

# **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 Divorce, Workers' Compensation, Child Support, Personal Injury, and other cases for over 30 years.
- Private vocational rehabilitation experience for over 30 years
- 30 years plus of job placement services and vocational counseling experience
- Vocational evaluations including testing
- Respected as an expert by Judges in various court systems
- Loss of earning capacity evaluations

### **PROFESSIONAL CREDENTIALS:**

- **American Board of Vocational Experts -- (ABVE)**
- **Certified Rehabilitation Counselor (CRC)**
- **Certified Case Manager (CCM)**
- **Licensed Mental Health Counselor (MH 1322)**
- Vocational Expert for Social Security Administration (**Past**)

### **EDUCATION:**

UNIVERSITY OF FLORIDA <b>Doctorate in Counselor Education</b>	Gainesville, FL December 1982
UNIVERSITY OF CENTRAL FLORIDA <b>Graduate Studies in Clinical Psychology</b>	Orlando, FL
UNIVERSITY OF SOUTH FLORIDA <b>Vocational Work Evaluation Project</b>	Tampa, FL Winter 1990
UNIVERSITY OF SOUTH FLORIDA <b>Master of Art in Guidance and Counseling</b>	Tampa, FL
STETSON UNIVERSITY <b>Bachelor of Arts</b> <ul style="list-style-type: none"><li>• Dual majors English and <b>Spanish</b></li></ul>	DeLand, FL
UNIVERSITY OF MADRID <ul style="list-style-type: none"><li>• Spanish culture and language studies</li></ul>	Madrid, Spain

## **PUBLICATIONS & SEMINARS:**

“Suitable Employment & Termination of Benefits”, Workers’ Injury Law & Advocacy Group (WILG) 22<sup>nd</sup> Annual Convention, Palm Beach, Florida, October 18, 2017.

“Cross Examination of Vocational Experts” 70<sup>th</sup> Annual Workers Compensation Education Conference, The Orlando World Center Marriott, August 25, 2015.

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.

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

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

“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.

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

"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.

## 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 skills utilized to develop an appropriate rehabilitation plan within the individual's physical restrictions. Vocational testing including reading, IQ, and aptitudes.
- 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. Testify as an expert witness in a variety of cases. Knowledge of training programs, the labor market, and medical issues.
- **Extensive review of medical records and other documents.**

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

*Vocational Rehabilitation Counselor* for chronic pain patients, 1991-1993

REHAB. SPECIALISTS OF AMERICA, Ft. Myers, FL

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

- Managed a caseload of industrially injured workers with medical, and vocational concerns to assist them to return to work. **Catastrophic cases** with serious medical problems. Managed medical care for insurance carriers.

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 with supervision of the counseling staff. Provide career counseling including assistance in job development and identification of transferable skills. **Designed and taught 2 credit career placement courses.**

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

*Vocational Counselor/ College Career Planning & Placement Counselor*

- Responsible for career counseling assistance and conducting workshops/ college credit classes on career related concerns.

## **PROFESSIONAL AND CHARITABLE ORGANIZATIONS:**

- **American Board of Vocational Experts (ABVE)**
- International / Florida Chapter of the Association of Rehabilitation Professionals (IARP)
- Orange County Bar Association
- Past Board Member of Friends of 440 (charitable organization)

## **OTHER PROFESSIONAL EDUCATION:**

- Regular attendance at multiple professional seminars and national conferences to include International Association of Rehabilitation Professionals (IARP) and ABVE.
- Florida's Workers' Compensation Annual Conference.

## **OTHER INFORMATION:**

- Qualified as an expert witness in multiple courts including Orange, Lake, Seminole, Volusia, Osceola, Duval, Marion (Ocala), Brevard, Polk, St. Lucie (Ft. Pierce), West Palm, Okeechobee, Hernando, Polk, Manatee, Flagler, Alachua, Levy, and other counties.
- **Read, write, and speak Spanish with special interest in the culture of Spanish speaking countries.**
- **Many of the forms used in the evaluations also available in Spanish.**

**REFERENCES:** Available upon request.