

CV GROUP

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EDUCATION

Ph.D. Counseling/Rehabilitation 1973 University of Georgia, Athens
Psychology/Personnel Intern, Medical College of Georgia, Augusta

M.S. Rehabilitation 1971 University of Arizona, Rehabilitation Center, Tucson

B.A. Philosophy/Psychology 1968 Loras College, Dubuque, Iowa

CERTIFICATION CREDENTIALS

Certified Rehabilitation Counselor (CRC)
ADA Specialist Designation, The Diversified Management Group, April 1994
Certificate In Economic Measurement, October 2010, National Association for Business Economics

REHABILITATION CASE MANAGEMENT AND EMPLOYMENT TRAINING

Training followed the accredited Council of Rehabilitation Education curriculum. Courses included systematic training and clinical observed internships: vocational interviewing, case management methods, coordination and purchasing of medical and rehabilitation treatments and services, vocational testing, labor market/job opening/wage earning research, job analysis-modification-accommodation, job placement, resume writing, job coaching, structured job placement, executive/management job search coaching, research methods, report writing, internship with varied groups (mentally ill, alcohol and drug dependent, neurologically-orthopedically impaired, burn patients, brain injured, amputation clients, spinal cord injured, learning disabled, criminal justice clients, school children, health care workers, law enforcement employees, education professionals, construction workers, business owners, management / executive level employees).

DOCTORATE LEVEL TRAINING: Medical College of Georgia and NE Mental Health Center and Georgia Corrections with spinal cord injured, neurologically and orthopedically impaired, brain injured, substance abuse clients, amputation clients, and burn patients.

LIFE CARE PLANNING & CASE MANAGEMENT TRAINING AFTER DOCTORAL DEGREE

Review of impact of wearing masks on Covid-19; Neuropsychiatric complications of Covid-19; Sports related concussions in High School Athletes; Association between use of smartphones, cognition, emotion, and the brain; July 2023, Directions in Rehabilitation Course, 15 hours.

Healthy Life Expectancy, The Dollar Value of a Day, Valuing Household Services Using Market Related Occupations Wages, Forecasting Medical Care Prices, Affordable Care Act and Insurance and Tort Awards, AREA Conference, May 21, 2021, 6.5 hours.

Bipolar Spectrum Disorder; Obesity, Diabetes, Food Addiction; Causes of and Treatment of Chronic Pain; Major Depressive Disorder; Complex Regional Pain Syndrome: July 2017, Directions in Rehabilitation Course, 30 hours

Reasonable Costs for Medical Care in California, Rockholt, RN, BSN, AREA 2017, 1 hour

Valuing Life Care Plans, Ireland, AREA 2017, 1.5 hours
 Household Services, Shipp, AREA 2017, 1.5 hours
 Affordable Care Act/Life Care Plans, V. Matheson, AREA 2017, 1 hour
 Life Care Planning and Present Value, Burkman & Hyland, AREA, 2017, 6 hours
 Directions in Rehabilitation Counseling: Major Depression Disorder, ADHD and Bipolar Spectrum Disorder, CRPS-
 Medical and Vocational Aspects, Chronic Pain- Causes and Treatment, Parkinson Disease, Obesity, Diabetes, &
 Food Addictions, HIV/AIDS and Psychiatric Treatment, Hepatitis C; 20 hours, 2017
 Future Medical Costing, AREA Conference, Barrett, CRC, CVE, MBA and Zengler, MA, CEA, AREA 2011
 Life Care Planning Mexico and Life expectancy data, Caragonne and Sofka, Area 2010
 LCP, Chronic Pain Management, 5.0 hrs., Martino, RN, Bonfiglio, MD, Caragonne, Ph.D., AREA 2008
 Household Services Projections, 2.0 hrs., AREA 2006

Life Expectancy, Training Venues, Credentialing Venues for Life Care Planning. 4.0 hrs. AREA 2005
 Medical Basis for LCP, Dr. Bonfiglio & Econ. of LCP, Blackwelder, RN, Dinneen, 6.0 hrs. AREA 2004
 Life Care Plan Process, A. Neulicht, Ph.D., CLCP, & S. Riddick-Grisham, RN, IARP, 4.0hrs., IARP, 2002
 The Chronic Pain Client, V. Armstrong, MS, CRC, IARP, 1.0, April 2002
 Foundational Aspects of Life Care Planning, Penelope Caragonne, Ph.D., AREA, 1.5 hrs., May 2001
 Medical Aspects LCP: Brain Injury, Spinal Cord Injury, Chronic Pain, Amputation, AREA, 2 hrs.,
 Richard Paul Bonfiglio, M.D., May 2001

- ✓ Life Care Plan and Peer Review, LCP and Ethics, IARP, 7 hrs., Dec. 2000
- ✓ History LCP, Checklist & Methodology, Research and Resources, LCP Report Preparation,
 Pediatric LCP Cases, CARRP Pre Conf., Susan Riddick Grisham, RN, CLCP, 6 hrs., Sept. 2000
- ✓ Chronic Pain and Chronic Fatigue Syndrome, Drs. Feinberg and Blackman, CARRP, 1.5 hrs., Sept. 00
- ✓ Life Care Planning Course, Institute for Medical-Legal Education, Draper, Utah, 63 hrs., June/Oct. 2000
 Instructors: Physician, Nurses, Rehabilitation Specialists, Prosthetist and Orthotist, CPA,
 Neuropsychologist, Equipment Specialist, Pain Specialist, Gerontology Specialist,
 Burn Patient Specialist, Certified Life Care Planners, Attorneys
 Definition/History LCP; Role of Medical, Psychological, Rehabilitation Professionals;
 Family Issues; Systematic Process for LCP; Interview Procedures and Data Collection; Reporting
 Procedures; Medical-Legal Consultation; LCP and Research; Professional
 Business Practices and Marketing; Professional Development; Pediatric and Adult Issues of
 Medical-Rehabilitation, Spinal Cord Injured, TBI, Amputations, Bowel, Bladder, Sexual
 Issues, Behavioral, Long Term Care, Life Expectancy Issues, Costs; Methodology and LCP;
 Legislation and LCP; Collateral Resources; Standards of Practice; Baby Cases; Neuro-
 psychological Evaluations; Physical and Functional Assessments; Neuropharmacology;
 Vocational and Educational Issues; Chronic Pain Management and Complex Regional Pain Syndrome;
 Equipment Needs: Wheelchairs, Assistive Devices, Replacement Costs, Durable and Disposable
 Equipment and Supplies and Costs; Prosthetics, Orthotics, and Costs; Gerontological Issues and LCP;
 Finance Issues for Life Time Costs; Burns and LCP: treatments, medical needs, complications, costs; Spinal
 Cord Stimulator, Intravenous Infusion, Intrathecal Pumps for Pain and Spasticity (Baclofen).
- ✓ LCP Analysis, AREA, Penelope Carogonne, MSW, Ph.D., CLCP, May 2000, 1 hr.
- ✓ LCP and Present Value, AREA, P. Carogonne, Ph.D. And Robert Male, Ph.D., May 2000, 2 hrs.
- ✓ Life and Work-life Expectation Tables and Analysis, AREA, May 2000, 7 hrs.
- ✓ Collateral Sources, AREA, S. Rizzardi - Pearson, Ph.D., May 1999, 1.5 hrs.
- ✓ LCP: History, Who Needs One, What Is It, How Done, AREA, Tracy Albee, RN, May 98, 1.5 hrs.
- ✓ LCP in Catastrophic Injury, AREA, D. Boyd, M. Ed, R. Schilling, MD, S. Kawai, MD,
 J. Roughan, RN, CCM, May 1996, 2 hrs.
- ✓ Integrating the Work of a LCP, Vocational Expert, and Economist, AREA, April 1997, 2 hrs.
- ✓ Seizure Disorders, Pediatric and Geriatric Issues and TBI, Neuropsychological Assessment, Cost
 of Future Care and LCP, Brain Injury Association, 1993, 6 hrs.
- ✓ Hatherleigh Co. CEU Courses in Rehabilitation: 9 hrs.

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| Rehabilitation and Cerebral Palsy | 1999 | Life Care Planning | 1998 |
| Post Concussive Syndrome | 1997 | Reflex Sympathetic Dystrophy | 1997 |
| Geriatric Pain Management | 1996 | Chronic Pain | 1993 |
| Traumatic Brain Injury | 1992 | Supported Employment Services | 1992 |
| Management of Chronic Pain | 1991 | | |
- ✓ Neuro-Orthopedic Exams, George Pugh, M.D., In-Service, February 12, 1993, 1 hr.
- ✓ Head Injury Treatment and Rehabilitation, ICAS, San Francisco, January 1988, 6 hrs

FINANCE, STATISTIC, ECONOMIC TRAINING: GRADUATE AND AFTER DOCTORAL

Over 35 advanced graduate level credits were earned studying: quantitative analysis; probability; analysis of variance and co-variance; sampling techniques; experimental data gathering methods; multiple regression analysis; multi variate analysis; prediction/estimation; and algebraic equations applied to behavioral sciences.

Dissertation utilizing sampling techniques, multiple regression analysis, and multi-variate analysis.

Post Doctoral Studies have included applications of statistics for computations dealing with inflation indices, employment/unemployment rates, cost of medical services, wage rates across occupations/industries, interest rates, and discounting/compounding of dollar figures.

Seminar (30 hours), calculations of present value for future expenses associated with household services, medical services, personal consumption, and future loss of earning capacity. Robert Metcalf, Ph.D., G. Michael Graham, Ph.D., and Honorable Ed Steinman, ALJ, September 1989.

Seminar (6 hours), dealing with present value calculations and reasonable net discount for loss of earning and future medical costs. Mel Fredlund, Ph.D. Economist, Oakland, November 1990.

Seminar (6 hours), University of North Alabama, Earning Capacity Institute, wage growth, discount methods, interest rates. William Reed, Ph.D., Anita Howell, M.Ed., Michael W. Butler, Ph.D. 1993.

Seminar (11 hours), Economic Issues in Personal Injury Evaluations: work-life estimates by occupation; economic damages of Mexican Citizenry; personal consumption deductions in economic loss; employer and market value rate in valuing benefits; economic outlook USA; establishing lost earnings base; allocation of housework and job effort in married households; gender differences in return to employed search; women's labor supply; investment approach to parental loss in death of a child; regulation of guns and personal safety; wrongful death of wife/mother case study. Western Economic Association International, San Diego, July 1995.

Graduate Course (18 hours), Rehabilitation Economics, ECON 562, Marylhurst College 1996, Marylhurst, OR; 1 grad unit.

Graduate Course (10 CEU, Vocational Economic Analysis, Marylhurst College; present value, investment vehicles, wage growth and net discount factors, wages and fringes AREA, April 1997, 1grad unit.

Graduate Course (10 CEU), Vocational Economic Analysis, Marylhurst University, Marylhurst, OR; earning capacity and expected earnings: understanding the difference. AREA, May 1998, 1grad unit.

Graduate Course (10 CEU), Economics for the Vocational Specialist - Finance 565, Marylhurst University, May 1999, 1grad unit.

Grad. Course (10 CEU), Econ. for Vocational Specialist, Univ. of N. Alabama, ECON 601, May 2000, 1grad unit.

Graduate Course (10 CEU), Forensic Economics, Univ. of North Alabama, ECON 610, May 2001, 1 grad unit
CEU's 6.75, Use of Statistical Tools, Inferential and Non-Inferential Statistics, AREA, May 2002

Graduate Course (10 CEU), Econ. Damages and Pres. Value Calc., Our Lady Of Lake Univ., 2003, 1 grad unit

Graduate Course (9.75 CEU), Statistics -Spreadsheets for Economic Loss Assessment, OLOLU, 2004, 1 grad unit

Graduate Course (9.5 CEU), Sources of Wage Growth & Discount Rates, OLOLU, 2005, 1 grad unit

Graduate Course (9.5 CEU), Technology In Practice, OLOLU, San Antonio, 2006, 1 grad unit

Graduate Course (9.5 CEU), Forecasting in Business Finance, Univ. of La Verne, La Verne, Ca.2007, 1 grad unit

Graduate Course (9.5 CEU), Advanced Topics in Forecasting, Univ. La Verne, 2008, 1 grad unit

Graduate Course (9.5 CEU), Forecasting Economic Loss, Univ. La Verne, 2009, 1 grad unit

Graduate Course (9.5 CEU), Forensic Issues in Cash Flow, Univ. La Verne, 2010, 1 grad unit

AREA Pre-Conference, (9.75 CEU), Future medical costs, lost earning capacity, household services; Seattle, 2011

Economic Measurement, National Assoc. Bus. Economics, 2010, 8 hours

Loss of Earnings for Self Employed Business Owners, Briscoe, ABVE, 2013

Lost Earnings for Business Owners, AREA 2017, 1 hour

APPOINTMENTS

Commissioner, Commission of Rehabilitation Counselor Certification, 1975 to 1986. Credentials and Appeals Committee. Member, Board of Rehabilitation Certification, 1981 - 1986.

Board of Referees, The Earnings Analyst, Journal of AREA, 2004, 2005, 2006, 2007, 2008

Board of American Rehabilitation Economics Association, 1996-97, 2002-05, President 2003 to 2004

AREA representative for continuing education and certification renewal acceptance, 2005 to 2020.

Co- Editor, The Earnings Analyst, Journal of American Rehabilitation Economics Assoc., 1997 - 1999.

PROFESSIONAL EXPERIENCE

Certified Counselor and Case Management duties include the following: doing interviews, testing, labor market research, job opening and wage earning research, employer contacts, job placement, resume writing, job analysis, job modification, job accommodation consulting, job coaching, structured placement in open labor market, executive and management job search coaching, data gathering from medical, employment, educational records and testimony of health care providers and clients/patients, coordination and procurement of treatment services, long term care needs assessments and pricing, and life care plans.

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| Board Certified Counselor | October 2012 to present | CV Group (CA & AZ) |
| Adjunct Faculty | January 2009 to June 2010 | |
| Curriculum Development/Instructor, Dept. Speech, Hearing, & Rehabilitation Services, College of Allied Health and Nursing, Minnesota State University, Mankato, MN | | |
| President, Board Certified Counselor | 3/78 to 10-15-12 | Lawrence J. Deneen / Deneen Associates |
| Voc. Rehab Case Manager-Evaluator | 2/2001 to 12/2019 | Devinney & Dinneen, Reno, Nevada |
| Rehab Services Case Supervisor | 2/01 to 5/04 | Ferra and Associates, Inc., Bakersfield, CA |
| Vice President | 8/74 to 3/78 | California Health Group, San Francisco, CA |
| House Parent Girls Group Home | 6/74 to 7/75 | Mt. St. Joseph's Home, San Francisco, CA |
| Rehabilitation Psychologist | 11/73 to 7/74 | Teknekron, Inc., Berkeley, CA |
| Instructor In-Service Training | 1/73 to 6/73 | University of Georgia, Counseling Training |
| Psychologist-Instructor | 9/72 to 7/73 | Medical College of Georgia, Augusta, GA |
| Psychologist-Internship | 3/73 to 7/73 | Augusta Alcohol & Drug Clinic, Augusta, GA |
| Psychologist-Internship | 5/72 to 9/72 | Athens Model City Probation Office, Athens, GA |
| Psychologist-Internship | 9/71 to 5/72 | N. E. Georgia Community Mental Health, Athens, GA |
| Mental Health Rehab Counselor | 8/68 to 9/70 | H. Douglas Singer Zone Center, Rockford, IL |

BUSINESS MANAGEMENT AND FINANCE EXPERIENCE

As President of Deneen Associates, Functioned as Chief Financial Officer, up to 35 employees in seven offices, responsibilities included:

- ✓ obtain, use, and manage funds to achieve business plan goals and objectives
- ✓ develop financial statements, e.g. income, balance sheet, detailed accounts receivables
- ✓ analyze cash flow, current ratio, profitability ratios, and cyclical trends
- ✓ budget planning and control, financial forecasting, cash management
- ✓ negotiation of short-term and long-term loans and line of credit
- ✓ research and selection of money market funds for cash reserves
- ✓ create amortization tables for equipment loans
- ✓ develop, monitor and execute investments for qualified pension and profit-sharing plans
- ✓ assess risks of operation and select insurance coverage for facilities and personnel
- ✓ hire and terminate personnel consistent with company needs
- ✓ develop and explain personnel benefit package including legally mandated benefits

- ✓ coordinate services and financial needs with officers of banks and accounting firms
- ✓ develop and revise short-term and long-range strategic plans including objectives and action plans
- ✓ participate on a Board of Directors for a private elementary school board grades pre K thru 8th
- ✓ participate on a Board of Directors for a non-profit credentialing board for allied health care field
- ✓ participate on a Board of Directors for a \$2.3 million budget Fire District

PUBLICATIONS, PAPERS, PRESENTATIONS

Deneen, L., Co-Instructor, Minnesota State University, Socioeconomic Costs of Disability, 2010

Deneen, L., Vocational Foundation of Earning Capacity, AREA, May 2005.

Deneen, L., Life Expectancy and Relevance for Life Care Planning, AREA, May 2005.

Deneen, L., Ethics In Vocational Economics and Rehabilitation: Case Applications, AREA, May 2004.

Deneen, L., Calculating Vocational Loss, Economic Damages, AREA, May 2003.

Deneen, L., Vocational Issues in Life Care Plan, Institute for Medical & Legal Education, Oct.2000.

Deneen, L. Keynote: Effects of Change in the Workplace, Lassen Comm. College, Sept. 2000.

Deneen, L., Barros-Baily, M. Ethics for the Vocational Economic Specialist, AREA, May 1999.

Deneen, L., Ireland, T., McNally, G., Dinneen, T. Panel: Daubert and Testimony, AREA, May 98.

Deneen, L., and Dinneen, T., Lassen College ADA Seminar, June 1997.

Deneen, L., Job Seeking and Hiring Under ADA: Employer and Employee Guide - Revised; 1996.

Deneen, L, co-authored Individually Paced Vocational Guidance System, DMG Inc., June 1994.

Deneen, L. Job Seeking and Hiring Under ADA: Employer/Employee Guide; Rehab. Publications, 1992

Deneen, L. and Corson, N. The Enhanced Version of the Technical Assistance Manual, -EEOC
Rehabilitation Publications, San Francisco, CA, 1992.

Deneen, L. ADA: Who Qualifies, Are You Ready? Speaker on behalf of California Chamber of Commerce at 12 full-day seminars, throughout California, July through August 1992.

Deneen, L. ADA: Practical Implementation (Title I), Full Day Seminar, Sacramento, June 1992.

Deneen, L. Invited Presentation: "Effective Strategies for Case Management," CARRP June 1988.

Deneen, L., and Pastore, M. Escape From Disability - Injured Workers Win, Rehab Publications, 1988.

Deneen, L. Invited Presentation: "Vocational Rehabilitation with Self-Insured Hospitals," April 1987.

Deneen, L. and Hessellund, T. Counseling the Able Disabled - Rehabilitation Consulting in Disability Compensation System, Rehabilitation Publications, San Francisco, CA, 1986.

Deneen, L. Invited Presentation: "Counseling the Able Disabled", Arizona Rehab Association, 1986.

Deneen, L. Keynote: "Everybody Can Win Seminar", Atlanta and Orlando, 1983; San Francisco, 1986.

Deneen, L. Credentialing and Rehabilitation. Invited presentation, CARP, September 1985.

Deneen, L. Disability Income Insurance Rehabilitation. Invited presentation, CARRP, October 1984.

Deneen, L. Voc. Rehab. - Coordination with Physicians. AMA Disability Rating Conference, June 1984.

Deneen, L. Labor Market Research and Job Placement. Paper presented, San Francisco, 1981.

Deneen, L. and Hessellund, T. Vocational Rehabilitation of the Industrially Injured, Rehab Pubs, 1981.

Deneen, L., Vocational Rehabilitation, College of Workers' Compensation Judges, San Diego, Nov 1980.

Deneen, L. Vocational Testing in Rehabilitation. Paper presented at CWCI October 1980.

Deneen, L. Vocational Rehabilitation, UC School of Medicine, June 1980.

Deneen, L. Job Search Skills Manual. Martin-Deneen Associates, Inc., Oakland, 1979 and 1982.

Deneen, L. Indications for vocational testing and work sample evaluation. SCIF 1977.

Deneen, L. and Geary, J. OJT Voucher Program Manual, CETA, Santa Rosa, 1977.

Deneen, L. and Deneen, C. HR in health care. In Gazda, et al., Human Relations Development, 1975.

The Following were written by L. Deneen or co-authored by L. Deneen in the CARRP Newsletter during the time that Dr. Deneen was the Editor of the Newsletter, February 1990 to July 1993:

1. Marketable Transferable Skills
2. Employment and Earnings: Economic Forecasting for Counselors
3. Testing in Career and Vocational Counseling
4. Rehabilitation Returns Workers to Work: 84% Effectiveness
5. Over Education/Under Education: How Much Education Is Really Needed?
6. Workers' Compensation Vocational Rehabilitation 84% Success: Public Education 77% Success: State/Federal Vocational Rehabilitation 60% Success!
7. Who Is the Disabled Work Force? Part I and II
8. Statistical Sanctuary: Medical Costs and Consumer Price Index - A Ten Year Average Comparison
9. Relationship Between Earnings and Education: A Census and You
10. Re-employment: Displaced vs. Disabled

OTHER ACHIEVEMENTS

Publications in Journal of the American Dental Association; Human Relations Development: A Manual for Health Sciences, by George Gazda, et al.; Journal of Occupational Medicine; Journal of Dental Education.

Developed, organized, and directed a competency-based training workshop: counseling skills, clinical use of D.O.T., labor market analysis, vocational diagnostic interviewing, job search/placement skills. Trained over 350 consultants.

Directed OJT Voucher Workshop Program for US Dept. of Labor Program, Santa Rosa, CA.

PROFESSIONAL ASSOCIATIONS

Amputee Coalition of America

SPECIAL CONTINUING EDUCATION

Ethical Issues: Vocational Expert Testimony in Social Security Hearings; Ethical considerations in private practice and forensic testimony; Ethical considerations in public vocational rehabilitation counseling; Hatherleigh, June 2023, 3 hours.

Navigating Psychiatric Disorders due to another medical condition; Cognitive behavioral therapy for Insomnia, July 2023, Hatherleigh, Directions in Rehab. Counseling, 6.5 hours.

Aggression in children and adolescents: pharmacological strategies; Food addiction; Cannabis and Opioid use disorders and treatment; Hatherleigh, July 2023, Directions in Rehab. Counseling, 6.5 hours.

The Adversarial Nature of a Damage Expert's Job, Age and Earnings Profiles and Disability Impact Using American Community Survey, Critique of the American Community Survey as a Valid Instrument for Estimating Future Earning Capacity, Ethical Practices in Forensic Rehabilitation, Avoiding Discrimination in Estimating Damages, Assessing Damages to Self-Employed Individuals, AREA May 2021 Conference, 11.5 hours.

Cognitive Behavioral Treatment, Neurobiology of Child Abuse, Secondary Services of State/Federal VR Counselors; Directions in Rehabilitation Counseling, July 2018, 20 hours.

Complex Regional Pain Syndrome: Vocational Rehabilitation and Return to Work Aspects; Directions in Rehabilitation Course, June 2017, 10 hours
Employment Cases, Ben-Zion, AREA 2017, 1.5 hours

Ethics in a Forensic Setting, Gibbs, AREA 2017, 1.5 hours

Vocational Apportionment Factors, Van de Bittner, AREA 2017, 1 hour

Employment Law and Job Placement, Job Search, Gann, AREA 2017, 1.0 hour

Managing Pain with Seniors with Dementia, Directions in Rehabilitation Counseling, 2017

Great Courses, Home Study Program 2016:

Understanding the Brain, Jeanette Norden, PhD, Professor of Neurosciences, Vanderbilt University School of Medicine University, 18 hour course, Winter 2016

Biology and Human Behavior: The Neurological Origins of Individuality, 2nd Edition, Robert Sapolsky, PhD, Professor of Neurology, Stanford University, 12 hour course, Spring 2016

Origins of the Human Mind, Stephen P. Hinshaw, PhD, Professor of Psychology, UC Berkeley, 12 hour course, Spring 2016

The Addictive Brain, Thad A. Polk, PhD, Professor of Psychology and Computer Science, University of Michigan, 6 hour course, Summer 2016

Mind-Body Medicine: The New Science of Optimal Health, Jason M. Satterfield, PhD, Professor of Clinical Medicine, UC San Francisco, 18 hour course, Fall 2016

Earning Capacity Assessment, Rick Robinson, PhD, AREA, 2015

Projecting Future Recidivism for Former Offenders, Shipp and Needham, AREA, 2015

Case Specific Ethics, Bennett and Parker, AREA, 2015

Iatrogenic Patient, Dr. Spergel, and Malinger, Dr. Manges, ABVE, 2013

Career Code (Holland), Lowe and Lungrin, ABVE, 2013

Exploration of Ethics, Boswell and Frederickson, ABVE, 2013

Employment Law Cases and Use of Vocational Specialists, Villaume, ABVE, 2013

Wage sources, Clinical judgment, Codes of Ethics, AREA Conference, 2011, Seattle.

Probability calculations, Occupational information system, interest and economic cycles, losses of household services, economic spreadsheets, AREA Conference, 2010, Chicago.

Alternative Worklife Models, Vocational Aspects of Labor Cases, Ethics Panel, AREA 2008

Ethical Issues for Vocational Consultants, Determining Vocational Loss: Work Life and Life Expectancy and Earnings Base, Valuing Loss for Small Business Owners, AREA, 2006

Vocational Assessment, Transferable Skills, and Key Issues in Employment Cases, AREA, 2005

Ethics in The Business World, Shannon Shipp, Ph.D., AREA, 2005

Worklife Expectancy and Mechanics of Annuities, Ciecka, Skoog, Riccardi, AREA, 2004

Victims Compensation Fund Methodology, 9-11-01 Victims, D. Greenspan, Esquire, AREA, May 2003

Testimony, Work Life Expectancy, Special Needs Trusts, McCrosky Program, AREA, May 2003

Daubert/Kumho, ONET, Annuities, Use of Peer Review, Medical Consumer Price Index, AREA, 2002

Functional Capacity Evaluations, S. Bradbury, MAOM, CEA, IARP April 2002

Ethics and Malpractice Issues, R. Weed, Ph.D., CRC, IARP, April 2002

Economics of Annuities, Work Life Expectancy Methods, Compensation Data Bases, AREA, May 2001

Mitigation Earnings Capacity, Voc. & Econ. Analysis Integrated, Internet Research, IARP, Dec 2000

McCrosky's Voc. Assessment - TSA - LMA Program, Pediatric Earning Capacity Evals, Family Law Vocational Experts in Spousal Evaluations, Employment Law And Vocational Specialists, CARRP, 2000.

Life and Worklife Expectancies, Life Care Plan Analysis, Computer Econ Damage Software, Annuities Collateral Sources, LCP and Present Value, Disability and Worklife Tables - Critique, AREA, 2000.

Neurological Testing, Daubert Preparedness, Labor Markets/Wage Analysis, NARPPS, Dec. 1999.

Ethics in Vocational Rehabilitation Case Management and Evaluation, San Diego, Oct. 1999.

Ethics and Integrity, How to Critique Another's Work, Worklife Expectancy, Internet Resources, Functional Capacity Evals., Integrating Vocational Expert, Lifecare Planner, Economist, AREA, 1997.

Internet Resources, Vocational Technology, Employment Law, Daubert, NARPPS, Dec. 1996.

Rehab Economics, Functional Capacity Assessment, Head Injury Losses, Life Care Planning, Marital Vocational Issues, Vocational and Economic Issues of Workplace Discrimination, AREA, May 1996.

Geriatric Alcoholism, Chronic Fatigue Syndrome, Management of Anger, Alleviating Depression Symptoms, Job Placement, Work Hardening, Cont. Ed. thru Directions in Rehabilitation Counseling, New York, 1994.

Post-Traumatic Stress Disorder, Child Abuse, Management of Chronic Pain, Traumatic Brain Injury, Depression, Supported Employment Services, Cont. Ed. thru Directions in Rehabilitation Counseling, New York, 1994.

Understanding the Americans with Disabilities Act, Directions in Rehabilitation, New York, February 1994.

ADA - Mainstream Conference: Compliance Reviews, EJP, Interviews, Accommodations, 1992.

Work Hardening Programs, Steven Isono, M.D., Lisa Aikins, M.S., O.T.R., San Francisco, March 1992.

Access U.S. Training, National Rehabilitation Association, Nov. 1991.

Mainstream: ADA, 2-day workshop, Washington, D.C., October 1991.

Americans with Disabilities Act: Making ADA Work for You, 6 hours. SHRM, Sacramento, September 1991.

Psychiatric Case Management, CWCI, San Francisco, November 1988.

Dynamics of Job Developer, CARP Annual Convention, Santa Barbara, October 1988.

Labor Market Access and Wage Loss Determination, CVA Seminar, San Jose, September 1987.

Evaluating Psychological Disability, California Applicant Attorneys Association, Oakland, February 1987.

Vocational Evaluation Processes, Cheryl Bowers, Career Vocational Assessment, Oakland, January 1985.

Job Placement/Economic Forecasting, Arizona Rehabilitation Association, Phoenix, May 1983.

Job Readiness Evaluation and Diagnosing Marketable Transferable Skills, February and March 1980