

## CURRICULUM VITAE

ROBERT L, LESSNE, Ph.D., B.Ed., M.A., M.S.,

CRC, CDMS

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### PRIMARY AREAS OF EXPERTISE:

ADA COMPLIANCE

ECONOMICS

EMPLOYMENT

ERGONOMICS

LIFE CARE PLANNING

VOCATIONAL REHABILITATION

Vocational Rehabilitation: Evaluation of vocation rehabilitation options in PI and WC, short and long term disability, marriage devolution and disability retirement cases, including vocational testing protocols

Economic loss evaluates re: PI, WC, ADA, Discrimination Cases including hedonic loss and life care planning. Economist/Consultant: Responsibilities include economic research analysis and report writing.

Ergonomic Evaluations: Devises ergonomic evaluation, disability prevention and other cost containment guidelines, procedures and protocols.

ADA Employment and Facilities Access under ADA Titles I, II, and III: Evaluation of accessibility of facilities for people with disabilities.

### SUB SPECIALIZATION:

Employment Discrimination, Analysis of employment actions related to Title I of the ADA, Sex, Ethnicity, and Gender discrimination.

Evaluation and Training regarding determination of essential job requirements and functions as mandated by ADA.

Providing a wide range of disability management services designed to assist persons with

disability.

Designing and delivering presentations regarding sensitivity training, disability awareness, and ethical issues in the vocational rehabilitation process.

Workers' Compensation Coordination including attorney fee disputes.

Disability case management in PT, WC claim determinations, ADA requirements and LTD management.

Job surveys and Labor Market Analyses.

Analysis of past and future wage and benefit loss.

Interpretation of vocational rehabilitation reports and reduced capacity.

Analysis of past and future self-employment and other business loss of profits.

Matching discount rates to length of future loss interval.

Valuation of household services.

Present value of life care plan.

Economic analysis of expert deposition and trial testimony.

Calculation of personal consumption offset.

## CREDENTIALS

### EDUCATION

Bachelor's Degree, University of Miami, 1960 Education.

Master of Arts, Western Michigan University, 1962 Rehabilitation of the Blind and Visually Impaired. This was the first class at the WMU Dept. of Blind Rehabilitation; sponsored by the U.S. Dept. of Health, Education and Welfare.

Master of Science, University of Wisconsin, 1966 Economies of Disability, Ergonomics, and Work Adjustment with Special Research in Behavioral Cybernetics.

Doctor of Philosophy, Pacific Western University, 1985 with course work in:

Professional Communication and Introduction to Research

Professional Report Writing

Functional Awareness in a Career in Compensation Economics

Analysis of Problems in Compensation Economics

Critical Context and Theory of the Commercial and Industrial Economy

Integration of Personal and Professional Development

Research Methodology

Philosophical, Historical, Social, Technological and Theoretical Foundations of Compensation Economics

Organizational and Administrative Competencies for Managerial Policy Making

Research, Computational, and Statistical Skill Financial Planning

Dissertation: "A Study in Compensation Economics and Ergonomics"

### ADDITIONAL ACADEMIC WORK

University of Chicago.

Chicago State University.

Indiana University

Nova University.

University of Miami, School of Business Tax and Investment Management Seminar, 1984.

Broward Community College - Computers.  
Marylhurst College - Economics of Personal Injury.  
Medical Hypnosis, University of Miami, School of Medicine, 1976.  
Actuary Economist in Litigation, University of San Francisco, 1981.  
Valpar Training Program, Vocational Evaluation, 1981.  
Trinity University Workshop, Manual Materials Handling.

#### CERTIFICATIONS and LICENCES

Certified Rehabilitation Economist - American Rehabilitation Economics Association.  
State of Florida Department of Labor and Employment Security, Division of Workers  
Compensation (QRP) – WC1000529. Program discontinued 2012  
Certified Rehabilitation Counselor (CRC) - #00975.  
Certified Orientation and Mobility Specialist (Permeant Certified).  
Certified Disability Management Specialist (CTRS), (CDMS) - #00190.  
National Certified Counselor (NCC). To 1988  
Vocational Expert (VE) - Social Security Administration (OHA).  
Certified Vocational Evaluation Specialist (CVE) - W00279. to 2002  
Senior Disability Analyst - Diplomat (ABDA). American Board of Disability Analysts  
Certification #6075-98.  
Diplomat: American Board of Vocational Experts to 1988  
Instructor Certification #351875, State of Florida Dept. of Insurance in Life, Health, and Risk  
Management Education.  
Mental Health Counselor State of Florida Initial Certification to 1990

#### FELLOWSHIPS and AWARDS

Economic Programming, Johns Hopkins University, 1981.  
United States Vocational Rehabilitation Administration, 1963.  
United States Office of Vocational Rehabilitation, 1962.  
State of Florida School for Alcoholic Studies, 1961.  
American Council of the Blind Local Chapter Service Award. Orlando Convention 2006  
Meritorious Service Award from the Florida Council of the Blind May 13, 2006

#### PROFESSIONAL ORGANIZATIONS (Past and Present)

Achievement Newspaper for Disabled People, Board Member to 1985.  
Association of Higher Education and Disability  
Aircraft Owners and Pilots Association.  
American Academy of Economic and Financial Experts  
American Congress of Rehabilitation Medicine.  
American Council of the Blind.  
American Council of the Deaf-Blind.  
American Economic Association (Listed in ‘The Economic Review’).  
American Health Care Association.  
American Institute of Economic Research.  
American Rehabilitation Counseling Association.  
American Risk and Insurance Association,

American Society for Personnel Administration.  
American Society for Training and Development.  
Architectural Barriers Committee, Chairman.  
Association for the Education and Rehabilitation of the Blind and Visually Disabled.  
Atlantic Economic Society.  
Arthritis Foundation.  
Business Coalition for Americans with Disabilities  
Center for Independent Living of South Florida, Board Member (2001).  
Charles Babbage Memorial Fund, Board Member (1990).  
Council on Exceptional Children, Board Member (1998).  
Dade Rehabilitation Association.  
Facilitator, ADA Compliance Specialist Seminar.  
Florida AAWB-AEVH Alliance.  
Florida Association for Counseling and Development, Editorial. Board Florida Association of Rehabilitation Professionals in the Private Sector.  
Florida Health Care Activities Coordination Association  
Florida Paraplegic Association, Board Member.  
Florida Rehabilitation Association, Job Placement Division.  
Human Factors and Ergonomics Society, Aging TG.  
Chairman of the Committee on Rehabilitation, 1985-89 Presidential Rules Committee Chair.  
Human Factors and Ergonomics Society, Safety TO.  
Institute of Cost Analysis.  
International Academy of Life Care Planners  
Mensa. Proctor and member of the Regional Nominating Committee  
Metro-Dade Elderly and Handicapped Transportation Committee.  
Miami Economic Forum.  
National Group for the Prevention and Treatment of Decubitus Ulcers.  
National Association of Forensic Economists, Board Member - 1989.  
International Association of Rehabilitation Professionals  
National Employment Counselors Association.  
National Federation of the Blind.  
National Head Injury Foundation.  
National Industrial Labor Council, 1977.  
National Mobility Equipment Dealers Association.  
National Paraplegic Foundation.  
National Rehabilitation Association.  
National Therapeutic and Recreation Association.  
National Vocational Guidance Association.  
Post-Polio Association of South Florida 1988-90.  
President's Committee on Employment of Persons with Disabilities.  
Society for Human Resource Management Diversity Committee  
Society for Disability Studies.  
Test and Evaluation Technical Group.  
University of Wisconsin Economic Alumni Association.  
Evaluation and Work Adjustment Association (VEWAA) NRA  
Western Economic Association.

Wheelchair Pilots Association.  
White House Conference on Disabled Individuals.  
Who's Who in Rehabilitation.

#### PROFESSIONAL EXPERIENCE

President: Rehabilitation Services Inc. as of May 20, 1974  
US Air Force Reserve - Safety AFSC 1954-60.  
Counselor, Sunshine Camp for Handicapped Children 1959  
World Committee on the Employment of the Handicapped --- 1954-1960  
Work Adjustment Therapist, Hollywood Pavilion Mental Hospital. 1975  
Adjunct Assistant Professor, University of Miami,  
Dual Appointment - Schools of Medicine and Business.  
Advisory Board Member-Drake College (Ft. Lauderdale University) 1965-70.  
Advisory Board, Counselor Education, Florida International University 2001  
Americans with Disabilities Act Compliance Program  
Americans with Disabilities Act Grant Reviewer for NIDRR.  
National Institute on Disability and Rehabilitation Research Peer Review - 1998.  
Americans with Disabilities Act. Testified in Congressional Hearings 1990.  
Ann-Marie Adker Overtown Community Health Center Advisory Board  
Consultant. Tetra Pak Recycling Project UCP, Miami, FL 1994.  
Bureau of Hearings and Appeals, U.S. Social Security Administration, "Vocational Expert"  
Since 1965.  
Clinical Teacher in Movigenics, Barry College, Miami, Florida.  
Conference Presenter at Jackson Memorial Hospital, Miami, Florida.  
Concept House (Initial Grant Writer).  
Constance Brown Hearing & Speech Center, Kalamazoo, Mich.  
Consultant in Neurometrics, St. Francis Hospital, Miami Beach, Florida.  
Consultant, Fort Lauderdale Center for the Blind.  
Consultant, WPLG Channel 10, Miami, Florida.  
Consultant, Goodwill Industries, Chicago-Milwaukee.  
Consultant United Cerebral Palsy, Miami (Grant Writer.)  
Consultant, Retardation Program, State of Florida Health and Rehabilitative Services.  
Consultant, Switchboard of Miami.  
Court Appointed Witness in Worker's Compensation, Liability,  
Social Security, Arbitration and Divorce cases in  
Rehabilitation, Ergonomics, Economics and Employment.  
Curative Workshops, Milwaukee, Wisconsin (Intern)  
Director of Jewish Vocational Services Workshop, Miami, Florida.  
Director -Manpower and Career Development, South. Florida Hospital Association.  
Director of Rehabilitation Services Workshop, Inc.  
Family Practice Staffing, Participant in Rehabilitation Ergonomics  
Founder, Crawford Rehabilitation Company.  
Founder, ADA Compliance Specialists Network.  
Founder, Independence House - Halfway House for the Disabled.  
Grant Reviewer – U.S. Vocational Rehabilitation Administration  
Dade County High School Wrestling Official 1960-85.

Director of Peripatology, Illinois Visually Handicapped Institute 1964.  
International Medical Centers (Continuing Medical Education).  
Opportunity Center Intern Evaluator, Madison, Wisconsin.  
Organizer of Boy Scout Troops for Boys with Disabilities.  
“Managing Cultural Diversity-Work Force 2000”, Panelist,  
National Forum for Black Public Administrators, 1992.  
Orientation and Mobility Consultant. Association in Higher Education and Disability, 2004  
Presenter, Social Security Advisory Council, 1981.  
Presenter, ADA Board Guideline Hearings 1991.  
President, Crossed Keys Life Care Community Housing for the  
Elderly and Disabled, 1982-1985.  
Rehabilitation House Counselor, Neenah, Wisconsin- (Intern)  
Rehabilitation Resources, Inc., Director of Rehabilitation.  
Society for Human Resource Management-Member Match Committee 1994.  
Sunland Training Center, Consultant, Miami, Florida – (Instructor)  
Veteran’s Administration, Director Regional Counseling Center- (Director)  
Veteran’s Administration Hospital- O & M Specialist, Hines, Ill – (Intern)  
Veteran’s Administration Regional Placement Specialist - 1993.  
Work Adjustment Center Counselor, Menasha, Wisconsin. – (Intern)

#### CERTIFICATES OF RECOGNITION AND APPRECIATION

Metro-Dade County Scouting for Boys with Disabilities.  
National Forum for Black Public Administrators.  
National Federation of the Blind

#### FORMAL PRESENTATIONS AND KEY NOTE SPEECHES

American Society of Ophthalmic Nurses.  
Business Coalition for Americans with Disabilities.  
Defense and Plaintiff Bar Association.  
Kiwanis Club.  
Lions Club.  
Rotary International.  
Medical Education, University of Miami School of Medicine.  
University of Florida, 1980, Sexual Dysfunction in the Disabled.  
Conference on Health and Movement, Miami Beach, Florida, 1984.  
Lions Club.  
Medical Auxiliary.  
Paper on Ergonomics, Human Factors Conference in 1983.  
Pilot Club.  
Seminar on Compensation Economics, 1984 NARPPS Annual Conference.  
South Florida Claims Association.  
South Florida Life and Health Claims Association.  
Transportation Underwriters Conference, Indiana.  
National Association of Accountants, University of Miami, 1990.

Certification Program re: ADA Compliance Specialist.  
International Association of Rehabilitation Professionals  
Understanding Approaches to Estimating Lost Earnings. Dallas Tex. 2001  
Annual Forensic Conference San Antonio TX Nov 8, 2003  
Forensic Economics in Life Care Planning  
How to Fight Depression, Presented to the Sunshine Cancer Unit 1/9/04  
IARP- SW - District Return to Work Challenges/Solutions, St Pete Fla 3/28/14

## RESEARCH, PRESENTATIONS AND PUBLICATIONS

“Declaration of Independence for the Blind”, New Outlook for the Blind.  
“The Roles of the Rehabilitation, Employment, Bio-Economic Specialist”, Defense Research Institute.  
Rehabilitation Consultant, Coconut Grove Legal Services 1/19/1975  
Executive Board Member Dade Employ the Handicapped Committee 1974-75  
“Social Security Law”, Long Cane News.  
“Vocational Survey”, Social Security Administration.  
Economics in the Miami Review Newspaper Columnist.  
Featured in Mutual of Omaha Annual Report.  
“An Invitation to a Career”- S. Fla. Hospital Association  
Speaker and Participant - Conference on Independence and Blindness, NARPPS Annual Conference, 1966.  
Speaker, Epilepsy Foundation of South Florida, 1986.  
Presenter in Behavioral Cybernetics, Conference on Health and Movement, Sheraton Bal harbor Florida, 1984.  
Forum Chair, “Human Factors and Enhanced Function in Advancing Age”, Human Factors Society San Antonio, Texas, 1984.  
“Human Factors and Rehabilitation”, Human Factors Society, 1986.  
Paper on “Human Capital”, Presented at the American Economics Convention in New Orleans 1986.  
Contributing Casebook, Author “Rehabilitation in the Private Sector”, 1987.  
“Present Value Tables”, 1987, Author, Elliot & Fitzpatrick Vocational Services of Athens Georgia, publisher.  
Paper on the C.P.I, 1987 Western Economic Association  
“Forensic Economics” article in “Determining Disability and Worth”.  
Economic Worksheet and Questionnaire Publication.  
Paper on “Human Capital”, International Atlantic Economic Conference, Imperial College, London, England, 1988.  
Grant Reader - U.S. Dept. of Education, Special Education and Rehabilitation Services.  
Ergonomic Designer for HUD and Americana Villas Projects Orlando Fla. 1989-92.  
Consultant “Archives of Physical Medicine and Rehabilitation”.  
Referee Reviewer, “Journal of forensic Economics”, 1988-1997.  
Presenter, Seminar in Psychology, School of Continuing Studies 1988.  
Vanguard Series in Rehabilitation, Editorial Board Member 1989.  
“The Emerging Industry of Forensic Economics” Research Paper.  
Peer Review Survey of NAFE Members—

Chapter 6, Economic-Hedonic Damages: The Practice Book for Defense and Plaintiff Attorneys by Michael L. Brookshire, 1989.

Author of Law, Drivers Manual, and Test Questions re: Stopping for Disabled Persons-1990.

Development of cognitive, behavioral and performance models in helping persons with disabilities presentations.

Rehabilitation Human Factors: Cost, Environment, and Transportation, Focus on Rehabilitation, 1990.

Book and Computer Program -The ABC's of the ADA- 1991, published by Wonderlic, Chicago, Illinois.

Computer Programs and Manuals (Copyright) - Total Life Care (TLC) 1990.

ADA Programs on Ergonomics (Copyright) and Job Descriptions.

Invited Presenter on Life Care Planning, American Rehabilitation Economics Association, Sonoma Fall Conference.

Organization of Combined meeting of Data Access Technology Association and Miami PC Users Group on New Technology for Persons with Disabilities at St. Thomas University. July, 1995

National Association of Forensic Economics Internet Workshop, University of Missouri, Kansas City, Missouri- Oct.1999.

Ergonomic and Sensitivity Training Facilitator:

- Knight Ritter Corporation, Miami, Florida 1994
- Dade State Attorney Office 1995.
- Special Transportation 2004

President, Dade Access Technology Association for persons with disabilities (Computer Interest Group) - 1996.

Paper Presentation- A New Economic Taxonomy on the Definition of Disability. Florida Association of Rehabilitation Facilities & Florida Rehabilitation Association 1996 Annual Training Conference.

Presentation at the South Florida State Hospital Continuing Medical Education Program Jan 17, 1997-April 17. 1998.

Senior Proctor, Commission of CRCC/CJRSC Certification Examination Administration 1985-97.

Referee: he Earnings Analyst-Journal of the American Rehabilitation Economics Association 1997-2004

Author - Lexis-Nexis 1997.

Advisory Council, Social Security Alternative Provider Program, West Virginia University RSVP - 1998.

Consultant- Parkinson Outreach - 1998.

Resource - Jobs Accommodation Network WV - 1998

Economic Damages in Florida -Full day presentation with written manual sponsored by Lorman Educational Services on May 31, 2002 at the Dadeland Marriott Hotel

The Concept of the Economics of Time, Published in the Mensa Flaminco 2/04

Legislative Activism

Authored and lobbied for the Vision Bill

Authored Law the Full Stop Law for vehicles when encountering a person using a cane, crutch, wheelchair, walker or service animal.

Rehabilitation Professional Vol. 14. No 2. April-2006 (referred paper) "The Cognitive



Rehabilitation Awareness Postulate: A Theoretical Concept of Economic Determinism in the Rehabilitation Process”

Dade County Election Inspector 2006 and 2007

Rehabilitation Professional Vol. 15. No 1. January 2007 Assessable Mobility System to Allow Blind and Sight-Impaired Individuals to Cross Street when Silent Hybrid Vehicles are Present.

Panelist/Speaker. Best Practices: Job readiness & Development Programs for Latinos with Disabilities. Bridges to Employment Conference June 13-15, 2007 Miami, Fl.

Association for Jewish Special Education Board Member 2008

Economic Presentation Lynn University 2/27/2010

ADA Coordinator for the Miami Seuarium 2011

Human Rights Committee Chairman for MacTown 2011

Chairman Fla. Dem Committee for people with disabilities 2013

## CASE LIST

Codes: D= Defendant P=Plaintiff ; DM=Dissolution of Marriage; PI Personal Injury; WD Wrongful Death; CC=Circuit Court; FC= Federal Court; W/C=Workers’ Compensation; SS=Social Security; ADA=Americans with Disabilities Act; JA=Jones Act; Em= Employment; VR=Vocational Rehabilitation; Ergm=Ergonomics; Ec=Economics; Em=Employment; LCP=Life Care Planning; AF=Attorney Fee Case; GOV=Government; MM=Medical Malpractice; Disc=Discrimination; SD= Sexual Discrimination; Emp=Employment Discrimination. VE=Vocational Expert

Referral Source Trial Court Judge	Date	Style	Pltf-Def	Type	Testimony	Depo-
Social Security FC Various	65-05	Bureau of Hearings and Appeals		Gov	SS VE	T
M Grossman Esq. Ergm,ADA, LCP	4/13/2004 D CC	Florencia Bonder	P	PI	Em, VR.	Ec,
Bart Hoggins Esq. Ergm,ADA, LCP	4/27/2004 D FC	Fernandes St. Thomas	D	PI	Em, VR.	Ec,
Michael Sikes Esq. LCP T CC	4/2/2004 Smith	Sconers	P	MM	Em, VR. Ec, Ergm,ADA,	
G Grossman Esq. Charles Lipcon Esq.	9/23/2005 1/12/2005	Kurtz P Bob Prater	PI P	VR, EcD PI	CC Em, VR. Ec, Ergm,ADA,	
Richard Hunter Esq. VR. Ec, Ergm,ADA, LCP	5/9/2005 D	Louis R. Karples	St Croix Case		P PI Em,	
Gregg Goldfarb Esq. Warren Cole Esq.	10/31/2005 11/16/2005	Phillips Jagroop vs. Island Finance	P PI VIP	Ec Disc	D CC Em, VR. Ec,	

DD FC  
Bill Ogle Esq 3/15/06 Pigale vs. Shands Hospital P Med Mal Em, VR, Ec.

George Duarte Esq. 5/1/06 Markeese Williams –Judge Silverman P PI Em,  
VR, Ec, Ergm

Dr. Cina 5/4/07 Dr. Dan DM Colorado D Divorce Eval and Labor  
Market Study

Mike Keiser 10/5/07 John Jones P PI Em EC Labor  
Study T Brow County Green

Cathrine E. Czyn 2/19/08 John Pawelczak P PI Em, VR,  
Ergm, Ec. 15 Judicial Circuit Palm Beach Case No  
2005CA010580XXXXMB

James Beckem Esq. 2/20/09 Kaity Gomez P PI Em,VR, Ec, LCP  
Miami Dade Circuit Court 07-15686-CA-11

John Hoffman Esq. 4/16/09 Magdella Weiner P PI Em, VR, Ec  
John Hoffman Esq 4/21/09 Gia Jones Ergonomics

Martin Kofsky 5/22/09 Ben David D Divorce Em Job Placement

Fernando Pomeris Esq. 9/30/09 Earl Robinson P PI LCP Ergonomics Ec

Jason Margoles 10/17/09 Scott Boney P PI LCP Economics

Mike Wilkelman 11/12/09 Willie Walker P PI LCP Economics

Desiree F Bannash 5/7/10 Julie Green P PI LCP Economics

Seth Schniederma 5/17/10 Penny Silverman Divorce Economics Family Court

Greg Goldfarb 5/21/10 Rubin Luigo P WD Economics D CC

Mark Wilczynski 3/10/11 Joseph Case Depo S PI Economics, Rehab

Croskery Law Firm (Ohio) 5/20/11 Frank Politis Death Case Depo Economics

Erick Morales (Lipcon) 2/2/12 William Skye Depo PI LP Economics

Ron Stern 3/1/12 Judge Goodman P ADA Arbitration

Erick Moralas 5/10/12 William Sky Trial P Rehab-Economics

Weits Law Firm 5/14/12 Federal Court P ADA

Mike Wilkelman 7/6/12 Haughey RN P Rehab-Economics Depo

Ed Polk (Skippy) 2012 Faith Housen D Rehab Economics  
Depo

Susan Eisenberg 2012 Susan Liese case D Rehab, Economics Depo

Bagley Law Firm 10/21/14 Re Ronald Getz P Rehab, Economics Depo

Boon Davis Law Firm 2/5/15 Re Baumgartner Case P Economics Depo

Greg Olson Law Firm 4/10/15 Sanders Death Case Economics Depo

Marlowe J. Blake, P.A 9/25/15 Jessica L. LaPointe Case P Rehab, Economics Depo