

# Dr. Flora Ann Pinder

## Pinder Rehabilitation Services, LLC

706 Turnbull Avenue, Suite 301, Altamonte Springs, FL 32701

(407) 767-8175 or 1-800-226-8175

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### SUMMARY OF PROFESSIONAL EXPERIENCE:

- Extensive vocational expert witness experience including Long-Term Disability, divorce, Workers' Compensation, child support, ADA, and personal injury cases for over 20 years.
- Private vocational rehabilitation experience for over 20 years
- 30 years of job placement and vocational counseling experience
- Vocational evaluations provided in **Spanish** and English
- Respected as an expert by Judges in various court systems
- Job placement services and detailed reports

### PROFESSIONAL CREDENTIALS:

- **Certified Vocational Evaluator (CVE)**
- **American Board of Vocational Experts -- Diplomate (ABVE)**
- Certified Disability Management Specialist (CDMS)
- Certified Rehabilitation Counselor (CRC)
- Vocational Expert for Social Security Administration (past)
- **Licensed Mental Health Counselor (MH 1322)**
- **Certified Case Manager (CCM)**

### EDUCATION:

UNIVERSITY OF FLORIDA

**Doctorate in Counselor Education**

- Specialization: Career Development and Placement

Gainesville, FL  
December 1982

UNIVERSITY OF CENTRAL FLORIDA

**Graduate & Undergraduate Studies in Clinical Psychology  
Including Abnormal Psychology and Behavioral**

Orlando, FL

UNIVERSITY OF SOUTH FLORIDA

**Vocational Work Evaluation Project**

Tampa, FL  
Winter 1990

UNIVERSITY OF SOUTH FLORIDA

**Masters of Art in Guidance and Counseling**

Tampa, FL  
June 1972

STETSON UNIVERSITY

**Bachelor of Arts**

- Dual majors English and **Spanish**

DeLand, FL  
December 1970

UNIVERSITY OF MADRID

- Fluency developed to read, write, and speak Spanish
- Studied Spanish Culture and history

Madrid, Spain  
1968-1969

## **PUBLICATIONS & SEMINARS:**

The Experts Part 1: How To Make Your Good Case Better Prior to the Administrative Hearing, The 69<sup>th</sup> Annual Workers Compensation Educational Conference and 26<sup>th</sup> Annual Safety & Health Conference, The Orlando World Center Marriott, August 19, 2014.

Cross Examination of Vocational Experts at Social Security Disability Hearings, Social Security Committee, Orange County Bar Association, Orlando, Florida, July 11, 2013.

Opening the Vocational Expert (VE) Box in Social Security Administration ODAR Hearings, Social Security Committee, Orange County Bar Association, February 14, 2014.

“Accepted Standards, Methodologies, and Tools of the “QRP” 62<sup>nd</sup> Annual Worker’s Compensation Educational Conference and 19<sup>th</sup> Annual Safety Health Conference, Orlando, Florida, August 14, 2007.

"Vocational Rehabilitation in Dissolution Cases," Family Law Division of Seminole County Bar Association, Sanford, FL, March 11, 1999.

“Utilization of Vocational Experts,” Florida State Conference for Case Management Society and IARP, 1999.

"Marriage Dissolution Cases: The Role of the Vocational Expert," Florida Association of Rehabilitation Professionals in the Private Sector (FARPPS) Statewide Conference, St. Petersburg, FL, 1995.

"Utilization of Vocational Experts for Divorce and Child Support Cases," Family Law Division of Orange County Bar Association, Orlando, FL, 1995.

"Role of Vocational Expert/Evaluator in Personal Injury and Workers' Compensation Litigation," American Association of Legal Nurse Consultants, National Conference, Houston, TX, 1994.

Pinder, F. A. & Fitzgerald, P. W. The Effectiveness of a Computerized Guidance System in Promoting Career Decision Making. **Journal of Vocational Behavior**, 24, 123-131, 1984.

Pinder, F.A. How to choose and use a vocational expert. *Journal of Legal Nurse Consulting*, 7, p. 8-10, 1996.

NOTE: Spoke to Family Law Division of Osceola County Bar Association on the use of vocational experts and to Florida Chapter of IARPS on other occasions.

**WORK EXPERIENCE:**

PINDER REHABILITATION SERVICES, LLC - Altamonte Springs, FL

*Vocational Expert/Rehabilitation Case Manager*, 1991-present

- Manage a caseload of injured workers and other individuals providing vocational rehabilitation services. Vocational evaluations to assess employability and determine if disabled. Knowledge of medical and mental health issues affecting employability. Strong **vocational** evaluation and assessment skills utilized to develop an appropriate rehabilitation plan within the individual's physical restrictions. Vocational testing experience for the State of Florida and DVR to develop training plans.
- Contact employers for job placement and labor market surveys.
- Provide vocational evaluation assessments to assess employability for divorce, child support, Long-Term Disability (LTD), personal injury, and workers' compensation cases. Work for insurance companies, plaintiff, defense attorneys and private individuals. Testify as an expert witness in a variety of cases including Social Security. Knowledge of training programs, the labor market, and other employability concerns.
- Extensive review of medical records and other documents.

21<sup>ST</sup> CENTURY REHABILITATION CENTER, Maitland, FL

*Vocational Rehabilitation Counselor*, 1991-1993

- Provide vocational counseling, vocational evaluations, and job placement services to clients at a medical rehabilitation center, which provides an interdisciplinary approach to treatment of chronic pain patients.

REHAB. SPECIALISTS OF AMERICA, Ft. Myers, FL

*Vocational Rehabilitation Case Manager*, Longwood, FL, 1983-1990

- Managed a caseload of industrially injured workers with medical, vocational, and employment concerns to assist them to return to work. Catastrophic cases with serious medical problems. Collected and analyzed information about individuals through records, tests, interviews, to appraise their interests, aptitudes, transferable skills, and personality characteristics for job placement. Compiled and studied occupational, labor market, and economic information.

COOPERATIVE EDUCATION & PLACEMENT CENTER, UNIVERSITY OF CENTRAL FLORIDA, Orlando, FL

*Assistant Director of Career Planning & Placement*, 1980-1984

- Responsible for the coordination of the Career Planning and Placement Center and the supervision of the counseling staff. Provide vocational counseling including assistance in job development and identification of transferable skills for graduating students and alumni including students with disabilities. **Designed and taught two innovative university credit career placement courses.** Presentations and workshops given on a regular basis to university classes and groups. Programs presented at statewide professional conventions. Supervised the preparation of alumni surveys that provided follow-up placement information on graduates. Constant contact with representatives of both local and national employers.

SEMINOLE COMMUNITY COLLEGE, Sanford, FL

*Adjunct Instructor for Vocational Related Classes*, 1981-1982

- Taught career development courses designed to assist college students and community members with placement and other vocational-related concerns.

STUDENT DEVELOPMENT CENTER, SEMINOLE COMMUNITY COLLEGE, Sanford, FL  
*Counselor*, 1979-1980

- Provided academic and vocational, counseling to community college students. Interpret results of a battery of personality, interest, and aptitude tests to individuals.

COOPERATIVE EDUCATION & PLACEMENT CENTER, UNIVERSITY OF CENTRAL FLORIDA,  
Orlando, FL

*Vocational Counselor/ College Career Planning & Placement Counselor*, 1975-1979

- Responsible for professional vocational counseling assistance and conducting workshops and college credit classes on career related concerns. Provided counseling in the following areas: assisting in organization of an effective job search, improvement of interview techniques and résumé format, job development, and specific occupational information. Coordination of annual career day for prospective teachers.

DEPARTMENT OF COMMERCE, FLORIDA STATE EMPLOYMENT OFFICE, Sanford, FL

*Employment Counselor and Vocational Rehabilitation Counselor*, 1973-1975

- Interviewed and arranged placement for individuals with a variety of physical handicaps including back injuries, deafness, alcoholism, and related.

#### **PROFESSIONAL AND CHARITABLE ORGANIZATIONS:**

- Diplomat of American Board of Vocational Experts (ABVE)
- International / Florida Chapter of the Association of Rehabilitation Professionals (IARP)
- Orange County Bar Association and Central Florida Case Managers Association
- Past State Board Member for Florida Chapter of International Association of (IARP)
- Past Board Member of Friends of 440 (charitable organization for WC scholarships)

#### **OTHER PROFESSIONAL EDUCATION:**

- Regular attendance at numerous professional seminars and national conferences to include International Association of Rehabilitation Professionals (IARP).
- American Board of Vocational Experts, Central Florida Case Managers
- **Association and Florida's Workers' Compensation Annual Conference.**

#### **OTHER INFORMATION:**

- Qualified as an expert witness in numerous courts including Orange, Lake, Seminole, Volusia, Osceola, Duval, Marion (Ocala), Brevard, Polk, St. Lucie (Ft. Pierce), West Palm, Okeechobee, Hernando, Polk, Manatee, Flagler, Alachua, and other counties.
- **Read, write, and speak Spanish and conduct evaluations in Spanish.**

**REFERENCES:** Available upon request.

Website: [Pinderrehabservices.com](http://Pinderrehabservices.com)