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**Human Resource Management / Vocational Rehabilitation
Counselor****Beth B. De Lima, MBA, SPHR-CA, SHRM-SCP****Office Locations:**

San Jose, CA – Bay Area
Murphys, CA – Central Valley Area

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

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), and 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:

- ADA (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 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 ADA (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:

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

MEDIA:

- "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 – 05/10/13
- "Five Ways Medical Practices Can Better Manage Workplace Conflict" *Physicians Practice Journal*, Aubrey Westgate, Interview – 11/13
 - <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 – 07/04/14
 - <https://www.linkedin.com/pulse/20140407201511-36924968-depressed-is-ada-intermittent-leave-a-reasonable-accommodation?midToken=AQGGGJs2EGe0tw&trk=eml-pad-b-art-0&fromEmail=fromEmail&ut=3nIQzFTbFfam1>
- "SgYB# 025: HR Expert, Beth De Lima, Shares How to Avoid Crucial HR Mistakes and Reduce Litigation" *Safeguarding Your Business*, Ernie Bryan, Podcast #025 – 03/18/15.
 - <http://www.safeguardingyourbusiness.com/bethdelima>

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.

"Avoiding the Downsides of Social Media"

- Business Services Summit, Sonora, CA - 05/05/10

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

- GoToWebinar, Webinar - 12/15/11

“CARRP Oakland Chapter”

- Oakland, CA - 04/99

“Conflict and Performance Management Training”

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

“Controlling Medical Absences: An Interdisciplinary Approach”

- City of Merced - 07/17/07
- Highway 4 Corridor Business Summit, Columbia College, CA - 05/04
- Central Valley Human Resource Management (SHRM), Fall HR Workshop & Expo, Modesto, CA - 09/03
- Disability Management Employers Coalition (DMEC), Sacramento Chapter - 02/00
- Ergonomics Roundtable, San Jose, CA - 05/04/00
- ErgoCon'95, The Silicon Valley Ergonomics Conference and Exposition, Palo Alto, CA - 05/21/95 to 05/24/95

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

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

“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 - 03/01/07

“Disability Management”

- CODESP, Cooperative Organization for the Development of Employee Selection Procedure,
 - Regional School District Conference - 02/06, 03/06
 - Statewide School District Conference - 2008
- Council on Education in Management, Community Action Agency of Butte County, Oroville, CA - 01/28/05
- Society for Human Resource Management (SHRM), Sacramento Chapter - 05/02
- California Association of Rehabilitation Professionals (CARRP) Annual Conference, San Diego, CA - 10/99

“Effective Workplace Communication”

- Yosemite Community College District, Teacher Training, 01/02

“Employee Leave Rights: Navigating the Maze and Understanding FMLA in School Districts”

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

“Employment Related Records in California”

- Stockton, CA - 12/2/04, 12/09/03

“Essential Function Job Descriptions, Undue Hardship Analysis and Good Faith Meeting Process Training”

- Genomic Health Inc., Webinar – 06/02/16

“FEHA Discrimination & Sexual Harassment in the Workplace”

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

“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 - 02/23/08
- Central Valley Human Resource Management (CVSHRM), Modesto, CA - 04/16/08

- WorkForce Software, Inc., Webinar, National - 09/25/08

“FMLA to ADA "The Ultimate Guide to the FMLA to ADA transition: Strategies to stay compliant and successfully manage this process"

- Comply Stream, Webinar - 09/30/15

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

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

“How to Excel as a Human Resources Assistant”

- Community Action Agency of Butte County, Oroville, CA - 01/28/05

“HR Best Practices and Practical Guidelines for Dealing with Psychiatric Disabilities at Work: Navigating the ADA, Worker’s Compensation & FMLA”

- Compliance World, Webinar - 06/15/16

“Internal Investigations”

- MacLean Fogg - 01/26/16, 02/10/16

“Management Skills: Hiring to Separation”

- Business Services Summit, Sonora, CA - 04/29/08

“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

“Medical Leave Management Training for Non-HR Supervisors”

- Sierra View Medical Center - 04/19/16, 04/21/16

“National ADA Symposium 2015”

- HR Star, Atlanta, GA - 05/10/15, 05/11/15, 05/12/16, 05/13/16

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

- HR.com, Webinar - 06/10/14

“New ADA Amendments Act”

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

“New Human Resource Employment Law Regulations for 2012”

- Business Services Summit, Sonora, CA - 05/01/12
- Tuolumne Chamber of Commerce Quarterly Membership Meeting, Tuolumne County - 01/27/12

“Performance Management Training”

- Amador-Tuolumne Community Action Agency, Jackson, CA - 02/11/11
- Performing Animal Welfare Society (PAWS), San Andreas, CA - 05/09/12
- Livingston Community Health, Turlock, CA - 10/04/16

“Performance Management Under FMLA & ADA”

- Comply Stream, Webinar - 08/24/16

"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 - 04/01/98, 04/02/98, 04/03/98, 04/04/98

"Policies and Procedures: Establishing Employer / Employee Expectations"

- Business Services Summit, Sonora, CA - 05/06/09

"Pregnant Employees and New Parents: How to Manage Employment Issues without Violating the FMLA, ADA, or PDA"

- Compliance World, Webinar - 04/05/16

"Preparing Today for New Changes to ADA and FEHA Requirements"

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

"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, Anaheim, CA - 07/17/14, 07/18/14, 10/15/15, 10/16/15, 10/20/16, 10/21/16
- Compliance Online, Los Angeles, CA - 08/22/13, 08/23/13, 04/03/14, 04/04/14, 01/29/15, 01/30/15, 01/20/16, 01/21/16
- Compliance Online, Oakland, CA - 09/11/14, 09/12/14
- Compliance Online, Sacramento, CA - 10/23/14, 10/24/14, 08/27/15, 08/28/15
- Compliance Online, San Diego, CA - 02/27/14, 02/28/14, 03/26/15, 03/17/15, 04/20/16, 04/21/16
- Compliance Online, San Francisco, CA - 11/14/13, 11/15/13, 01/23/14, 01/24/14, 12/04/14, 12/05/14, 05/26/16, 05/27/16
- Compliance Online, San Jose, CA - 03/05/13, 03/06/13, 02/26/15, 02/27/15
- Compliance Online, Webinar - 12/11/12, 04/26/13, 03/21/14
- Compliance World, Webinar - 11/10/15, 12/08/15, 07/12/16
- Human Resource Excellence through Involvement & Innovation, CCSHRM, Fresno, CA - 08/04/15

"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, 03/15/10

"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 Prevention Training"

- Berkeley California, Cal Alumni Association, Pinecrest, CA - 06/15/12, 06/14/13, 06/12/14, 06/19/15
- Chicken Ranch Casino, Jamestown, CA, 09/20/16

"Stop Medical Leaves from Snow-Balling"

- Compliance Online, Webinar - 10/24/12

“Supervisory Skills”

- Empire National Limousine, Los Angeles, CA - 08/22/07, 08/23/07

“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

“The Integration of CFRA/FMLA/PDL/ADA/FEHA and Workers’ Compensation Bonus with new CFRA Regulations”

- Compliance World, Webinar - 08/25/15, 09/02/15
- Compliance World, Webinar (3 Hours) - 10/20/15
- International Public Management Association for Human Resources(IPMA), Merced County - 08/19/15
- Turlock, CA - 08/19/15

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

- Comply Stream, Webinar - 11/17/15, 10/18/16

“The Ultimate Guide to the FMLA to ADA transition: Strategies to stay compliant and successfully manage this process”

- Comply Stream, Webinar - 01/20/16

“Updates on California Sick Leaves”

- Tuolumne County Chamber of Commerce, Sonoma, CA - 06/16/15
- CC-SHRM, Fresno, CA - 8/04/15
- Calaveras County Chamber of Commerce, San Andreas, CA - 06/11/15

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

- Lorman Education Services, Audio Conference - 04/18/11

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

- Compliance Online, Webinar - 03/26/12, 09/25/12, 01/22/13, 05/10/13, 08/28/14
- Compliance World, Webinar - 09/23/15, 10/20/15, 02/03/16, 03/01/16, 05/19/16, 06/07/16
- Compliance World, San Francisco, CA - 06/23/16, 06/24/16

“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 - 04/04
- 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, Sonoma, CA, 10/03

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

- Porsche Design of America, Costa Mesa, CA - 08/15/07
- Empire National Limousine - 8/22/07, 8/23/07

RECENT LITIGATION SUPPORT/EXPERT WITNESS CASE EXPERIENCE:

Expert Witness – Documents to Court

United States District Court, District of Connecticut; Defendant; ADA Failure to Accommodate; EFJA -- 09/20/16

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 – 09/19/16

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 – 08/13/16

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

United States District Court, Western District of Washington; Plaintiff; Disability Discrimination; Declaration – 07/27/2016

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

Superior Court of California for the County of Monterey, Divorce-Petitioner, Labor Market Survey 07/07/15

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

United States District Court, Northern District of Illinois; Plaintiff; FMLA and ADA Industry Standards; Declaration – 06/05/16

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

United States District Court, Eastern District of California; Plaintiff; FEHA, ADA, Wrongful Termination Due to Discrimination, Harassment, and Retaliation under FMLA; Labor Market Survey – 03/18/16

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 – 03/18/16

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

United States District Court, Northern District of California; Plaintiff; Sex Discrimination; Opinion in the Form of Written Report – 01/29/16

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

Superior Court of California, County of Santa Clara; Plaintiff; Age Discrimination, Wrongful Termination Due to Discrimination, Retaliation, and Failure to Comply with Industry Standards; Labor Market Survey for Gloria Smith, Gordon Halemano, Soon Ja Lee, Surachart Akayapisuth – 09/24/15

Tanya Gomeran, Esq

Law Offices of Tanya Gomeran
Goodner v. M8TRIX

Unites States District Court, District of Arizona; Plaintiff; Wrongful Conduct, Manipulation, and Retaliation;
Rebuttal Responsive Declaration – 09/11/15

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.

Unites States District Court, District of Arizona; Plaintiff; Wrongful Conduct, Manipulation, and Retaliation;
Supplemental Declaration – 08/19/15

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 –
07/23/15

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

Unites States District Court, District of Arizona; Plaintiff; Wrongful Conduct, Manipulation, and Retaliation;
Declaration – 07/22/15

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 California, County of Sonoma; Defendant; Vocational Rehabilitation to Discuss
Plaintiff's Return to Work Issues; Labor Market Survey – 07/13/15

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

Superior Court of California, County of Monterey; Divorce-Petitioner; Labor Market Survey – 07/07/15

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

United States District Court, Northern District of California; Defendant; Vocational Rehabilitation
Consultant; Declaration of Findings – 07/03/15

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 – 06/01/15

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

United States District Court, District of Nevada; Plaintiff; Wage/Hour Class Action; Declaration – 05/18/15
Ira Spiro, Esq
Spiro Law Office
“Jane Doe” V. Proactive Health Care Services

Superior Court of California, County of Tuolumne; Divorce-Petitioner; Vocational Evaluation; Amendment
– 03/27/15
Holly Moore, Esq.
Moore Law Group
Schaner v. Schaner

Superior Court of California, County of Merced; Plaintiff; Disability Discrimination, Failure to
Accommodate under ADA; Declaration – 03/09/15
Jill P. Telfer, Esq.
Law Offices of Jill P. Telfer, Esq.
Autar Singh v. Foster Poultry Farms

Superior Court of California, County of Sacramento; Defendant; Vocational Evaluation – 02/23/15
George A. Acero, Esq.
Gordon & Rees, LLP
Joseph Sebastian v. Christ the King Retreat Center

United States District Court, District of Arizona; Plaintiff; Civil Rights, ADA, ADAAA, Harassment,
Discrimination, and Retaliation; Response to Rebuttal Report – 02/12/15
Eric R. Wilson, Esq.
Napier Coury & Baillie, PC
Ryan v. City of Phoenix

Superior Court of California, County of Tuolumne; Divorce-Petitioner; Vocational Evaluation – 01/23/15
Holly Moore, Esq.
Moore Law Group
Schaner v. Schaner

United States District Court, Northern District of New York; Plaintiff; Failure to Provide Reasonable
Accommodation under ADA; Declaration – 01/16/15
Frederick Guy, Esq.
Guy Law Firm, PLLC
Christine Delay v. NYSARC, Inc. et.al.

United States District Court, Central District of California, Eastern Division; Defendant; Title II of ADA,
Section 504 of the Rehabilitation Act of 1973, Declaration – 12/08/14
Geoffrey Spellberg, Esq.
Myers, Nave, Mack, Silver & Wilson
Betsworth v. San Bernardino County and Arrowhead Regional Medical Center

United States District Court, District of Arizona; Plaintiff; Civil Rights, ADA, ADAAA, Harassment,
Discrimination, and Retaliation; Declaration – 11/03/14
Eric R. Wilson, Esq.
Napier Coury & Baillie, PC
Ryan v. City of Phoenix

Superior Court of California, County of Santa Clara; Plaintiff; FEHA Disability Discrimination; Labor
Market Survey – 10/09/14
Joong Y. Im, Esq.
Law Offices of Joong Y. Im, Esq.
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 – 09/29/14

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

Circuit Court of the State of Oregon, County of Washington; Divorce-Petitioner; Labor Market Survey – 08/29/14

Barbara Aaby, Esq.
Aaby Family Law, PC
Mallett v. Mallett

United States District Court, Eastern District of Michigan, Southern Division; Plaintiff; Failure to Accommodate under ADA, Discrimination, Violation of Rehabilitation Act of 1973, Violation of Michigan Persons with Disabilities Civil Rights Act, Emotional Distress; Declaration – 08/14/14

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

United States District Court, Eastern District of California; Plaintiff; Wrongful Termination Due to Failure to Accommodate under ADA, Discrimination, Harassment, Retaliation; Declaration – 08/04/14

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

United States District Court, Eastern District of California; Plaintiff; Gender Discrimination, Retaliation, and Defamation; Declaration – 07/14/14

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

United States District Court, for the District of Nebraska; Plaintiff; ADA; Amended Declaration – 06/26/14

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

Superior Court of the State of California, County of Orange; Plaintiff; HR Investigation, Wrongful Termination; Labor Market Survey – 06/06/14

Nicholas T. Hua, Esq. and Giacomo Gallai, Esq.
Hua Gallai, LLP
Kennedy (Lucas) v. DEP Cosmetic & Laser Institute, Inc., Leur Lab Integrated Aesthetics, and M. Dao

United States District Court, Eastern District of California; Plaintiff; Employment Discrimination and Retaliation – 06/02/14

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

United States District Court, Northern District of California, Oakland Division; Plaintiff; ADA, FEHA, ERA – 05/29/14

Douglas Cameron MacLellan, Esq.
Law Offices of Kaplan & MacLellan
Richardson v. Fluor Corporation; Fluor Maintenance Services, Inc.

United States District Court, District of Nevada; Defendant; ADA – 05/21/14
Amber White-Davidson, Esq.
Parker Nelson & Associates, CHTD
Gross v. Housing Authority of the City of Las Vegas et al.

United States District Court, for the District of Nebraska; Plaintiff; ADA – 02/26/14
Joshua Wunderlich, Esq.
Robert Pahlke Law Group
Seabolt v. Union Pacific Railroad Company

Superior Court of the State of California, County of Sacramento; Plaintiff; Retaliation Due to Whistleblowing, Violation of First Amendment Rights; Labor Market Survey – 02/19/14
Queta Rico, Esq. and Mary-Alice Coleman, Esq.
Law Offices of Mary-Alice Coleman
Keyzer v. Regents of the University of California

United States District Court, Eastern District of California; Plaintiff; Discrimination and Retaliation, Vocational Evaluation – 02/17/14
Jill P. Telfer, Esq.
Law Offices of Jill P. Telfer
Plageman v. CVS Caremark and CVS Pharmacy

Superior Court of Arizona, County of Maricopa; Defendant; Wrongful Termination Due to Workers Comp. Injury; Amended Declaration – 02/14/14
Ellen S. Levy, Esq.
Law Offices of Ellen S. Levy
Oljar v. Gold Canyon Golf Resort, et al

Superior Court of California, County of Stanislaus County; Divorce-Respondent; Dissolution, Updated Labor Market Survey – 01/14/14
Carolyn Struck, Esq.
Maring v. Maring

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

United States District Court, Northern District of California; Plaintiff; Discrimination – 12/20/13
Derek C. Decker, Esq.
Radoslovich Krogh, PC
Ruiz Baptiste v. Hat World, et al

Superior Court of California, County of Stanislaus; Divorce-Respondent; Dissolution – 04/05/11
Carolyn Struck, Esq.
Maring v. Maring

Superior Court of California, County of Sacramento; Plaintiff; Wrongful Termination Due to Discrimination and Retaliation under CFRA – 11/19/13
Jill P. Telfer, Esq.
Law Offices of Jill P. Telfer
Deol v. Sacramento Municipal Utilities District et al

Superior Court of California, County of Alameda; Plaintiff; Vocational Evaluation Supplemental Report – 09/03/13 corrected 12/09/13
Kim David Staskus, Esq.

Law Offices o Kim David Staskus
Edwin v. Alameda-Contra Costa Transit District

Superior Court of California, County of Alameda; Plaintiff; Vocational Evaluation – 08/20/13
Kim David Staskus, Esq.
Law Offices of Kim David Staskus
Edwin v. Alameda-Contra Costa Transit District

United States District Court, Northern District of California; Plaintiff; Wrongful Termination Due to Age
Discrimination – 08/05/13
John Elson, Esq.
Law Office of John Elson
Doubt v. NCR Corporation

United States District Court, Eastern District of Pennsylvania; Plaintiff; ADA Accommodation – 05/30/13
Robert Schall, Esq.
Cooper and Schall, PC
Coleman v. City of Philadelphia

United States District Court, Northern District of Georgia, Atlanta Division; Plaintiff; ADA Accommodation
– 05/18/13
Doug Kertscher, Esq.
Hill, Kertscher & Wharton, LLP
Perez v. Sprint/United Management Company

Superior Court of California, County of Sacramento; Plaintiff; FEHA – 03/22/13
Jill P. Telfer, Esq.
Law Offices of Jill P. Telfer
Spratt v. Catholic Healthcare West

United States District Court, Northern District of California; Plaintiff; Religious Discrimination; Expert
Opinion Report – 01/17/13
Berne Reuben, Esq.
Berne Reuben Law Office
Ware v. Walgreen Company

United States District Court, Eastern District of California; Plaintiff; Fair Labor Standards Act – 01/15/13
Shannon Seibert, Esq.
Seibert and Bautista
Oyarzo/Hart v. Tuolumne Fire District et al

Superior Court of Massachusetts, Commonwealth of Massachusetts; Plaintiff; Disability Discrimination;
Expert Witness Report – 01/14/13
Thomas T. Merrigan, Esq.
Rawson Merrigan & Litner, LLP
Cronk v. First Light Power Resources, Inc.

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

United States District Court, Central District of California; Plaintiff; FMLA – 12/14/12
Sheldon Lytton, Esq.
Lytton Williams and Messina, LLP
Aboulhosn v. Merrill Lynch, et al., Roe and Doe

Superior Court of California, County of Sacramento; Plaintiff; Retaliation, ADA, FMLA, Wrongful Termination Due to Discrimination; Vocation Evaluation – 10/05/12

Jill P. Telfer, Esq.
Law Offices of Jill P. Telfer
Plageman v. CVS Caremark & CVS Pharmacy

Superior Court of California, County of San Mateo; Plaintiff; DUE TO ;Loss of Earning Capacity – 06/22/12

Terry Anderlini, Esq.
Anderlini & Emerick LLP
Bell v. Vermeir and Goldstar

United States District Court, Northern District of California, County of San Francisco; Defendant; Disability Discrimination – 06/19/12

James S. Rummonds, Esq.
Rummonds & Mair, an Association of Attorneys
Emerson v. Bank of America

United States District Court, District of New Mexico; Defendant – 05/14/12

Nathan T. Nieman
Modrall Sperling Lawyers
Hart v. Board of Education of the Albuquerque Public Schools

Superior Court of California, County of Los Angeles; Plaintiff; Wrongful Termination Due to Violation of Public Policy/Whistle Blower Liability – 01/16/12

Sean E. Macias, Esq.
Macias Council, Inc. Sherman Law
McDonald 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 v. County of Sacramento

District Court for Scotts Bluff County, Nebraska; Plaintiff – 09/02/11

Jennifer Turo-Meyer, Esq.
The Robert Pahlke Law Group
Mendoza v. Vertex Business Solutions and Summerville

United States District Court, Western District of Michigan; Plaintiff; Wrongful Termination Due to ADA Non-Compliance – 07/22/11

Sheila Strong, Esq.
Law Offices???
Glidewell v. Techno-Coat

Superior Court of Alaska, Third Judicial District of Anchorage; Plaintiff; Negligence – 07/15/11

Phillip Weidner, Esq.
Phillip Weidner and Associates
Torres v. Kushin

United States District Court, Eastern District of California; Plaintiff; Wrongful Termination – 07/05/11

Ben Oram, Esq.
Lenahan, Lee, Slater and Pearse
Chissie v. WinCo Foods LLC

Superior Court of California, County of Sacramento; Plaintiff; Wrongful Termination Due to FEHA and ADA Non-Compliance – 04/18/11

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

United States District Court, Eastern District of California; Defendant Wrongful Termination Due to ADA and FEHA Non-Compliance – 04/15/11

Angela L. Diesch, Esq.
Greenberg Traurig, LLP
Atwal v. Sunsweet Growers

Superior Court of California, County of Stanislaus; Divorce-Respondent; Dissolution, Vocational Expert – 05/03/13

Carolyn Struck, Esq.
Law Offices ???
Maring v. Maring

Superior Court of California, County of Stanislaus; Divorce-Respondent; Updated Labor Market Survey – 04/05/11

Carolyn Struck, Esq.
Law Offices ???
Maring v. Maring

Superior Court of California, County of Sacramento; Plaintiff; Wrongful Termination Due to ADA and FEHA Non-Compliance – 01/10/11

Jill P. Telfer, Esq.
Law Offices of Jill Telfer
Andrea West v. City of Sacramento

United States District Court, Eastern District of California; Defendant; Wrongful Termination Due to ADA and FEHA Non-Compliance – 11/29/10

Jason Barnas, Esq.
Law Offices ???
Richburg, Kerry v. Lockwood

United States District Court, District of Arizona; Superior Court of Arizona, County of Maricopa; Defendant; Wrongful Termination Due to FEHA Non-Compliance – 08/14/10

Merrick Firestone, Esq.
Law Offices ???
Estella v. La Canasta

Superior Court of California, Central District of California; Defendant; ADA Accommodation – 04/28/10

Thomas Hockel, Esq.
Law Offices ???
Hayes v. Rite Aide Corporation

United States District Court, Eastern District of California, County of Sacramento; Defendant; ADA Compliance – 08/24/09

John Reed, Esq.
Department of Justice
Video Gaming Technologies, Inc. v. Bureau of Gambling Control

Superior Court of California, County of Butte; Divorce-Plaintiff; Dissolution, Vocational Evaluation – 12/03/08

Sheela Kumar
Sheela Kumar v. Zafir Anjum

United States 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 New Jersey; Plaintiff; Wrongful Termination Due to FEHA Non-Compliance – 03/14/08
Richard J. Levinson, Esq.
Levinson Axelrod, P.A.
Jinks v. OfficeMax, Inc.

United States District Court, District of Oregon; Plaintiff; Wrongful Termination Due to ADA Non-Compliance – 02/20/08
Manuel C. Hernandez, Esq.
Hernandez and Associates, L.L.C.
Dark v. Curry County

United States District Court, District of Arizona; Plaintiff; Sexual Harassment – 01/15/08
Ivan K. Mathew, Esq.
Mathew & Mathew PC
Craig v. The Mahoney Group

United States District Court, Southern District of New York; Mandatory Arbitration, Plaintiff, New York City and New York State Human Rights Laws, and Title 7 – 11/27/07
Joshua L. Solomon, Esq.
Sullivan & Worcester
Elwell v. Google Inc. and Armstrong

United States District Court, Eastern District of California; Defendant; Wrongful Termination Due to ADA Non-Compliance – 11/07/07
Stephen W. Robertson, Esq.
Porter-Scott Attorneys
Franus v. Solano County et al

United States District Court, Central District of California, Southern Division; Plaintiff, FMLA – 08/25/07
David I. Lefkowitz, Esq.
Wilshire Palisades Law Group
Nevius v. La Quinta Inn & Suites, SA CV

Supreme Court of New York; Plaintiff; Wrongful Termination Due to ADA Non-Compliance – 07/16/07
Kenneth F. McCallion, Esq.
McCallion & Associates
Jeanine Pepler v. Rugged Land, LLC., et al.

Superior Court of Maryland, County of Howard; Dissolution, Vocational Expert – 06/29/07
Lauren Black
Black v. Gates

United States District Court, District of Alaska; Defendant; FMLA – 01/16/07
Cynthia L. Ducey, Esq.
Delaney Wiles, Inc.
Wade v. Llisagvik College, North Slope Borough; John Tuthill, individually; and Pamela Taylor, individually

Sacramento County; Plaintiff, Wrongful Termination Due to ADA Non-Compliance; Arbitration – 10/25/06
Anthony K. McClaren, Esq.

Sheridan Law Associates
Brown v. The Grupe Company, et.al.

United States District Court, District of Arizona; Defendant; Wrongful Termination Due to ADA Non-Compliance – 08/15/06

Anglea M. Wilson-Goodman, Esq.
Wilson-Goodman & Fong, P.C.
Fox v. Significant Education L.L.C. dba Grand Canyon University

Superior Court of New Jersey, Law Division, County of Monmouth; Plaintiff; Race Discrimination – 08/02/06

Vassos Marangos
Marangos v. Flarion Technologies, Inc.

United States District Court, District of New Mexico; Defendant; Race Discrimination – 06/15/06

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

Second Judicial Family Court District Court, State of Nevada, County of Washoe; Dissolution; Vocational Evaluation – 06/05/06

Gloria Petroni, Esq.
Belding, Harris & Petroni
Gates v. Black

Superior Court of California, County of Los Angeles, Southern District; Plaintiff; Disability Discrimination – 12/01/05

Eric V. Luedtke, Esq.
Law Offices of Eric v. Luedtke
Garrett v. Private Medical-Care, Inc., et al

United States District Court, District of New Mexico; Plaintiff; ADA – 08/01/05

John S. Stiff, Esq.
John S. Stiff & Associates, LLC
Burluson v. ENMR-Plateau Telephone Cooperative & Tom Phelps

United States District Court, Southern District of Iowa, Central Division; Plaintiff; FMLA – 09/01/05

Bruce H. Stoltze, Esq.
Brick, Gentry, Bowers, Swartz, Stoltze, Schuling & Levis P.C.
Pullman v. United Parcel Service Co.

United States District Court, District of Arizona; Plaintiff; Sexual Harassment – 02/11/05

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

Deposition:

United States District Court, Western District of Washington; Plaintiff; FMLA, ADA, Discrimination; Testimony in the Form of Deposition – 09/16/16

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 05/25/16

Tanya Gomeran, Esq.
Law office of Tanya Gomeran
Debra Schaible v. Dignity Health 05/25/16

United States District Court, Central District of California; Plaintiff; FMLA; Testimony in the form of Deposition – 03/24/16

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

United States District Court, Eastern District of California; Plaintiff; FEHA Regulations – 03/08/16

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

Superior Court of the State of California, County of Kern; Plaintiff; Wrongful Termination, Harassment, Retaliation – 02/03/16

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, Misclassification of Physicians, Wrongful Termination 11/02/15

Leiann Laiks, Esq
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365 Vermont Street
San Francisco, CA 94103
Isolani v. Alameda Health Systems

United States 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.

Unites 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.

Unites States District Court District of Arizona, Plaintiff, Wrongful Conduct, Manipulation, Retaliation, Testimony in the form of Deposition 09/29/15

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 due to Discrimination, Retaliation, and Failure to Comply with Industry Standards, Age Discrimination, Class Action - Testimony in the form of Deposition. 09/25/15

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

United States District Court Southern District of Florida, Defendant, Wrongful Death.
Testimony in the form of Deposition 09/01/15

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 09/21/15

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 08/13/15

Ames Smith, Esq
Howarth & Smith
Snepp V. Comcast

Superior Court of California for the County of San Bernardino, Defendant - Wrongful termination, discrimination, failure to accommodate, harassment – 07/06/15

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

Superior Court of the State of California in and for the county of San Bernardino, Defendant
Superior Court of the State of California in and for the County of Nevada, Plaintiff, Wrongful Termination, Whistleblower - 03/05/15

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 - 02/23/15

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

United States District Court Central District of California, Eastern Division, Riverside, Defendant, Title II of ADA, Section 504 of the Rehabilitation Act of 1973 - 01/05/15 - 01/20/15

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 - 12/08/14

John Elson, Esq.
Law Office 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.

United States District Court, Eastern District of California, Plaintiff, ADA, Failure to Accommodate, Discrimination, Harassment, Retaliation, Wrongful Termination - 09/17/14
Alexandra Asterlin, Esq. and Lynn A. Garcia, Esq.
Anwyl, Scofield & 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 - 07/10/14
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, ADA - 06/03/14
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 - 02/19/14
Michael S. Ahmad, Esq.
Law Office of Mary-Alice Coleman
Janet Keyzer v. Regents of The University of California, et.al.

United States District Court, Northern District of California, Plaintiff, Discrimination - 01/27/14
Derek C. Decker, Esq.
Radoslovich Krogh, PC
Christian Ruiz Baptiste v. Hat World, et.al.

United States District Court, Northern District of California, Plaintiff, Wrongful Termination/Age Discrimination - 11/21/13
John Elson, Esq.
Law Office of John Elson
Terry Doubt v. NCR Corporation

Superior Court of California, County of Alameda, Plaintiff, Retaliation Claim - 08/21/13
Kim David Staskus, Esq.
Law Offices of Kim David Staskus
Arul K. Edwin v. Alameda-Contra Costa Transit District, & Does 1-25

United States District Court, Northern District of Georgia, Atlanta Division, Defendant, ADA Reasonable Accommodation - 07/15/13
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 - 03/28/2013
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 - 03/26/13
Carolyn Struck, Esq.
The Struck Firm
Maring v. Maring

Superior Court of California, County of Los Angeles, Plaintiff - 02/11/13
Chris Pacetti, Esq.
Yukevich, Calfo & Cavanaugh
Pikhart, Demetrius v. Los Angeles Unified School District; et.al.

United States District Court, Eastern District of California, Fresno, Fair Labor Standards Act - 02/01/13
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 v. Susan Vermeir Abbie Goldstar

Superior Court of California, County of Santa Clara, Defense, Violence in the Workplace - 07/19/12
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 - 06/25/12
Terry Anderlini, Esq.
Anderlini & Emerick LLP
Katharine Bell v. Susan Vermeir Abbie Goldstar

Judicial Arbitration and Mediation Services, Defense, Wrongful Termination - 03/09/12
Princeton Kim, Esq.
ReedSmith, LLP
Williamson v. Orange County Employee Retirement System

Superior Court of California, County of Monterey, Plaintiff, Wrongful Termination - 02/29/12
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 - 01/09/12
Hal Chase Jr., Esq.
Bracamonte, Jamie v. Companion Home Health and Hospice

Superior Court of California, County of San Francisco, Defendant , Personal Injury - 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 - 08/02/11
Joshua Stein, Esq.
Carbajal, Maria v. Barrett Business

Superior Court of California, Sacramento County, Plaintiff, Wrongful Termination - 07/05/11,
Benjamin D. Oram, Esq.
Chissie. Leslie v. WinCo Foods LLC

Superior Court of California, Sacramento County, (Rebuttal Deposition), Plaintiff, Wrongful Termination
(FEHA/ADA) - 03/29/11 & 04/24/11
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) - 01/10/11
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) - 09/24/10
David C. Rancano
Rancano & Rancano
Francisco Anguiano v. Ivan E. Bays; and DOES 1 through 100, inclusive

Superior Court of California, Kern County, Defendant, Wrongful Termination (ADA) - 09/14/10
Mark Strom, Esq.
Jason Arvizu v. County of Kern

Superior Court of California, Santa Clara County, Defendant, Wrongful Termination (FEHA - 02/08/10
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 - 08/19/09
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) - 07/21/09
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) - 03/31/09
Sandra Benson, Esq.
Weinberg, Roger, & Rosenfeld
Mayne v. Northern California Carpenters Regional Council

Superior Court of Monterey County, Monterey, Plaintiff, Wrongful Termination (FEHA) - 07/31/08
John Elson, Esq.
Romero v. WalMart

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

Superior Court of San Joaquin County, Stockton, Plaintiff, Personal Injury - 02/01/08
Walsh & Furcolo, LLP
Christopher M. Lea, Esq.
Van Houten v. Grossi et al

Superior Court of California, San Luis Obispo, Plaintiff, Sexual Harassment - 11/12/07

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

United States 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) - 09/18/07
John Elson, Esq.
Thornton, Thorton, Danielle v. Central Coast Bancorp

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

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

Superior Court of California, Sacramento County, Vocational Expert, Workmen's Compensation - 08/09/04
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, 04/26/12
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 - 01/08/08
Mandatory Arbitration, Plaintiff Prevailed
Sullivan & Worcester
Joshua L. Solomon, Esq.
Elwell, Christina v. Google Inc. and Timothy Armstrong

Expert Testimony – State/Federal

Superior Court of California, County of Monterey; Divorce-Petitioner; Vocational Expert, Rebuttal Witness - 11/08/16, 09/19/16
Barbara May, Esq.
Law Offices of Barbara J. May
White v. White

Superior Court of California, County of Monterey; Divorce-Petitioner; Vocational Expert - 08/16/16
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 - 07/11/16

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 – 06/09/16

Craig Brown, Esq.

Meyers & Flowers

Krecioch v. Ford Motor Company

Superior Court of the State of California, County of Los Angeles, Plaintiff, Wage/Hour Class Action - 05/30/15

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 - 04/14/15

George A. Acero, Esq.

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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 - 03/24/15

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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 - 02/19/15

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Melissa Ignat v. Yum! Brands, Inc.

Circuit Court of the State of Oregon, County of Washington; Divorce-Petitioner; Vocational Evaluation and Labor Market Assessment - 09/02/14

Barbara Aaby, Esq.

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Brenda Mallett v. Jeff Mallett

Superior Court of California for the County of Los Angeles, Plaintiff, Disability Discrimination (ADA) - Wrongful Termination, Harassment - 08/11/14

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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

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Neustedter, Laura vs. The Granada, Inc., et al

Superior Court of California, County of Santa Clara, Defense, Violence in the Workplace - 08/21/12

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Erickson Arbuthnot

Elizondo, Staci v. Charles Frederick Tuffli, Jr., M.D.

Superior Court of Monterey County, Plaintiff, Wage and Hour - 07/23/12

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Petrie, Dorfmeier & Morris LLP

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

Social Security Administration, Disability Hearing - 03/01/12

Werner, Charles Esq.

California Eastern District Court, Privacy Disclosure, Plaintiff - 2011

John A. Shepardson, Esq.

Waller, Ray v. County of Calaveras

Superior Court of California, Sacramento County, Plaintiff, Wrongful Termination Due to Non-compliance with FEHA and ADA- 05/09/11

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Leonardi, Annette v. Five Star Quality Care

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

Mr. Michael Cohn, Esq.

Phillip, Paul, Weidner and Associates

Torres, Ashley v. Kushin

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

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Anquiano, Francisco v. Ivan Bays

Superior Court of the State of California, County of Yuba, Plaintiff, Wrongful Termination Due to Age Discrimination - 09/16/10

Raquel Lacayo-Valle, Esq.

Schoessler, Gary v. Yuba Community College District

Placer County Superior Court, Plaintiff, Wrongful Termination Due to Harassment, Age Discrimination, Retaliation, and Labor Code Violations - 08/27/10

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 - 08/10/09

Plaintiff Representation

Andersen, Brian v. Instant Power Corporation

Superior Court of Alameda County, Hayward, Defendant, Wrongful Termination Due to Non-compliance with ADA - 06/24/09

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 - 03/11/09

John Elson, Esq.

Fotheringham, Silvana v. Avery-Dennison Corporation

United States District Court for the District of Oregon, for Plaintiff, Civil Case (ADA) - 06/3/08

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 - 03/28/08
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 - 07/20/07
Lauren Black
Lauren Black v. Richard Gates

United States 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 - 06/06/05
John Elson, Esq.
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 - 04/30/04
Douglas M. Gee, Esq.
Christine E. Palmer (Elder) v. Douglas A. Palmer

Superior Court of Amador County, Vocational Expert, Dissolution - 05/2002
Jeffrey Seaton, Esq.

Superior Court of Calaveras County, Bret Harte High School, Defendant, ADA - 1999
Fair Hearing for Special Ed. Case
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 cases per year - 1992 to 2003
Office of Hearing and Appeals, Stockton, California
Expert witness for the Federal Government

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