, HR Practices and Standard of Care as Relates to Workers' Rights Fair Employment & Housing Act Compliance and Related Issue, 11/10/20  
Nicholas Hua, Esq.  
Hau, Gallai, Gonzalez  
Chang v. Lolicup USA, Inc.

Superior Court of California, County of Sacramento, Plaintiff, Discrimination, Human Resource Industry Standards/Practices Compliance, Declaration, 8/16/19

Jill P. Telfer, Esq.  
Law Offices Of Jill P. Telfer  
Debiann Lewis v. Dignity Health, Doing Business As Mercy San Juan Medical Center, And Does 1- 20

Superior Court of California, County of Santa Clara, Plaintiff, Personal Injury, Vocational Evaluation Labor Market Survey, 7/26/19

Nicole Alvarado, Esq.  
Picone & Defilippis, A P.L.C.  
Sara Huff, Plaintiff v. the Estate of Lowell, Defendant

District Court, E.D. California (Fresno), Defendant, Vocational Evaluation Labor Market Survey, 5/22/19 Michael

Vasseghi, Esq.  
Roll Law Group  
James Jordan v. Wonderful Citrus Packing

United States District Court, Western District of Oklahoma, Plaintiff, Discrimination, Human Resource Industry Standards/Practices Compliance, 7/6/18

Carl Hughes, OBA #4463  
Law Office of Hughes & Hughes  
Richey v. Board Of Education Independent Schools District No. 89 And Paige Bresnan

Superior Court of the State of California in and for the County of Sacramento, Defendant, Misclassification of Employee, 10/10/17

Gregory Davenport, Esq.  
Law Offices of Gregory R. Davenport  
Judy Baker v. Advanced Disability Management, Inc.

United States District Court, Western District of Washington at Tacoma, Defendant, Age Discrimination, Race Discrimination, Wrongful Termination Due to Discrimination, and Failure to Comply with Industry Standards, 04/24/17

John Safarli, Esq.  
Floyd, Pflueger & Ringer  
Linda Ford v. Educational Opportunities for Children and Families

United States District Court, Western District of Washington, Plaintiff, FMLA, ADA, Discrimination, Testimony in the Form of Deposition, 9/16/16

Donna L. Beatty, Esq.  
Donna L. Beatty Attorney at Law  
Kusman v. The Boeing Company

United States District Court, Eastern District of California, Plaintiff, FEHA, ADA, Wrongful Termination Due to Discrimination, Harassment, Retaliation under FMLA, Testimony in the Form of Deposition, 5/25/16

Tanya Gomerman, Esq.  
Law Office of Tanya Gomerman  
Debra Schaible v. Dignity Health

United States District Court, Central District of California, Plaintiff, FMLA, Testimony in the form of Deposition, 3/24/16

John Messina, Esq.  
Lytton Williams Messina & Hankin LLP  
Aboulhosn v. Merrill Lynch

United States District Court, Eastern District of California, Plaintiff, FEHA Regulations, 3/8/16 George

Duesdieker, Esq.  
Law Office of George Duesdieker  
Smith v. Northrop Grumman



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Superior Court of the State of California, County of Kern, Plaintiff, Wrongful Termination, Harassment, Retaliation, 2/3/16

Kelly Semmel, Esq.  
Law Office of Kelly Semmel  
Payne v. Walmart Stores

Superior Court of the State of California for the County of Alameda Superior Court, Wrongful Termination, 11/2/15

Leiann Laiks, Esq.  
Fusion Legal San Francisco Isolani v.  
Alameda Health Systems

U.S. District Court, Eastern District of California, Plaintiff, Employment Discrimination and Retaliation, 11/20/15 & 10/20/15

Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer  
Richard Fitzgerald v. El Dorado County, Sheriff John D'Agostini, Undersheriff Rich Williams, et al.

United States District Court District of Arizona, Plaintiff, Wrongful Conduct, Manipulation, Retaliation, Testimony in the form of Deposition, 10/25/15

Christopher Miller, Esq., Michael Smikun, Esq., Sean Callagy, Esq. Callagy  
Law Group, LLC  
Marc A. Wichansky v. David Zowine/ Zoel Holdings Company, Inc./MGA Home Health care, LLC.

United States District Court, Eastern District of California, Plaintiff, Employment Discrimination and Retaliation, 10/20/15

Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer  
Richard Fitzgerald v. El Dorado County, Sheriff John D'Agostini, Undersheriff Rich Williams, et al.

United States District Court District of Arizona, Plaintiff, Wrongful Conduct, Manipulation, Retaliation, Testimony in the form of Deposition, 9/29/15

Christopher Miller, Esq. Michael Smikun, Esq. Sean Callagy, Esq. Callagy  
Law Group, LLC  
Marc A. Wichansky v. David Zowine/ Zoel Holdings Company, Inc./MGA Home Health care, LLC.

Superior Court of the State of California for the County of Santa Clara, Plaintiff, Wrongful Termination Testimony in the form of Deposition, 9/25/15

Tanya Gomeran, Esq.  
Law offices of Tanya Gomeran  
Goodner v. MATRIX

United States District Court Southern District of Florida, Defendant, Wrongful Death, Testimony in the form of Deposition, 9/1/15

Allen Rotlewicz, Esq.  
Rumberger, Kirk, & Caldwell  
Manuel Morera v. Sears Roebuck and Company

United States District Court Northern District of California, Defendant, Vocational Rehabilitation Consultant, Testimony in the form of Deposition, 9/21/15

Brian Hopper, Esq.  
Senior Assistant District Counsel, Santa Clara Valley Water District  
Teresa Trinh v. Santa Clara Valley Water District

Superior Court of California for the County of Los Angeles, Plaintiff, Age Discrimination, 8/13/15 Ames

Smith, Esq.  
Howarth & Smith  
Snepp V. Comcast

Superior Court of California for the County of San Bernardino, Defendant, HR Expert Witness, Deposition, 7/6/15  
B. Allison Borkenheim, Esq.  
The Consultancy Law Group  
Dennis Dickman v. Gerda Reinforcing Steel

Superior Court of the State of California in and for the County of Nevada, Plaintiff, Wrongful Termination, Whistleblower, 3/5/15  
William Bowen, Esq.  
Bowen Law Firm  
Spann, Steven v. Grass Valley School District, Eric Fredrickson, etc., et al.

Superior Court of the State of California in and for the County of Sacramento, Defendant, Vocational Expert, Vocational Evaluation Report, 2/23/15  
George A. Acero, Esq.  
Gordon & Rees, LLP  
Sebastian, Joseph v. Christ the King Retreat Center

U.S. District Court Central District of California, Eastern Division, Riverside, Defendant, Title II of Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, 1/5/15, 1/20/15  
Geoffrey Spellberg, Esq.  
Myers, Nave, Mack, Silver & Wilson  
Betsworth, Trixy M. v. San Bernardino County, et al.

Superior Court for the State of California for the County of Orange, Plaintiff, Invasion of Privacy, 12/8/14 John Elson, Esq.  
Law Offices of John Elson  
Ignat, Melissa v. Yum! Brands, Inc.

Superior Court of California, County of Santa Clara, Plaintiff, FEHA Disability Discrimination, Labor Market Assessment, 10/9/14  
Joong Y. Im, Esq.  
Law Offices of Joong Y. Im, Esq.  
Maria Ivanov v. Stryker Corp.

U.S. District Court, Eastern District of California, Plaintiff, Americans with Disabilities Act, Failure to Accommodate, Discrimination, Harassment, Retaliation, Wrongful Termination, 9/17/14  
Alexandra Asterlin, Esq., Lynn A. Garcia, Esq.  
Anwyl, Scoffield & Stepp, LLP  
Joseph, Timothy v. Target Corporation, a Minnesota corporation, et al.

Superior Court of California for the County of Los Angeles, Plaintiff, Disability Discrimination (ADA), Wrongful Termination, Harassment, 7/10/14  
Geoffrey C. Lyon, Esq.  
Lyon Law  
Marie Brown v. Los Angeles County Department of Children and Family Services

Superior Court of California, County of Sacramento, Plaintiff, Americans with Disabilities Act, 6/3/14 Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer  
Regina Brink v. Sacramento Society for the Blind, et al.

Superior Court of California, Sacramento County, Plaintiff, Whistleblower, 2/19/14 Michael S. Ahmad, Esq.  
Law Office of Mary-Alice Coleman  
Janet Keyzer v. Regents of The University of California, et al.

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U.S. District Court, Northern District of California, Plaintiff, Discrimination, 1/27/14 Derek C. Decker, Esq.  
Radoslovich Krogh, PC  
Christian Ruiz Baptiste v. Hat World, et al.

U.S. District Court, Northern District of California, Plaintiff, Wrongful Termination / Age Discrimination, 11/21/13  
John Elson, Esq.  
Law Offices of John Elson  
Terry Doubt v. NCR Corporation

Superior Court of California, County of Alameda, Plaintiff, Retaliation Claim, 8/21/13 Kim David Staskus, Esq.  
Law Offices of 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, 3/28/13  
Michelle Douglass, Esq.  
The Douglass Law Firm, LLC  
Allen Payne v. South New Jersey Energy Services Plus, et al. (SJESP)

Superior Court of California, County of Stanislaus, Dissolution Hearing, 3/26/13 Carolyn Struck, Esq.  
The Struck Firm

Superior Court of California, County of Los Angeles, Plaintiff, 2/11/13 Chris Pacetti, Esq.  
Yukevich, Calfo & Cavanaugh  
Pikhart, Demetrius 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  
Bell v. Susan Vermeir, Abbie Goldstein, et al.

Superior Court of California, County of Santa Clara, Defense, Violence in the Workplace, 7/19/12 Nathaniel 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 Goldstein, et al.

Judicial Arbitration and Mediation Services, Defense, Wrongful Termination, 3/9/12 Princeton Kim, Esq.  
ReedSmith, LLP

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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, Randall v. Dulcinea Farms, LLC, a limited liability company and DOES I through X, inclusive

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

Chase Jr., Esq.

Vasquez Estrada & Conway, LLP

Bracamonte, Jamie v. Companion Home Health and Hospice

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

Jill Rizzo, Esq.

LeClair Ryan

Paranavintana, Nivanka v. Christopher Tavares Demoraes, et al.

Superior Court of California, County of Riverside, Defendant, Sexual Harassment, 8/2/11 Joshua Stein,

Esq.

Law Offices of Joshua Stein

Carbajal, Maria v. Barrett Business

Superior Court of California, Sacramento County, Plaintiff, Wrongful Termination, 7/5/11 Benjamin D.

Oram, Esq.

Lenahan, Lee, Slater, and Pearse, LLP

Chissie, Leslie v. WinCo Foods LLC

Superior Court of California, Sacramento County, (Rebuttal Deposition), Plaintiff, Wrongful Termination (FEHA/ADA), 3/29/11 & 4/24/11

Jill P. Telfer, Esq.

Law Offices of Jill P. Telfer

Leonardi, Annette v. Five Star Quality Care, Inc.

Superior Court of California, Sacramento County, Plaintiff, Wrongful Termination (ADA/ FEHA), 1/10/11 Jill P.

Telfer, Esq.

Law Offices of Jill P. Telfer

Andrea West v. City of Sacramento

Superior Court of California, Stanislaus County, Plaintiff, Disability Discrimination Case (ADA/FEHA), 9/24/10

David C. Rancano, Esq.

Rancano & Rancano

Francisco Anguiano v. Ivan E. Bays; and DOES 1 through 100, inclusive

Superior Court of California, Kern County, Defendant, Wrongful Termination (ADA), 9/14/10 Mark

Strom, Esq.

Law Offices of Don Featherstone

Jason Arvizu v. County of Kern

Superior Court of California, Santa Clara County, Defendant, Wrongful Termination (FEHA), 2/8/10 Norman

LaForce, Esq.

Law Office of Mark W. Hudson

Gil v. Stevens Creek Toyota

Superior Court of California, Sacramento County, Sacramento, Plaintiff, Sexual Harassment, 11/10/09 Joe Rose,

Esq.

Rose Law Firm, P.C.

Lori Ingram v. A. Teichert & Son, Inc., et al.

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

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

Superior Court of Alameda County, Hayward, Plaintiff, Wrongful Termination (ADA), 3/31/09 Sandra Benson, Esq.  
Weinberg, Roger, & Rosenfeld  
Mayne v. Northern California Carpenters Regional Council

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

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

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

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

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

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

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

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

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

United States District Court, District of Alaska at Anchorage, Plaintiff, Human Resource Industry Standards/Practices Compliance, Deposition, 5/8/17-5/9/17  
Molly Brown, Esq.  
Dillon & Findley P.C.  
Anthony Henry v. Municipality of Anchorage, Anchorage Police Department, and Mark Mew

**Expert Testimony - Mediation/Arbitration. Misc.**

Riverside Superior Court, CA, Plaintiff, Wrongful Termination, 02/14/2024  
Gail Ragen  
Ragen & Ragen  
Thomas v. Petro-Canada America Lubricants, LLC, and HollyFrontier Corp.

San Bernardino County Superior Court, Defendant, Expert Witness, 10/2/23  
Elizabeth Pappy, Esq.  
Burke, Williams, & Sorensen, LLP  
Sherman Garnett v. County of San Bernardino

Civil Rights Department, CA., Plaintiff, ADA/FEHA HR Industry Standards of Care, 5/9/23  
Matthew Turnbull, Esq. and Jennifer Sperling, Esq.  
Department of Fair Employment Housing  
DFEH v. Grimmway Farms

San Francisco Superior Court, Defendant, Expert Witness in Wage and Hour Claim, 11/11/22  
Omeed Rajae, Esq.  
Bertrand Fox Elliot Osman + Wenzel  
Anaya v. SFUSD

Nevada County Superior Court, Plaintiff, Expert Witness, 10/7/22  
Craig Diamond, Esq.  
Diamond Baker Mitchell Cole, LLP  
Zolldan v. SNMH

Judicial Arbitration, Plaintiff, Failure to Engage in the Interactive Process and Accommodation, 4/21/22  
Chris Asvar, Esq.  
Asvar Law, PC.  
Yukio Taira v. Honeywell, Int.

Judicial Arbitration, Job Placement Failure to Hire Internal, 4/21/22  
Peter Noone, Esq.  
Avery, Dooley and Noone LLP  
Bailey v. Bureau of Prisons

Department of Fair Employment and Housing (DFEH), Confidential Litigation Support Services 2018, 3/11/18

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

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New York City and New York State Human Rights Laws, and Title 7, Wrongful Termination, 1/8/08  
Mandatory Arbitration, Plaintiff Prevailed

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

**Expert Testimony – State/Federal**

U.S. District Court Central District, Plaintiff, Vocational Expert, 2/14/24

Gail Ragen, Esq.  
Ragen & Ragen  
Thomas v. Petro-Canada, America Lubricants L.L.C

Ronald Regan Courthouse, Plaintiff, Wrongful Termination, 2/14/23

Wesley Krueger, Esq.  
Lewis Brisbois Bisgaard & Smith LLP  
Souza Espindola v. Wismettac

Superior Court of California, County of Santa Clara, Plaintiff, Personal Injury, Vocational Evaluation Labor Market Survey, Video Taped Testimony, 7/26/19

Nicole Alvarado, Esq.  
Picone & Defilippis, A P.L.C.  
Sara Huff, Plaintiff v. the Estate of Lowell, Defendant

Superior Court of California, County of Monterey, Divorce-Petitioner, Vocational Expert, & Rebuttal Witness, 8/16/16, 9/19/16, 11/8/16, 1/30/17

Barbara May, Esq.  
Law Offices of Barbara J. May  
White v. White

United States District Court, Eastern District of California, Plaintiff, Employment Discrimination and Retaliation, Trial, 7/11/16

Jill P. Telfer, Esq.  
Law Offices of Jill P. Telfer  
Richard Fitzgerald v. El Dorado County, Sheriff John D'Agostini, Undersheriff Rich Williams, et al.

United States District Court, Northern District of Illinois, Plaintiff, FMLA and ADA Industry Standards, Testimony in the Form of Deposition, 6/9/16

Craig Brown, Esq.  
Meyers & Flowers  
Krecioch v. Ford Motor Company

Superior Court of the State of California, County of Los Angeles, Plaintiff, Fictitious Name, 5/30/15

Ira Spiro, Esq.  
Krieger & Krieger, A Law Corporation  
Roe v. Proactive Work Health Medical Center, Inc.; Proactive Wellness Systems, LLC

Superior Court of the State of California in and for the County of Sacramento, Defendant, Vocational Expert Testimony, 4/14/15

George A. Acero, Esq.  
Gordon & Rees, LLP  
Joseph Sebastian v. Christ the King Retreat Center

Superior Court of the State of California in and for the County of Nevada, Plaintiff, Wrongful Termination, Whistleblower, 3/24/15

William Bowen, Esq.  
Bowen Law Firm  
Steven Spann v. Grass Valley School District, Eric Fredrickson, etc., et al.

Superior Court for the State of California for the County of Orange, Plaintiff, Invasion of Privacy, 2/19/15 John Elson, Esq.  
Law Offices of John Elson  
Melissa Ignat v. Yum! Brands, Inc.

Washington County Circuit Court, State of Oregon, Divorce, Labor Market Assessment, 9/2/14 Barbara Aaby, Esq.  
Aaby Family Law, PC  
Brenda Mallett v. Jeff Mallett

Superior Court of California for the County of Los Angeles, Plaintiff, Disability Discrimination (ADA), Wrongful Termination, Harassment, 8/11/14  
Geoffrey C. Lyon, Esq.  
Lyon Law  
Marie Brown v. Los Angeles County Department of Children and Family Services

Superior Court of California, County of San Francisco, Plaintiff, Sexual Harassment & Physical Discrimination, 10/21/13  
Arcolina Panto, Esq.  
Peoples Law Group  
Neustedter, Laura v. The Granada, Inc., et al.

Superior Court of California, County of Santa Clara, Defense, Violence in the Workplace, 8/21/12 Nathaniel Lucey, Esq.  
Erickson Arbuthnot  
Elizondo, Staci v. Charles Frederick Tuffli, Jr., M.D.

Superior Court of Monterey County, Plaintiff, Wage and Hour, 7/23/12 David Petrie, Esq.  
Petrie, Dorfmeier & Morris LLP  
Johnston, Randall v. Dulcinea Farms, LLC, a limited liability company and DOES I through X, inclusive

Social Security Administration, Plaintiff, Disability Hearing, 3/1/12  
Werner, Charles Esq.  
Debra Bornstein SSA Hearing

California Eastern District Court, Plaintiff, Privacy Disclosure, 2011 John A. Shepardson, Esq.  
Shepardson Law Offices  
Waller, Ray v. County of Calaveras

Superior Court of California, Sacramento County, Plaintiff, Wrongful Termination, (FEHA/ADA), 5/9/11 Jill Telfer, Esq.  
Law Offices of Jill P. Telfer  
Leonardi, Annette v. Five Star Quality Care

Superior Court for the State of Alaska, Third Judicial District at Anchorage, Plaintiff, Negligence / Wrongful Termination, 2/24/11  
Mr. Michael Cohn, Esq.  
Phillip, Paul, Weidner and Associates  
Torres, Ashley v. Kushin

Superior Court of Stanislaus County, Modesto, Plaintiff, Disability Discrimination Case, 1/6/11 David Rancano, Esq.  
Rancano & Rancano  
Anquiano, Francisco v. Ivan Bays



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Superior Court of the State of California, County of Yuba, Plaintiff, Wrongful Termination (Age Discrimination), 9/16/10

Raquel Lacayo-Valle, Esq.  
Chapman, Popik & White  
Schoessler, Gary v. Yuba Community College District

Placer County Superior Court, Plaintiff, Wrongful Termination (Harassment, Age Discrimination, Retaliation, Labor Code Violations), 8/27/10

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

State of California, Labor Commission, Stockton, Plaintiff, Outside Sales Litigation, Plaintiff Representation, 8/10/09  
Andersen, Brian v. Instant Power Corporation

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

Weinberg, Roger, & Rosenfeld  
Mayne, Moses v. Northern California Carpenters Regional Council

Superior Court of the State of California, Los Angeles County, Central District, Plaintiff, ADA, 3/11/09 John Elson, Esq.

Law Offices of John Elson  
Fotheringham, Silvana v. Avery-Dennison Corporation

U.S. District Court for the District of Oregon, Plaintiff, Civil Case (ADA), 6/3/08 Manuel

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

Superior Court of the State of California, San Luis Obispo, Plaintiff, Sexual Harassment, 3/28/08

R. Chris Kroes, Esq.  
McCarthy & Kroes  
O'Brien, Renetta v. Family Medical Group of Paso Robles, Inc., et al.

Mandatory Arbitration, San Francisco, CA, Plaintiff, New York City and New York State Human Rights Laws, and Title 7, 11/27/07

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

Superior Court of Howard County, Ellicott City, Maryland, Dissolution, Vocational Expert, 7/20/07 Gloria Petroni, Esq.

Law Offices Belding, Harris & Petroni, Ltd.  
Lauren Black v. Richard Gates

U.S. District Court for the District of New Mexico, Defendant, Race Discrimination, 12/29/06 Karen

Kilgore, Esq.  
White, Koch, Kelly & McCarthy  
Ram and Thakur v. New Mexico Department of Environment, et al.

Superior Court of the State of California, Los Angeles County, Central District, Plaintiff, ADA, 6/6/05 John Elson, Esq.

Law Offices of John Elson  
Fotheringham v. Avery-Dennison Corporation

U.S. Railroad Retirement Board, Vocational Expert, Social Security Disability Assessment, Multiple Cases, Northern CA, 2005 – 2008

Michael R. Szanyi, Hearing Officer Michael G. Lusk

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

Superior Court of Amador County, Vocational Expert, Dissolution, 5/02  
Jeffrey Seaton, Esq.

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

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

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

Social Security Administration, average 5-20 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.