

**MARY CIDDIO, M.A., C.R.C., C.D.M.S., A.B.V.E.**  
**CIDDIO-MORRIS ASSOCIATES**  
**1611 Telegraph Avenue, Suite 808**  
**Oakland, CA 94612**  
**(510) 208-7100 x 101 (510) 208-7107 (FAX)**  
**e-mail [mciddio@ciddiomorris.com](mailto:mciddio@ciddiomorris.com)**

**SKILLS:**

- Vocational Consulting, Plan Development and Placement since 1973
- Expert Witness since 1990: Accepted as an expert witness in San Francisco, Contra Costa, Alameda Superior Courts. Testimony and deposition on Employment, ADA, Wrongful Termination, Divorce, Personal Injury, Workers' Compensation.
- Labor Market Survey, Wage & Compensation Analysis since 1984
- Transferable Skills Analysis; Essential Functions Job Analysis
- Expertise in California Workers' Compensation

**CERTIFICATIONS:**

American Board of Vocational Experts – Diplomate  
Vocational Expert, Social Security Administration  
Certification – Rehabilitation Counselor, U.S. Department of Labor  
Certified Rehabilitation Counselor and Certified Disability Management Specialist  
Senior Disability Analyst and Diplomate, American Board of Disability Analysts  
Independent Vocational Evaluator, State of California (IVE)  
California Community College Counselor Credential - Lifetime  
Early Intervention Counselor, California Department of Corrections  
Consultant, State Teachers Retirement System, 1991 to 1995

**AFFILIATION:**

American Board of Vocational Experts - Diplomate Status  
California Association of Rehabilitation and Re-Employment Professionals  
(Vice President, Education & Co-Chair- Peer Review Committee, Member, Forensics)  
International Association of Rehabilitation Professionals

**EXPERIENCE:**

**1990 to Present: Vocational Consultant/Expert/President, Ciddio-Morris Associates, Oakland, CA**

Employment and Vocational Consulting, testing, job analyses, labor market survey, analysis of residual earning capacity, expert witness testimony, plan development, resume development, job seeking skills training, job placement. (Employment, Compensation; Workers Comp., ADA, FEHA, Marriage Dissolution, Personal Injury.)

**2005 – Present: Instructor, Merritt College, Oakland, CA – Career and Life Skills**

**1991 to 2005: Instructor, Insurance Education Association, San Francisco, CA**

Responsible for training claims, legal, medical and vocational professionals in the requirements under California Labor Code 139.5. This includes labor code, rules, guidelines, standards, notices, form filing guidelines.

**1986 to 1990: Vocational Unit Supervisor/Western Region Trainer, Intracorp, Oakland, CA**

Supervision and counseling individuals include testing, job analyses, research, wage and labor market survey, job seeking skills, plan development, case management, placement.

**1984 to 1986: Senior Vocational Consultant, Conservco, Oakland, CA**

**1982 to 1984: Assistant Manager, Pacific Bell, San Francisco, CA**

**1981 to 1982: Human Resources Coordinator, I. Magnin & Co., San Francisco, CA**

**1979 to 1980: Vocational Consultant - Workers' Compensation, Options Associates, Quincy, MA**

**1973 to 1980: Unit Supervisor, Senior Counselor Massachusetts Rehabilitation Commission, Boston, MA**

**PROFESSIONAL ACTIVITIES:**

**Vice President/Education and Co-chair, Peer Review Committee, CA Assn. Rehabilitation Professionals.**

**Instructor /Presenter - Industrial Claims Association San Francisco and Diablo Valley Industrial Claims Assoc.**

**Instructor - Workers' Compensation Rehabilitation (IEA, CA-14) Insurance Education Association, SF, CA**

**Speaker - Presentations including San Francisco Bar Association, Muir Orthopedics, County of Alameda, etc.**

**Consultant - Continuing Education of the Bar, *California Workers' Compensation Practice*, 4<sup>th</sup> Edition**

**EDUCATION:**

**M.A. Rehabilitation Counseling, Assumption College, Worcester, MA - 1976**

**M.A. Sociology, Boston College, Chestnut Hill, MA - 1973**

**B.A. Sociology, Temple University, Philadelphia, PA - 1970**

**Post M.A. Certificate - Psychiatric Rehabilitation, Boston University - 1978**

**Continuing Education: Over 100 Units completed each 5 year period.**