

# Lee J. Huber, CPE

## Ergonomics, Safety and Risk Management

SS&E Consulting, Inc.  
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### Summary:

Fifty plus years providing ergonomics, safety analyses and risk management solutions in a wide range of industries including airlines, automotive, manufacturing, distribution, defense contractors, food processing, and home builders, among others. Tasked with reducing occupational risks and musculoskeletal disorders, preventing losses, increasing efficiency, and controlling risks. Experience includes technical expert services and expert witness work linked to risk consulting for insurance companies, insurance brokers, site safety, risk control audits and his own consulting firm. He orchestrated production design modifications and training designs.

- Board Certified Professional Ergonomist
- Certified Master Olympic-style weightlifter
- Author of numerous custom education programs, white papers, evaluations, guidelines, and critiques addressing topics as diverse as “Grip, Tool, and Vibration Risk Design,” “School Security,” “Slip, Fall Control Measures in Northern Climates,” and “Tragedy in Distracted Driving”
- Worked product liability controls for high-risk Industries such as: recreational vehicles, construction cranes, agricultural tractors, sanitation trucks and gas-fired home heating systems
- Managed the largest private slips, trips, and falls risk studies ever conducted for a nationwide retailer
- Trained 15,000+ people, from executives to grass roots across the U.S. and in Canada on safety topics
- Creator of ExeLift™ back injury prevention training
- Developed innovative techniques for materials handling that helped drive Worker’s Comp costs down and reduced back injury frequency by 89% for a national brand distribution center
- Developed client personal protective equipment guidelines, directly resulting in a regional home builder’s employees surviving multiple, potentially fatal workplace accidents
- Developed and delivered training on surviving violent crime encounters, an insurance industry first
- Provided critical Workers’ Compensation accident investigations

### Experience:

2018-Present **SS&E Consulting, Inc., Elk River, MN.** Managing Consultant & Partner.

Consult with multinational corporations to assess risk in operations, design, and training - for ergonomics and safety disciplines; develop workable risk reduction solutions. Successful engagements include conducting ergonomics interventions for a national food producer and a defense contractor and developing custom ergonomics training. Also provide safety and ergonomics expert witness services to both plaintiff and defense counsel in cases involving Workers’ Compensation, personal injury, product liability, OSHA citations, accident analysis and other litigation issues.

2008 - 2019 **Chubb Global Risk Advisors (Formerly ACE/ESIS, Inc.), Elk River, MN.** Senior HSE Consultant.

Developed ergonomics solutions and training for national businesses and OSHA compliance audits. Served both U.S. and Canadian businesses. Crafted critical review of SIF (serious injury fatality) initiative for national defense contractor; conducted ergonomics gap analysis of an aerospace division for a worldwide defense contractor. Authored custom ergonomics education for trainers. Influenced design modifications on production lines to reduce musculoskeletal risks. Used functional job analyses and ergonomics software to mitigate risk, driving strategic claim decisions on questionable Workers’ Compensation cases. Managed slips, trips and falls study for a nationwide retailer. Developed and delivered violent crime critical response training.

- 2005 - 2008 **CNA Insurance Company, Minneapolis, MN.** Risk Control Consultant.  
Collaborated with Claim department and incorporated ergonomics principles to enable decisions in disputed Workers' Compensation cases. Evaluated insurability, all casualty lines. Implemented CNA initiatives designed to boost client profitability, focusing on efficiency and productivity through ergonomics. Built custom ergonomics training media.
- 2002 - 2005 **SS&E Consulting, Inc., Elk River, MN.** President, Managing Consultant.  
Founded a risk and ergonomics consulting business. Consulting expert for a national labor law firm. Provided ergonomics and safety interventions for national retailers, manufacturers and allied medical. On-site safety consultant for a regional homebuilder and ergonomics expert for national ready-mix concrete and sanitation truck builder. Developed and delivered training topics.
- 1992 - 2002 **Aon Corporation:**  
'01 - '02: **Aon Ergonomic Services, Milwaukee, WI.** Senior Ergonomics Consultant.  
Developed global ergonomics program for 50,000 employees. Conducted assessments, training and strategized in design changes to production lines. Sold ergonomics projects totaling \$70,000 the first year.  
  
'92 - '01: **Aon Risk Services, Inc., Minneapolis, MN.** Senior Consultant, 1992 - 2001. VP, 1993 - 2001. Team Leader, 1996 - 2001. Mentored and led six professionals in both ergonomics and safety initiatives. Negotiated with senior management, MDs, and OSHA to resolve disputes, anomalies, medical issues, and compliance citations. Provided critical WC accident investigations. Developed training and lockout/tagout programs. Trained clients in both ergonomics and safety, from executives to associates.
- 1991 - 1992 **CNA Insurance Company, Minneapolis, MN.** Risk Control Consultant.  
Evaluated casualty and property protection metrics for insurability and trained clients to boost risk control. Assisted culling \$1 million in unprofitable business, collaborating with cross-functional teams.
- 1990 - 1991 **Hilltop Views, Minneapolis, MN.** Independent Consultant.  
Ergonomics consulting to corporations in private venture. Emphasis: training top management, engineers and risk management staff in manufacturing, food, and long-term care industries to mitigate risk.
- 1981 - 1990 **Johnson & Higgins, Inc., Minneapolis, MN.** Assistant Vice-President & National Ergonomics Coordinator. Advised clients on cost-saving methods in risk control through ergonomics. Team-presented to acquire new business. Nationwide support for ergonomics assessments and personal seminar delivery.
- 1977 - 1981 **Marsh & McLennan, Inc. (M&M PC), Minneapolis, MN.** Safety Consultant.  
Sold and delivered safety services to Fortune 500s. Analyzed tough product liability prospects. Developed, delivered training for one of world's largest scheduled airlines. Conducted safety audits nationwide.
- 1977 - 1977 **Crenlo, Inc., Rochester, MN.** Manager of Safety and Security.  
Developed the department of Safety and Security in a heavy equipment cab manufacturer. Staffed and supervised team of seven. Introduced behavioral safety and trained plant supervisors in it.

1970 - 1977 **Aetna Life & Casualty, Des Moines, IA; Minneapolis, MN; Hartford, CT.** Engineering representative; Senior Engineer and National Accounts Supervisor, respectively. In field offices, examined prospect insurability, serviced existing clients to help control risks. In the Hartford home office, team-developed large account risk management strategies to control losses. Quality review of both trainees' and senior engineers' work products; offered guidance for further action.

**Education:**

B. S., Industrial Education, Iowa State University

University of Michigan Engineering Summer Program – Work Design; Upper Limb Disorders

University of Michigan College of Engineering Seminar – Occupational Ergonomics

**Certification – International:**

Certified Professional Ergonomist, certification #1111. Board of Certification in Professional Ergonomics (BCPE), 2001 - Present

**Certification – National:**

Certified Master Olympic-style weightlifter. Sanctioned by the former Amateur Athletic Union – No expiration

**Certifications – State:**

Qualified Accident and Illness Prevention Service Provider, Commonwealth of Pennsylvania, 2008 - Present

Qualified AWCC Field Safety Representative, State of Arkansas, 2008 - Present

Qualified Loss Control Representative, Texas Department of Insurance, 2008 - Present

**Expert Witness Sampling:**

- ✓ Defense expert win for an OSHA case of wrongful ergonomics citation against a nationwide retailer's DC
- ✓ Advised client seeking defense help for his attorney's liability missteps, later corrected by that attorney, based on our advice
- ✓ Commissioned by corporate attorney to bolster Product Liability defense controls for national furnace manufacturer
- ✓ Plaintiff expert in amputation case involving agricultural machinery
- ✓ Identified premises liability culpability for plaintiff attorney litigating personal injury case against a national retailer that failed to correct a defective door with laceration exposure
- ✓ Identified safety and ergonomics violations, establishing defense for corrective measures in multiple meetings with corporate attorneys for a regional roofing materials manufacturer
- ✓ Testified for plaintiff attorney in personal injury case involving defective parking lot maintenance
- ✓ Evaluated hundreds of cases for attorneys and claim departments to either support or deny Workers' Compensation cases, including on-site risk assessments to determine claim validity through ergonomics
- ✓ Contested wrongful OSHA human factors citation levied against a nationwide truck manufacturing firm, obviating millions of dollars in redesign and retrofitting

**Lectures Presented:**

- "Training Trainers in Ergonomics." Sponsor: Turkey Valley Farms. Presented to Turkey Valley Farms Educational Conference, January 31, 2025.
- "Megachallenges: The New Minnesota Ergonomics Statute of 2024." Sponsor ISOES. Presented to the Denver Conference, August 5, 2024.
- "Bulletproof Ergonomics Consultations: Is it Possible in Today's Legal Climate?" Sponsor: Pacific NW HFES Chapter. Presented webinar to Puget Sound area HFES members, October 13, 2023.
- "Introductory Principles of Ergonomics & Working with Regulatory Agencies." Sponsor: Turkey Valley Farms, Inc. Presented to Ergonomics Team, plant management and supervisory staff, Marshall, MN, October 2023.

### Lectures Presented (Continued):

- “Ergonomics and eQEC Principles Analyses with Solutions.” Sponsor: OSI LLC. Presented to trainers and Ergonomics Team, Oakland, IA, March 2021.
- “You Decide to Live: Critical Choices Before a Violent Crime Encounter.” Sponsor: Minnesota Safety Council. Presented at the MN Safety & Health Conference, Prior Lake, MN, May 2019.
- “Stretch-Flex Training-the-Trainer Guidelines.” Sponsor: USA Supply Chain of Nestlé. Presented to DC and office staff, Solon, OH, March 2019.
- “Advanced Lifting-Handling Ergonomics for Drivers & Mechanics.” Sponsor: USA staff for driver-trainers of Nestlé. Presented to National Driver Safety Summit, Naperville, IL, February 2019.
- “Advanced Lifting & Handling for Flight Attendant Professionals.” Sponsor: Spirit Air. Presented to Flight Attendant trainers, Dallas, TX and Fort Lauderdale, FL., October 2018.
- “Ergonomics of Slip, Trip & Fall Prevention.” Sponsor: TriNet. Presented to TriNet National safety consultant team, Dallas, TX, May 2018.
- “Managing MSD (musculoskeletal disorder) Potential & Exploring Solutions.” Sponsor: TriNet. Presented to TriNet National safety consultant team, Dallas, TX, May 2018.
- “Office and Lab Ergonomics for Trainers.” Sponsor: Givaudan Flavors’ Safety Week, Erlanger, KY, June 2018.
- “Training Trainers in Office Ergonomics.” Sponsor: Office client, Verona, WI, November 2017.
- “Risk Reckoner – ErgoPro Proficiency.” Presented to safety management team, Eau Claire, WI, October 2017.
- “QEC Ergonomics Analyses.” Presented to Rosen’s Inc. management and safety, Green Bay, WI, June 2017.
- “Care for Your Back.” Given to managers, trainers, operatives at Owens & Minor DC, Carol Stream, IL, January 2017.
- “Ergonomics: Principles & Multi-Tiered Practices.” Presented to prospects. Sponsor: Cardinus, Chicago, IL, April 2016.
- “Ergonomics of Stretching for TLS Trainers.” Presented to Toyota Motor North America, Inc.’s Logistics Services Ergonomics Team. Sponsor: Toyota TLS Division, Plano, TX, March 2016.
- “Mining & Quarrying Ergonomics of Back Care.” Sponsor: Summit Materials, Vancouver, BC, November 2015.
- “Lab & Manufacturing Ergonomics: Principles & Practice.” Sponsor: Steris, Brooklyn Park, MN, January 2015.
- “Ergonomics and Safety: Management Considerations.” Presented to Safety Summit of both National and Regional Managers. Sponsor: CenterPoint Energy, Minneapolis, MN, December 2014.
- “Ergonomics: Your Future.” Addressed AVID students, Spectrum Charter High School, Elk River, MN, January 2014.
- “Ergonomics or Safety: Exciting Jobs in Your Future.” Presented to Educational Support Services middle school students, Minneapolis, MN, November 2013.
- “SK Industrial Athlete Stretching Program.” Addressed Safety Kleen North American managers, MD, May 2012.
- “OSHA Ergonomics: Now and Future.” Sponsor: St. Paul Insurance Professionals, Shoreview, MN, February 2011.
- “Decide to Live: Human Factors Influences in Facing Violent Crime.” Sponsor: TCIC, Bloomington, MN, February 2010.
- “Human Factors in Fire Emergencies.” National Professional Development Conference. Sponsor: ACE Insurance, Philadelphia, PA, January 2010.
- “Food Products Liability Prevention.” Regional workshop by CNA, Minneapolis, MN, October 2007.
- “Driving Construction Productivity with Ergonomics: Fact or Fallacy?” Sponsor: CSDZ, Minneapolis, MN, June 2007.
- “Managing Slip & Fall Injuries.” Sponsor: AJ Gallagher clients and prospects, Bloomington, MN, March 2006.
- “Whither OSHA? The Ergonomics Enigma.” Sponsor: Twin Cities Insurance Club, Bloomington, MN, October 2005.

### **Lectures Presented (Continued):**

- “Modern Ergonomics Principles.” Sponsor: Aon Corporation, Cincinnati, OH, April 2002.
- “Limitations of Back Belts in Industrial Use.” Sponsor: CNA Insurance, Chicago, IL, 1991.
- “Ergonomics in Today’s Industry.” Sponsor: Johnson & Higgins, Cincinnati, OH, May 1990.
- “The Hazards of Personal Headset Use in The Workplace.” Sponsor: National Safety Council, October 1983.

### **Published Works:**

- “Megachallenges: The New Minnesota Ergonomics Statute of 2024.” ISOES Conference Proceedings, August 2024, ISBN# 9781938496622.
- “Getting a Grip on Icy Slips and Falls.” HGExperts.com, May 2024.
- “The Tragedy in Distracted Driving: The Megan Goeltz Story (Update).” LinkedIn, April 2024.
- “What Price School Security?” *The Perry News*, Op-Ed, January 17, 2024.
- “Carpal Tunnel Syndrome: Real or Not?” *HGExperts.com*, January 2024.
- “The Tragedy in Distracted Driving,” *HGExperts.com*, January 2024.
- “The Minnesota Ergonomics Statute of 2024,” *HGExperts.com*, January 2024.
- “Post-Employment Screening for MSDs,” *Risk Management*, January 2005.
- “The Ultimate Gamble,” *International Air Transport Newsletter*, September/October 1994.
- “Posture: Sitting, Standing, Chair Design and Exercise,” (Book Review) *Professional Safety*, March 1991.
- “The Personal Injury Factor: Safety Not Surgery,” *International Air Transport Newsletter*, May 1986.
- “Headsets are Hi-Fi Hazards,” *National Safety News*, June 1984.
- “Audiometric Testing, a Guide for Evaluating Programs,” *Professional Safety*, January 1983.

### **Memberships:**

- Board of Certification in Professional Ergonomics; #1111. Certified October 2001
- CCW Safe
- Human Factors & Ergonomics Society: National
- Human Factors & Ergonomics Society: Minnesota chapter

### **Professional Activities:**

- Current program development in progressive resistance protocol for reversing pectus excavatum (concave or sunken chest) symptoms in adolescents.
- Human factors testing evaluations of various domestic tools and equipment for safety, noise, vibration and usability features, ongoing analyses.
- Board of Certification in Professional Ergonomics (BCPE) service: examination questions developed, 2022.
- Self-developed PT program, encouraged by treating physicians/surgeons, effectively reversing some injury symptoms and effects of being rear-ended five times.
- Ongoing assimilation of principles into training and programs from exclusive experience: Certified Professional Ergonomist with certification as a Master Olympic-style weightlifter, formerly ranked in top five of United States superheavyweight lifters. Resulting education consistently rated by clients’ training participants as ‘Best in Class.’
- Mentor, CPE candidates for certification, Board of Certification in Professional Ergonomics.
- Current research engaging training to counter life-threatening events in emerging risk: personal security.
- Technical contributor to the author of landmark text on back injury control, “The Healthy Lower Back,” by Dennis Zacharkow, RPT, Mayo Clinic, Rochester, MN. Published 1984, Charles C. Thomas, Springfield, IL.
- Coordinated contributors from the world’s airlines’ ground safety officers, in revising the National Safety Council’s “Ground Operations Safety Handbook” over a two-year span, late 1980’s.
- Served in various positions, concluding with Vice-Chair, IARTEX, the ground safety body of the world’s service and scheduled airlines’ safety officers, National Safety Council, 1979-1989.

### **Professional Activities (Continued):**

- Member-at-Large, American Society of Safety Engineers (Now the American Society of Safety Professionals), NW Chapter, 2005-2006.
- Participated in GM Air Cushion Restraint System field trials. Identified human factors shortcomings to GM long before later generation air bags became the subject of litigation.

### **White Papers, Evaluations, Guidelines and Critiques:**

- “Chest Development Tips to Counter Concave Chest, aka Pectus Excavatum,” a progressive resistance training program developed for a youthful athlete with rib cage anomaly. September, 2025.
- Consulting Expert’s private report commissioned by victim of serious fall injury at Wisconsin construction site, involving no OSHA survey and no employer Workers’ Compensation insurance coverage. May, 2025.
- Ergonomics Gap Analysis of Minnesota Ergonomics Statute compliance for Branding Iron - Rochester Meats, Rochester, MN, August 2024.
- Ergonomics Gap Analysis of Minnesota Ergonomics Statute compliance for Branding Iron - Rochester Meats, Sauk Rapids, MN, August 2024.
- Ergonomics Gap Analysis for Turkey Valley Farms in preparation for the Minnesota Ergonomics Statute Mandates, effective January 1, 2024, Marshall, MN, October 2023.
- Job safety and ergonomics evaluations for international defense systems contractor Honeywell, Minneapolis, MN, March 2021
- Process evaluations involving safety and ergonomics, for multiple locations of a West Coast food processor, Lamb Weston, December 2020.
- Job safety risk analyses and ergonomics evaluations for international defense systems contractor Honeywell, Minneapolis, MN, November 2020.
- Premises Liability injury expert witness evaluation and affidavit for Lundquist Law, August - November 2020.
- Ergonomics Gap Analysis for Northrop Grumman Aerospace Systems, St. Augustine, FL, April 2019.
- Proposed Decant Line design; desktop evaluation for Target, Inc. corporate, March 2019.
- Serious Injury Fatality (SIF) Initiative protocol; desktop evaluations for BAE Systems, Inc., York Combat Vehicles, York, PA and Norfolk Ship Repair, Norfolk, VA, October 2018.
- Ergonomics Program review and recommendations for Allen Harim Foods, May 2018.
- Pry Tool Evaluation & Design Guide, Schnitzer Steel Corp., Cascade Steel Mill, McMinnville, OR, April 2018.
- Order Puller Ergonomics education program development (Distribution Center) for Insuperity, March 2018.
- Developed inflight ergonomics analysis and guidelines on risk reduction for Spirit Air, November 2017.
- Office Ergonomics Computer Setup Guidelines for PC Nametag, Verona, WI, November 2017.
- Efficacy review of lowering monitors using corrective, multifocal lenses for ESIS management, Feb. 2017.
- Sit-Stand Desk Article Review, developed for Insuperity, June 2016.
- Wearable Chair technology and potential use for ESIS, April 2016.
- Inversion Table Considerations and Back Health Review for Toyota TLS, December 2016.
- Ergonomics program material, built for Summit Materials trainers, Vancouver, BC, November 2015.
- Take the ‘Stiff’ Out of Stretching. An exercise guideline assembled for Apogee Enterprises, October, 2015.
- CenterPoint Energy Construction Ergonomics – Best Practice program development, October 2014.
- CenterPoint Energy Home Service Ergonomics – Best Practices development, October 2014.
- Basic Ergonomics Awareness program for Insuperity, September 2014.
- Critique of Auburn Engineers’ “Exploring the Myth Behind Stretching Programs” for ESIS, April 2014.
- PSR Evaluation. Confidential, back injury control training critical review for Nestlé Waters, November 2013.
- Grip, Tool and Vibration Risk Design Guidelines for Nestlé Dreyer’s Ice Cream, May 2013.
- Review of Swopper Stool seating system for ESIS, March 2013.
- Ergonomics Design – Equipment Evaluation Guide for Nestlé Dreyer’s Ice Cream, October 2012.
- Safety Myths and Exercise Balls in seating systems for Symantec, August 2012.

### **White Papers, Evaluations, Guidelines and Critiques (Continued):**

- Musculoskeletal disorders and I-Pad Use involving intensive I-Pad involvement for Toyota, June 2012.
- Basic Accident Investigation for Experience Works, April 2012.
- Rodgers Muscle Fatigue Analysis team training program for Nestlé, February 2012.
- Joint Ergonomics & Safety JSA protocol, crafted for host resort, 2010 Winter Olympics, Whistler, BC, 2009.
- Detroit Metro Airport Risk Assessment for Detroit, MI Metropolitan Airport, September 2009.
- Employee Access to Exposure Medical Records: ergonomics analysis for several clients, August 2009.
- Debunked the Forearm Support Model in office computing for ESIS management, June 2009.
- Review of the Science and Recommendations for Use of Back Belts to Prevent Injury for Sears Holdings, by Chris Hamrick. Updated and edited by Lee Huber, November 2008.
- Lifting and Handling Best Practices education program, custom-designed for Loomis, November 2008.
- Employee Post-Offer Screening: Is It Valid for Identifying Those 'At Risk' of Developing Upper Extremity Disorders? Client white paper. February, 2004.
- Initiating or Building Safety Programs, general client white paper. September, 2003.
- "Take the 'Stiff' Out of Working," an exercise manual for Apogee employees, 1998.
- Wrist Braces, a general client white paper to counter misuse. March, 1996.

### **Conferences Attended:**

- "Self-Defense: What Transpires in the Aftermath?" Sponsor: Delta Defense, February 24, 2026.
- Minnesota Personal Protection Act Concealed Carry Permit, Sponsor: Total Defense, January 13, 2026 online
- "Emerging 2026 Trends in Injury Prevention and Ergonomics." Sponsor: Dorn Companies, November 14, 2025 webinar.
- "Assembling Next-Generation Medical Wearables with Ultrasonic and Laser Plastic Welding." Sponsor: Medical Device and Diagnostic Industry, November 12, 2025 webinar.
- "Minnesota Ergonomics Bill in Action." Sponsor: Onsite Solutions Physical Therapy, October 2, 2025 webinar.
- "Hard to Convict in 2025," Sponsor: Law of Self Defense, Andrew Branca, Esq., February 27, 2025 webinar.
- "Where Does Computer Vision Fit into Your Ergonomics Program?" Sponsor: TuMeke Ergonomics, February 26, 2025 webinar.
- The 36<sup>th</sup> Annual International Society of Occupational Ergonomics and Safety Conference, Sponsor: International Society of Occupational Ergonomics and Safety, Denver, CO, August 5 & 6, 2024.
- Top Five 21 CFR Violations and How to Avoid Them, Sponsor: MD+DI, July 10, 2024 webinar.
- "Electromagnetic Frequency (EMF) Risks," featuring Dr. Joe Mercola, June 30, 2023 webinar.
- "Legal Elements of Self-Defense," Sponsor: Templar Firearms Training and U.S. Concealed Carry Association, Coon Rapids, MN, May 4, 2023.
- "Ensuring Duty of Care – A Look at Travel Risk Management," Sponsor: Global Business Travel Association, February 15, 2023 webinar.
- "Understanding Expert Medical Opinions, IMEs and Impairment Ratings," Sponsor: Best in Class MD, February 15, 2023 webinar.
- User Experience Design – Keeping Your Seat at the Table, Sponsor: HFES, February 8, 2023 webinar.
- Realtor Safety and Self-Defense Workshop, Sponsor: Delta Defense, Ramsey, MN, May 2022.
- Advanced Driving Skills on-site, Sponsor: Minnesota Highway Safety Research Center, January 2022.
- Advanced Driving Skills, (virtual), Sponsor: Minnesota Highway Safety Research Center, February 2021.
- Workplace Vibration: Health Hazards, Measurement, Controls, Sponsor: Berkeley, February, 2021 webinar.
- MN Personal Protection Act Safety Training, Sponsor: Target Sports, Rogers, MN, August 2019.
- Legal and Ethical Aspects of the Safety Profession, Abrams, Adele, Esq., CMSP, MN Safety & Health Conference, Prior Lake, MN, May, 2019.
- MN Safety & Health Conference, Sponsor: MN Safety Council, Prior Lake, MN, May 2019.
- Consulting Principles and Practice, Sponsor: TriNet., Dallas, TX, May 2018.

### **Conferences Attended (Continued):**

- American Society of Safety Professionals Professional Development, Sponsor: ASSP, Denver, CO, June 2017.
- Concealed Carry Instructor Certification Training, Sponsor: USCCA, West Bend, WI, June 2016.
- College Constitution Day, "Personal Security History and the Second Amendment," Sponsor: North Iowa Area Community College, Mason City, Iowa, September 2015.
- National WC and Occupational Medicine Conference, Sponsor: SEAK, Inc., Chicago, IL, June 2015.
- National Expert Witness Conference, Sponsor: SEAK, Inc., Orlando, FL., May 2014.
- Building Expert Consulting Practice, Sponsor: SEAK, Inc., Naples, FL., February 2013.
- Anti-Fraud Webinar, Sponsor: ACE USA, December 2013.
- Site Safety Process, Sponsor: Honeywell, Inc., Phoenix, AZ, May 2012.
- The Effective Expert Witness, Sponsor: SEAK, Inc., Falmouth, MA, August 2011.
- Driver Improvement Program, Sponsor: St. Cloud State University, Ramsey, MN, November 2011.
- ESIS Professional Development Conference, Sponsor ACE Insurance, Philadelphia, PA, January 2010.
- National Ergonomics Conference, Sponsor: Continental Exhibitions, Inc., Las Vegas, NV. November 2009.
- Applied Ergonomics Conference 2008, Sponsor: Institute of Industrial Engineers, Orlando, FL, March 2008.
- Applied Ergonomics Conference 2006, Sponsor: Institute of Industrial Engineers, Orlando, FL, March 2006.
- MN Safety & Health Conference, Sponsor: MN Safety Council, Minneapolis, MN, May 2005.
- Ergonomics: Taking Pain out of the Bottom Line, Sponsor: CSI Ergonomics, Minneapolis, MN, February 2005.
- Upper Extremity Analytical Developments, Sponsor: Aon Ergonomic Services, Milwaukee, WI, 2001.
- Cal OSHA Ergonomics Compliance, Sponsor: Aon Ergonomic Services, Milwaukee, WI, 2001.
- OSHA Ergonomic Standard, Sponsor: National Safety Council, Milwaukee, WI, 2001.
- Level I Ergonomics: Sponsor: Aon Risk Services, Oak Brook, IL, October 2000.
- Human Factors Engineering & Ergonomic Theory, Sponsor: Oxford Research Institute, Fairfax, VA, 1999.
- American Society of Safety Engineers Professional Development, Sponsor: ASSE, Seattle, WA, June 1998.
- Repetitive Strain Injuries, Sponsor: Chubb Insurance Group, Minneapolis, MN, 1998.
- Reynaud's Syndrome, Sponsor: ASSE NW Chapter, Minneapolis, 1997.
- Ergonomics in the Airline Industry, Sponsor: Boeing (National Safety Congress), 1996.
- Advanced Ergonomics, Sponsor: Aon Risk Services, Minneapolis, MN, 1996.
- National Ergonomics Exposition & Conference, Sponsor: Herman Miller, 1995.
- Back Belt Issues, Sponsor: National Safety Congress, 1994.
- Ergonomics: Work Design & Upper Limb Disorders, Sponsor: University of Michigan, 1993.
- Product Safety Controls, Sponsor: CNA Insurance, 1992.
- Ergonomics and Standards, Sponsor: ASSE NW Chapter, 1992.
- Midwest Region Casualty Ergonomics Seminar, Sponsor: CNA, 1991.
- Back Injury Prevention for Construction, Sponsor: M. Curry Construction, 1991.
- Long Term Care Facility Back Injury Management, Sponsor: Sentry Insurance/F.B. Hall, 1990.
- Occupational Ergonomics, Sponsor: University of Michigan, 1989.
- Regional Ergonomics Conference, Sponsor: J&H Cleveland, 1989.
- Ergonomics and Enforcement, Sponsor: J&H New York, 1989.
- Back Injury Management, Sponsor: International Air Transport Section, National Safety Council, 1988.
- Back Power, Sponsor: National Safety Council, 1988.
- Body Mechanics for Health Care, Sponsor: MN Safety Council, 1987.
- Medical View of Upper Extremity Disorders (Call, MD), Sponsor: ASSE NW Chapter, 1987.
- Physical Capabilities Testing and Back Injury Reduction (Gilliam), Sponsor: J&H New York, 1986.
- Safety Management: A Behavioral Approach (Peterson), Sponsor: IARTEX, National Safety Council, 1985.
- Back School Approach to Prevention (Apts), Sponsor: J&H New York, 1985.
- Back Injury Control Systems (Martyn), Sponsor: International Seminar Systems, 1984.
- Physical Therapists' Approach to Back Care (LaPore), Sponsor: IARTEX, 1984.

**Conferences Attended (Continued):**

- Medical Analyses: Repetitive Motion Trauma (U of MN medical staff), Sponsor: University of MN, 1983.
- Pain Clinic Analysis/Rehabilitation (U of MN medical staff), Sponsor: University of MN, 1983.
- Back Injury Control (U of MN medical staff), Sponsor: University of MN, 1983.
- Danger Zone: Your Back, Sponsor: St. Paul Cos., 1983.
- Love Your Back, Sponsor: Firemen's Fund, 1983.
- Body Mechanics (Chaffin), Sponsor: National Safety Congress, 1982.
- Products Liability in Heavy Crane Operations (Krug), Sponsor: American Hoist and Derrick, 1980.
- Back Injury Prevention (Ring), Sponsor: MN Safety Council, 1979.

*March, 2026*