

## CURRICULUM VITAE

### **Beth Brascugli De Lima (Hirsch), MBA, SPHR**

Principal, President  
HRM Consulting, Inc.

209-728-8905

[hrm@hrmconsulting.com](mailto:hrm@hrmconsulting.com)

#### **OVERVIEW:**

Beth Brascugli De Lima (Hirsch), president and principal of HRM Consulting, Inc. is nationally certified as a Senior Professional in Human Resources (SPHR) by the Society for Human Resource Management (SHRM) and has been appointed to sit on the Employee Health, Safety, and Security Special Expertise Panel. She is a certified mediator, UC Berkeley, Extension Program and has been appointed to the Amador County Superior Court Mediation Panel. Ms. De Lima is an expert in the HR aspects of employment regulation compliance, litigation and vocational rehabilitation.

Ms. De Lima has extensive experience in developing and implementing HR programs and policies that relate to federal and state employment legislation, including:

- Americans with Disabilities Act (ADA)
- Family Medical Leave Act (FMLA)
- Fair Employment and Housing Act (FEHA)
- California Family Rights Act (CFRA)
- California ADA
- Worker's Compensation
- Sexual Harassment

With the unique advantage of being experienced in both vocational rehabilitation and human resource management, Ms. De Lima conducts vocational and HR assessments for use in job re-training, labor market assessments, employment litigation, personal injury, or divorce.

Ms. De Lima takes a holistic approach to HR matters, and has worked frequently on both the employee and employer side of sensitive personnel disputes. Her in-depth knowledge of employment legislation makes her well suited to her work as a liaison between HR professionals and attorneys in the event of threatened or existing litigation.

Ms. De Lima is a frequent speaker on HR topics and offers training on a full range of employment management topics to clients on-site or in the beautiful setting of Murphys, California.

#### **PROFESSIONAL EXPERIENCE:**

##### **HRM Consulting, Inc.**

Founder and Principal  
Murphys, California  
1993 to Present

[www.hrmconsulting.com](http://www.hrmconsulting.com)

Beth Brascugli De Lima (Hirsch) founded HRM Consulting, Inc., a California-based human resource consulting firm, in 1993. She has been assisting corporate, non-profit, and governmental clients with HR policy development and implementation for over 10 years. She works on a national, statewide and local level.

Ms. De Lima is an expert in HR areas relating to medical leave management and physical accommodation in the workplace. She has worked closely with clients to establish and maintain compliance with federal and state employment legislation, including the American with Disabilities Act (ADA) and the Family Medical Leave Act (FMLA). Services include Return to Work (RTW) programs,

modified / alternative work assessments, and development of essential function job analyses. This specialized knowledge allows Ms. De Lima to help organizations reduce potential liability due to employment litigation.

In the area of human resource policy development and implementation, Ms. De Lima is highly experienced in a full range of employment matters, such as:

- Management training
- Employee policy handbook development
- Organizational development
- Employee life cycle management, including hiring and termination procedures
- Performance management systems
- Sexual harassment training
- Essential function job descriptions

Ms. De Lima has special interests in the impact of computer ergonomics in the work place, workflow processes, and organizational communications. She has applied this knowledge as a Business Analyst in corporate accounts by developing procedural guidelines, verifying job descriptions, and implementing performance management systems.

She also provides full vocational rehabilitation services through HRM Consulting, Inc., including vocational assessments, testing, evaluation, job analysis, and plan development. Ms. De Lima is an experienced Qualified Rehabilitation Representative (QRR) and Federal Government Certified, Ticket to Work provider, including assisting employers, employees, and worker's compensation and Social Security Disability recipients and claimants with modified/alternative work assessments and return to work services.

HRM Consulting clients include the state of California and the Federal government as well as both private and not-for-profit organizations. These organizations range in size from employers with thousands of employees, to small business owners who rely on Ms. De Lima to manage their HR department on an outsourced basis.

#### **Amador County Superior Court Civil Mediation panel**

April 2008 to current

#### **Social Security Administration / Railroad Retirement Board**

1993 to current

Ms. De Lima is an experienced vocational expert for Social Security / Railroad Retirement Disability claims. She participated in many cases involving "ability to work" issues and continues to provide expert testimony in the arena. She is also certified by the Federal Government to provide Social Security Ticket to Work services.

#### **Crawford and Company Healthcare Management**

Vocational Consultant II

December 1, 1992 to October 8, 1993

Ms. De Lima provided comprehensive vocational rehabilitation return to work services to injured workers. Services included transferable skills assessment, skill and abilities testing, accommodation analysis, and return to work services. She was responsible for the development and implementation of proactive placement services including an English/Spanish Job Club. She was able to increase placement statistics from 30% to 90% in the Central Sierra region during a period of 18.5% unemployment.

#### **First Nationwide Bank**

Systems Analyst, January 1992 to August 1992

Sacramento, California

## **TEACHING EXPERIENCE:**

Ms. De Lima worked as an adjunct instructor teaching Business Essentials for the Columbia College in Sonoma, California, January 1, 2001 to June 30, 2001 and Modesto Junior College, April, 2005 to November 2005. Ms. De Lima continues to conduct short course seminars upon request.

Other teaching experience includes:

- Sacramento State University, Teaching Assistant, Spring/Fall 1991
- University of Arizona, Teaching Assistant, Fall 1989 to Spring 1990

## **EDUCATION:**

### **Master in Business Administration (MBA), 1992**

Organization Behavior & Human Resource  
Computer Technology Integration Emphasis  
California State University, Sacramento

### **Masters Work in Organizational Communication, 1989**

#### **Bachelor of Science, 1988**

Family & Consumer Resources  
University of Arizona, Tucson, AZ

## **CERTIFICATIONS:**

- Mediation and Conflict Resolution Certification, granted by University of California, Berkeley, Extension Program, November 2007.
- Skill Path Seminars Certified National Trainer, Labor Law Compliance, FMLA, February 2005 to 2007
- Senior Professional in Human Resources (SPHR), granted by the Society for Human Resource Management (SHRM). September 2002.
- Professional in Human Resources (PHR), granted by the Society for Human Resource Management (SHRM) on June 23, 1996.
- Experienced as a vocational expert with the Office of Hearing and Appeals, Social Security Administration, certified as a Ticket to Work provider.

## **PROFESSIONAL AFFILIATIONS:**

Ms. De Lima is a member or past member of the following organizations:

- Society for Human Resource Management (SHRM)
- Selected to serve on the International Society for Human Resources (SHRM) Special Expertise, Employment Health, Safety & Security panel, 2006 to 2009
- California Association of Rehabilitation & Reemployment Professionals (CARRP)
- National Association of Rehabilitation Professionals in the Private Sector (NARPPS)

## **COMMUNITY PARTICIPATION:**

Ms. De Lima is active in the following civic and educational groups:

- Calaveras and Tuolumne County business networks
- Rotary International
- Prior - Board Member, Tuolumne/Calaveras Association for the Handicapped
- Alpha Sigma National Honor Society

## **PRESENTATIONS:**

Ms. De Lima is a frequent public speaker on a range of HR topics. Listed below are highlights of her many public presentations, with some topics presented in multiple venues. Ms. De Lima continues to provide management training on a national basis.

### “FMLA Medical Certification Do’s and Don’ts”

- Live Audio Conference, 10/31/08

### “Understanding FMLA in School Districts”

- Webinar, 10/22/08

### “New ADA Admendments Act”

- Live Audio Conference, 10/20/08

### “Management Skills: Hiring to Separation”

- Business Services Summit, Sonora, CA, 4/29/08

### “The Fundamental of FMLA Compliance”

- Training on a national basis since 2004. Assisted Skill Path, and international training organization, in rolling out newly developed FMLA training on a national level

### “FMLA Compliance Update 2008”

- CODESP, Cooperative Organization for the Development of Employee Selection Procedure, Statewide, 2008

### “Employee Leave Rights: Navigating the Maze – FMLA Compliance Update, 2008”

- CA School Personnel Commissioners Association Annual Conference, Millbrae, CA, 2/23/08
- Central Valley Human Resource Management (CVSHRM), Modesto, CA, 4/16/08
- Webinar, 9/25/08

### “Sexual Harassment”

- California Assembly Bill AB 1825 mandates Sexual Harassment Training every two years for employers with 50 or more employees, or employers who receive the services of 50 or more persons. Over the last 10 years, Ms. De Lima conducts Sexual Harassment training workshops for both private employees as well as business organizations, with sponsors including the Economic Development Company and the Chamber of Commerce. In the last quarter of 2005, Ms. De Lima trained over 200 managers, in compliance with AB 1825. Training includes best practices regarding investigations, reporting and disciplinary procedures. Additionally, policy and procedure manuals are provided to companies regarding sexual harassment as part of a compressive employee handbook and management training

### “Your Role in Preventing Harassment, Discrimination and Violence in Your Workplace”

- Porsche Design of America, Costa Mesa, CA, August 15, 2007
- Empire National Limousine, August 22 and August 23, 2007

### “How to Excel as a Human Resources Assistant”

- Community Action Agency of Butte County, Oroville, CA, January 28, 2005

### “Employee Discharge and Documentation”

- Stockton, CA, November 27, 2007

### “Worker’s Compensation Update 2004”

- Worker’s Compensation Forum panelist, sponsored by the Chamber University - Partnership of the Alliance/Small Business Development Center, University of California, Merced, and the U.S. Small Business Administration, April, 2004
- Central Valley Human Resource Management (SHRM), Keynote Speaker, Fall HR Workshop & Expo, October 2004

- Worker's Compensation Forum panelist, sponsored by the Economic Development Company, California Chamber of Commerce, and the Alliance/Small Business Development Center, Panelist, Sonora, October, 2003

"Controlling Medical Absences: An Interdisciplinary Approach"

- City of Merced, July, 17, 2007
- Highway 4 Corridor Business Summit, May, 2004
- Central Valley Human Resource Management (SHRM), Fall HR Workshop & Expo, September, 2003
- Disability Management Employers Coalition (DMEC), February 2000, Sacramento Chapter
- Ergonomics Roundtable, May, 4, 2000
- ErgoCon'95, The Silicon Valley Ergonomics Conference and Exposition, May 21-24, 1995

"Disability Management"

- CODESP, Cooperative Organization for the Development of Employee Selection Procedure, Regional School District Conference, February & March 2006
- Council on Education in Management, Community Action Agency of Butte County, Oroville, CA., January 28, 2005
- Society for Human Resource Management (SHRM), May 2002, Sacramento Chapter
- California Association of Rehabilitation Professionals (CARRP), Oct. 1999 Annual Conference, San Diego, CA
- CARRP Oakland Chapter, April, 1999, Oakland, CA

"Developing Comprehensive Procedural Responses to the FMLA, ADA, and Worker's Comp Compliance Issues"

- CODESP, Cooperative Organization for the Development of Employee Selection Procedure, Regional School District Conference, March 1, 2007

"Physical Abilities Assessments: FMLA, ADA, EEOC Guidelines - Strategies for their Use in RTW Assessments"

- National Association Rehabilitation Professionals in the Private Sector (NARPPS) National Conference, April 1-4, 1998

"Effective Workplace Communication"

- Yosemite Community College District, Teacher Training, January, 2002

"Employment Related Records in California"

- Stockton, CA., December 2, 2004 & December 9, 2003

"Supervisory Skills"

- Empire National Limousine, August 22 and August 23, 2007

"Managing Human Resources: Your Most Important Asset" and related performance management seminars including Sexual Harassment. 1995 to present. Presentation sponsors include:

- University Chamber, "Connecting Stanislaus", Business and Technology Faire
- Chamber of Commerce
- Senior Corps of Retired Executives (SCORE)
- Economic Development Company
- Yosemite Community College District

**RECENT LITIGATION SUPPORT/EXPERT WITNESS CASE EXPERIENCE:**

**Expert Witness – Documents to Court**

Supreme Court of the State of New Jersey, 3/14/08, Plaintiff, Wrongful Termination  
 Levinson Axelrod, P.A.  
 Richard J. Levinson, Esq.  
 Michael P. Jinks v OfficeMax, Inc.

Case #MID-L-2066-06

U.S. District Court, District of Oregon, 2/20/08, Plaintiff, Wrongful Termination  
Hernandez and Associates, L.L.C.  
Manuel C. Hernandez, Esq.  
Robert Dark v Curry County  
Case #03-CV-03041-CO

U.S. District Court, District of Arizona, 1/15/08, Plaintiff, Sexual Harassment  
Case Settled  
Mathew & Mathew PC  
Ivan K. Mathew, Esq.  
Eileen Craig v The Mahoney Group  
Case #CIV04 232-TUC-DCB

New York City and New York State Human Rights Laws, and Title 7: Mandatory Arbitration, 11/27/07  
Sullivan & Worcester  
Joshua L. Solomon, Esq.  
Christina Elwell v Google Inc. and Timothy Armstrong  
Case #74 160 00200 06 JOIB

U.S. District Court, Eastern District of California, 11/7/07, Plaintiff, Americans w/Disabilities Act, Wrongful Termination  
Case Settled  
Porter-Scott  
Stephen W. Robertson, Esq.  
Franus v. Solano County et al  
Case # 06-0636 DFL KJM

U.S. District Court, Central District/Southern Division, 8/25/07, Plaintiff, FMLA  
David I. Lefkowitz, Esq.  
Wilshire Palisades Law Group  
Nevius v. La Quinta Inn & Suites, SA CV  
06-00759-CJC

Supreme Court of the State of New York, 7/16/07, Plaintiff, Wrongful Termination  
Case Settled  
Kenneth F. McCallion, Esq.  
McCallion & Associates  
Jeanine Pepler v. Rugged Land, LLC., et al.  
Case# 102519/05

Howard County, Ellicott City, Maryland, 6/29/07, for Plaintiff, Divorce case, Vocational Expert  
Lauren Black  
Lauren Black v Richard Gates

U.S. District Court, District of Alaska, 1/16/07, Defendant, FMLA  
Cynthia L. Ducey, Esq.  
Delaney Wiles, Inc.  
Bobbi J. Wade v Iliisagvik College, North Slope Borough, John Tuthill, individually and Pamela Taylor, individually  
Case # A05-086 CV (JWS)

Sacramento County, 10/25/06, Document to the Court/Arbitration, for Plaintiff, Wrongful Termination  
Case Settled  
Sheridan Law Associates  
Anthony K. McClaren, Esq.  
Brown v. The Grupe Company, et.al. – Arbitration

U.S. District Court, District of Arizona, 8/15/06. Defendant, Americans w/Disabilities Act, Wrongful Termination

Case Settled

Anglea M. Wilson-Goodman, Esq.  
Wilson-Goodman & Fong, P.C.  
Anne M. Fox v Significant Education L.L.C. dba Grand Canyon University  
Case# CV05-6087-PHX-JAT

Superior Court of New Jersey Law Division, Monmouth County, 8/2/06, Document to the Court, for Plaintiff, Race Discrimination

Vassos Marangos  
Vassos Marangos vs. Flarion Technologies, Inc.  
Civil Action Case No. 3:05-cv4919

U.S. District Court for the District of New Mexico, 6/15/06, Document to the Court, for Defendant, Race Discrimination

White, Koch, Kelly & McCarthy  
Karen Kilgore, Esq.  
Ram and Thakur v. New Mexico Department of Environment, et al  
Case# CIV-05-1083 JB/WPL

Washoe County District Court, 2<sup>nd</sup> Judicial Family Court, Nevada, 6/5/06, Document to the Court, for Plaintiff, Divorce case, Vocational Expert

Case Settled

Belding, Harris & Petroni  
Gloria Petroni, Esq.  
Gates vs. Black  
Case# DV05-01681

Superior Court of the State of California, In and For The County of Los Angeles, Southern District, 12/05, for Plaintiff, Disability Discrimination

Case Settled

Law Offices of Eric V. Luedtke  
Eric V. Luedtke, Esq.  
Mark Garrett vs. Private Medical-Care, Inc.; Delta Dental of California; PMI Dental Health Plan; and DOES 1 through 20, Inclusive  
Case # VC043675

U.S. District Court For the District of New Mexico, Document to Court, 9/05, for Plaintiff, ADA

Case Settled

John S. Stiff & Associates, LLC  
John S. Stiff, Esq.  
Burlison v ENMR-Plateau Telephone Cooperative & Tom Phelps  
Court Cause # CV02-73-JB/KBM

U.S. District Court, Southern District of Iowa, Central Division, 9/05, Document to Court, for Plaintiff, FMLA

Case Settled

Brick, Gentry, Bowers, Swartz, Stoltze, Schuling & Levis P.C.  
Bruce H. Stoltze, Esq.  
Kathryn Pullman v United Parcel Service Co.  
Civil Case No. 4:04-CV-00539

U.S. District Court, District of Arizona, 2/05, Document to Court, Plaintiff, Sexual Harassment

Mathew & Mathew PC  
Ivan K. Mathew, Esq.  
Eileen Craig v The Mahoney Group  
Case #CIV04 232-TUC-DCB

## Deposition

Superior Court of Monterey County, Monterey, 7/31/08, Plaintiff, Wrongful Termination  
Case Settled

John Elson, Esq.  
Romero v WalMart  
Case #M69241

Supreme Court of the State of New Jersey, 5/30/08, Plaintiff, Wrongful Termination  
Case Settled

Levinson Axelrod, P.A.  
Richard J. Levinson, Esq.  
Michael P. Jinks v OfficeMax, Inc.  
Case #MID-L-2066-06

Superior Court of San Joaquin County, Stockton, 2/1/08, Plaintiff, Personal Injury  
Case Settled

Walsh & Furcolo, LLP  
Christopher M. Lea, Esq.  
Van Houten v Grossi et al  
Case #CV029956

New York City and New York State Human Rights Laws, and Title 7: Mandatory Arbitration, 1/8/08

Sullivan & Worcester  
Joshua L. Solomon, Esq.  
Christina Elwell v Google Inc. and Timothy Armstrong  
Case #74 160 00200 06 JOIB

Superior Court of the State of California, San Luis Obispo, 11/12/07, Plaintiff, Sexual Harassment

McCarthy & Kroes  
R. Chris Kroes, Esq.  
O'Brien v Family Medical Group of Paso Robles, Inc. et al.  
Case #CV060046

U.S. District Court, Central District/Southern Division, 9/28/07, Plaintiff, FMLA

Case Settled  
David I. Lefkowitz, Esq.  
Wilshire Palisades Law Group  
Nevius v. La Quinta Inn & Suites, SA CV  
06-00759-CJC

Superior Court of Monterey County, Monterey, 9/18/07, Plaintiff, Wrongful Termination

Defendant Prevailed  
John Elson, Esq.  
Thornton v Central Coast Bancorp  
Case #M77014

U.S. District Court, District of Alaska, 5/7/07, Defendant, FMLA

Case Settled  
Cynthia L. Ducey, Esq.  
Delaney Wiles, Inc.  
Bobbi J. Wade v Iliagvik College, North Slope Borough, John Tuthill, individually and Pamela Taylor, individually  
Case # A05-086 CV (JWS)

U.S. District Court for the District of New Mexico, 11/6/06, for Defendant, Race Discrimination

White, Koch, Kelly & McCarthy

Karen Kilgore, Esq.  
Ram and Thakur v. New Mexico Department of Environment, et al  
Case# CIV-05-1083 JB/WPL

Sacramento County, 8/9/04, Vocational Expert, Workmen's Compensation  
Douglas F. Penney, Esq. – Applicant Attorney  
Christopher J. Devereux, Esq. – Defense Attorney  
Trisha Lewis v Sierra Conservation Center & State Compensation Insurance Fund  
WCAB Case # STK 0155649

### **Expert Testimony**

U.S. District Court for the District of Oregon, 6/3/08, for Plaintiff, Civil Case  
Defendant Prevailed

Hernandez and Associates, L.L.C.  
Manuel C. Hernandez, Esq.  
Dark v. Curry County, et al.  
Case #03-CV-3041-CL

Superior Court of the State of California, San Luis Obispo, 3/28/08, Plaintiff, Sexual Harassment  
McCarthy & Kroes  
R. Chris Kroes, Esq.  
O'Brien v Family Medical Group of Paso Robles, Inc. et al.  
Case #CV060046

New York City and New York State Human Rights Laws, and Title 7: Mandatory Arbitration, 2/7/08  
Sullivan & Worcester  
Joshua L. Solomon, Esq.  
Christina Elwell v Google Inc. and Timothy Armstrong  
Case #74 160 00200 06 JOIB

Howard County, Ellicott City, Maryland, 7/20/07, for Plaintiff, Divorce case, Vocational Expert  
Lauren Black  
Lauren Black v Richard Gates

U.S. District Court for the District of New Mexico, 12/29/06, Expert Testimony for Defendant, Race  
Discrimination

Defendant Prevailed  
White, Koch, Kelly & McCarthy  
Karen Kilgore, Esq.  
Ram and Thakur v. New Mexico Department of Environment, et al  
Case# CIV-05-1083 JB/WPL

Superior Court of the State of California, Los Angeles County, Central District, 6/6/05, Expert Testimony  
for Plaintiff, ADA

Plaintiff Prevailed  
John Elson, Esq.  
Fotheringham v Avery-Dennison Corporation  
Case # BC 219801

U.S. Railroad Retirement Board, Vocational Expert, Social Security Disability Assessment, multiply cases,  
2005 – current, Northern CA

Michael R. Szanyi, Hearing Officer  
Michael G. Lusk

Tuolumne County, 4/30/04, Vocational Expert, Divorce  
Douglas M. Gee, Esq.  
Christine E. Palmer (Elder) v Douglas A. Palmer  
Case # CV 36005

Amador County, 5/2002, Vocational Expert, Divorce  
Jeffrey Seaton, Esq.  
No case # available  
Case # 106645

Calaveras County, Bret Harte High School, 1999, Expert Witness for Defendant, ADA  
Plaintiff prevailed  
Fair Hearing for Special Ed. Case  
Moser v Bret Harte High School

Modesto County, 1998 approx., Vocational Expert, Divorce  
Michael R. Germain, Esq.  
No case # available

Calaveras County, 1997 approx., Vocational Expert for Plaintiff, Personal Injury  
Plaintiff prevailed  
Rex Spaith, Esq.  
No case # available

Social Security Administration, 1992 to 2003  
Office of Hearing and Appeals, Stockton, California  
Expert witness for the Federal Government  
Average 5 cases per year

**CONTACT INFORMATION:**

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