



Earning Capacity Evaluation
 Life Care Planning
 Medical Record Review
 Expert Testimony

The Authority in
 Vocational Damages Assessment
 & Life Care Planning

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 Vocational and Life Care Planning Expert**

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AREAS OF EXPERTISE:

Loss of Earning Capacity/Employability Analysis, Labor Market and Wage Analysis, Life Care Planning for Catastrophic Injuries, Qualified Expert Witness Testimony in Civil Court, Family Court, Social Security Administration Office of Disability, Adjudication and Review, Employment Rights Division and Worker's Compensation Hearings.

LICENSES AND CERTIFICATIONS:

Certified Rehabilitation Counselor #037103 Commission on Rehabilitation Counselor Certification, Schaumburg, IL	1998 - Present
Certified Vocational Rehabilitation Provider #693 State of Wisconsin, Department of Workforce Development	2003 - Present
Vocational Expert – Social Security Administration BPA #50217 Office of Hearings and Appeals, Chicago Regional Office	2004 - Present
Licensed Professional Counselor, #3541 State of Wisconsin, Department of Regulation & Licensing	2005 - Present
Certified Life Care Planner #1006 Commission on Healthcare Certification - Midlothian, VA	2008 - Present

EDUCATION:

University of Wisconsin Madison, WI	Master of Science – December 1997 Rehabilitation Psychology
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 1495 Canyon Blvd
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EDUCATION: (Cont'd.)

University of Wisconsin Madison, WI	Bachelor of Arts – May 1995 Psychology
MediPro/University of Florida, Gainesville, FL	Certificates – Tenets & Methodology of Life Care Planning; Life Care Planning: Pulling it All Together; Traumatic Brain Injuries; Spinal Cord Injuries; Forensic Rehabilitation; Multiple Disabilities (Vision/Hearing/AIDS/HIV/Burns/ Cardiac); Vocational Rehabilitation

PROFESSIONAL EXPERIENCE:

<u>Vocational Diagnostics, Inc.</u> Phoenix, AZ	Vocational and Life Care Planning Expert	01/18 – Present
Sun Prairie, WI	Senior Vocational Consultant	11/09 – 12/17

<u>A & A Consulting, LLC</u> Madison, WI	Vocational Consultant	02/10 – 08/11
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Performing expert consultation in the evaluation and assessment of individuals with disabilities to determine transferable skills, employability, earning capacity and future medical care needs. Acting as a vocational expert in family law proceedings, employment discrimination, life care planning and other personal injury matters. Acting as a labor market consultant, performing on-site job analyses and researching economic trends. Develop vocational rehabilitation plans and consult with employers and industry members to develop employment partnerships. Provide vocational rehabilitation services to clients with disabilities from the workers' compensation and long-term disability systems.

<u>Expert Vocational Consulting, L.L.C.</u> Madison, WI	Vocational Consultant	08/2003- 02/2010
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Performed expert consultation in the evaluation and assessment of individuals with disabilities to determine transferable skills, employability and impairment of earning capacity. Acted as a labor market consultant, performing on-site job analyses and researching economic trends. Acted as a field consultant for the state of Washington, assisting injured workers with their educational and placement endeavors.

<u>Office of Disability Adjudication & Review</u> Social Security Administration	Vocational Expert	07/2004 - Present
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Contracted as a vocational expert for the Social Security Administration in the disability determination process for those cases at the adjudication level. Providing live testimony in approximately 5 to 10 cases per month.

<u>Arizona Vocational Consulting and Forensic Services, L.L.C.</u> Phoenix, AZ	Supervisor/Sr. Vocational Consultant	04/2000-08/2003
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Provided supervision and guidance for an Employment Specialist with the company. Performed expert consultation in the evaluation and assessment of individuals to determine employability, transferable skills, as well as earning capacity. Provided job placement and educational guidance for workers with disabilities involved in the rehabilitation process both in the workers' compensation and long-term disability systems. Developed rehabilitation plans. Consulted with employers, businesses and other industries to develop employment partnerships. Acted as a labor market consultant, performing on-site job analyses and researching economic trends. Performed cost analysis and present value determination for past and future wage losses and future medical care costs. Delivered vocational testimony before the Industrial Commission of Arizona.

PROFESSIONAL EXPERIENCE (Cont'd.):

Crawford & Company Vocational Consultant III 08/1997-02/2000
Phoenix, AZ

Performed vocational rehabilitation consultation to determine employability and loss of earning capacity. Conducted medical and vocational research for life care plans. Conducted vocational evaluations for the Social Security Administration, Department of Economic Security and personal injury matters. Performed on-site work assessments to offer job modifications and accommodations to assist employees with work disabilities or impairments. Provided oral testimony for depositions in personal injury cases and economic and vocational testimony for divorce proceedings and before the Industrial Commission of Arizona. Provided rehabilitation and educational guidance for workers with disabilities pursuing re-training through the Special Fund division of the Industrial Commission of Arizona.

Chiron/Ability Management Services Practicum Student 05/1997- 08/1997
Madison, WI

Learned to follow administration scoring and interpreting of aptitude tests, interest and value surveys and Valpar/Singer work sample systems. Independently conducted intake interviews. Observed counseling sessions with clients involved in workers' compensation or personal injury cases. Performed job development and placement with clients.

Madison Area Rehabilitation Center – East, Inc., Adult Education Instructor/
Madison, WI Vocational Assistant 03/1996-05/1997

Implemented instructional activities and goals that enhanced individual capabilities and fostered integration with non-disabled persons. Assisted in the development of paid integrated community employment opportunities for clients with severe physical and/or developmental/cognitive disabilities. Participated in the functional assessment process. Provided on-site training, supervision, case management and advocacy for clients.

EXPERT WITNESS QUALIFICATION:

Qualified in areas of Vocational Rehabilitation, Loss of Earning Capacity and Life Care Planning by:

- Circuit Court – Barron County, Wisconsin
- Circuit Court – Boulder County, Colorado
- Circuit Court – Brown County, Wisconsin
- Circuit Court – Cook County, Illinois
- Circuit Court – Dane County, Wisconsin
- Circuit Court – Eau Claire County, Wisconsin
- Circuit Court – Jefferson County, Wisconsin
- Circuit Court – Kenosha County, Wisconsin
- Circuit Court – Marathon County, Wisconsin
- District Court – Ramsey County, Minnesota
- Employment Rights Division – Dane County, Wisconsin
- Family Court – Dane County, Wisconsin
- Family Court – Portage County, Wisconsin
- Family Court – Rock County, Wisconsin
- Family Court – Sauk County, Wisconsin
- Family Court – Walworth County, Wisconsin
- Industrial Commission of Arizona – Maricopa County & Pima County, Arizona
- Social Security Administration – Office of Disability Adjudication & Review
- Superior Court – Maricopa County, Arizona

- Department of Workforce Development – Dane, Rock & La Crosse Counties, Wisconsin
- United States District Court of Nevada
- United States District Court, Western District of Wisconsin

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS (Past and Present):

- Board Member At Large IARP-WI Chapter (International Association of Rehabilitation Professionals) May 1, 2019 – May 1, 2021;
- Past President of IARP-WI Chapter (International Association of Rehabilitation Professionals) May 1, 2015-May 1, 2016;
- President of IARP-WI Chapter (International Association of Rehabilitation Professionals) May 1, 2014-May 1, 2015;
- President-Elect of IARP-WI Chapter (International Association of Rehabilitation Professionals) May 1, 2013-April 30, 2014;
- Past-President of IARP-WI Chapter (International Association of Rehabilitation Professionals) 2008-2010;
- President of IARP-WI Chapter (International Association of Rehabilitation Professionals) 2006-2008;
- President-Elect of IARP-WI Chapter (International Association of Rehabilitation Professionals) 2005-2006;
- International Association of Rehabilitation Professionals in the Private Sector (IARP – Professional member since 1998) (#4743);
- Professional member of the Brain Injury Alliance of Wisconsin;
- Served as the coordinator of a memorial fund (Fred Brick Memorial), established in Phoenix, Arizona, which honors workers with injuries or disabilities who have achieved their highest rehabilitation potential (2000-2003).

PRESENTATIONS:

1. “Earning Capacity Evaluations & Life Care Plans.” Presented at the 2018 Wisconsin Association for Justice Conference, Egg Harbor, WI, July 20, 2018.
2. “Making Medical History. How stem cells can restore function in spinal cord injury patients.” Presented with Shekar N. Kurpad, M.D., Ph.D., Chair of Neurosurgery and Director of Froedtert and Medical College of Wisconsin’s Spinal Cord Injury Program. Presented at the 2017 Wisconsin Workers Compensation Forum, Waukesha, WI, October 5, 2017.
3. “Life Care Planning. What Is It All About?” Presented at the 2016 IARP Wisconsin Spring Seminar, Milwaukee, WI, April 8, 2016.
4. “Life Care Planning for Survivors of Childhood Sexual Abuse.” Presented at the 2015 International Symposium on Life Care Planning in Scottsdale, AZ, September 20, 2015.
5. “Ethical Implications and Considerations in Forensics and Case Management: Can Ethics Exist in Both?” Presented at the 2013 IARP Wisconsin Fall Seminar, The Course of a Lifetime, November 1, 2013.
6. “Ethics in Life Care Planning – Litigated Cases and Ethical Issues,” Presented with Robert H. Taylor, M.A., L.P.C., C.R.C., C.D.M.S., C.L.C.P., at the 2012 International Symposium on Life Care Planning, Denver, Colorado, September 22, 2012.
7. “So You Want to Become A Forensic Expert? Do You Have What It Takes?” Presented at the 2009 IARP National Forensic Conference, Memphis, TN, October 28, 2009.
8. “Private Rehabilitation: What is It All About?” Presented to University of Wisconsin-Madison graduate students in the Rehabilitation Psychology & Special Education program, April 2009 and April 2010.
9. WARPPS Fall Conference, November 7, 2008 Presentation: “Life Care Planning: Basic Tenants, Ethical Considerations and Future Implications.”
10. WARPPS Fall Conference, November 9, 2007 Presentation: “Ethical Issues in Job Placement and Case Management.”
11. “Ethical Considerations in Vocational Expert Testimony.” A presentation on providing quality expert vocational testimony in the adjudication process of the Social Security Administration, February 19, 2007 and May 4, 2007 (Materials are no longer available).

12. WARPPS Spring Conference, March 31, 2006: Moderator for a panel on “The Concept of Loss of Earning Capacity; Vocational Retraining and Guidelines for Effective Expert Testimony.”
13. WARPPS Fall Conference, September 30, 2005: Discussant and moderator for a panel on “Vocational Expert Credibility: Labor Market Surveys, Employer Sampling, Defendable Reports”
14. Madison National Life, November 25, 2003: A presentation on the vocational evaluation process in long-term disability claims.
15. Participant in the Certified Rehabilitation Counselor (CRC) Test Item Writing Workshop conducted in Princeton, New Jersey, April of 2002.
16. “Cross Cultural Counseling.” Presented at the Arizona Workers’ Compensation Claims Association (AWCCA) monthly dinner meeting April 2002.
17. “A Guide to Vocational Assessment: The Significance of Vocational Evaluations.” Presented to Master’s degree students at the University of Phoenix, April 1999.