

## **ROBERT B. COTTLE, Ed. D, ABVE**

2950 Buskirk Avenue, Suite 300  
Walnut Creek, California 94597  
(925) 933-1800 • (925) 933-2181 fax

### **PROFESSIONAL QUALIFICATIONS:**

- Doctor of Education in Counseling Psychology. Certified Vocational Expert. Diplomate with the American Board of Vocational Experts. Certified Disability Management Specialist. Senior Disability Analyst. Diplomate with the American Board of Disability Analysts.
- Evaluate residual employability and wage earning capacity following personal injury, wrongful termination, ADA, FEHA compliance issues, employment discrimination/harassment and dissolution of marriage.
- Extensive experience in analysis of medical records, educational and employment histories, psychological factors, vocational and physical tolerance evaluations and transferable skills analysis in formulating opinions pertaining to employability and earnings.
- Expert Witness since 1983 testifying in Federal, Superior and Family Law Courts and Workers' Compensation Appeals Court.
- Perform ADA/FEHA compliance assessments, job analysis and labor market assessments, disability vocational evaluations, vocational testing, job search skills training, and job placement.
- Develop on-the-job training programs and individual vocational and academic retraining programs.

### **PROFESSIONAL EXPERIENCE:**

Twenty-seven years of experience as a forensic vocational expert in issues pertaining to employability and earning capacity in personal injury, employment law, spousal support and workers' compensation cases since 1983. Experienced working with individuals' with physical and psychiatric disabilities. Assesses the feasibility and compliance of return to work plans, and provides services necessary to assist individuals in successfully re-entering the labor market. Knowledgeable in labor market trends and employability factors.

### **EDUCATION:**

University of San Francisco – 1997  
Doctorate of Education in Counseling Psychology  
*Dissertation: Locus of Control, Depression, and  
Length of Disability for Industrially Disabled Workers*

Brigham Young University  
M.A. Speech and Communication/Organizational Behavior – 1977  
B.A. Speech and Communication –1975

### **EMPLOYMENT HISTORY:**

<b>Forensic Expert/Consultant/Rehabilitation Counselor</b> Robert B. Cottle & Associates (established 1985)	<b>1983 – present</b>
<b>Workers' Compensation Rehabilitation Specialist and Claims Examiner</b> Liberty Mutual Insurance Company and Allianz Insurance Company, San Francisco and Los Angeles, California	<b>1977 – 1983</b>

## **CREDENTIALS:**

Certified Vocational Expert – American Board of Vocational Experts, Diplomate (2000)  
# 63109

Certified Insurance Rehabilitation Specialist – The Board of Rehabilitation Certification (1990)  
# 03939

Certified Disability Management Specialist – Disability Management Specialist Commission (1996)  
# 103939

## **PROFESSIONAL AFFILIATIONS:**

American Board of Vocational Experts – Diplomate  
American Board of Disability Analysts – Senior Disability Analyst and Diplomate  
International Association of Rehabilitation Professionals  
National Rehabilitation Association

## **PRESENTATIONS:**

California Association of Rehabilitation Professionals – Annual Conference  
Hotel Del Coronado, San Diego, California – September 19, 1993  
Transitional Assessment in Rehabilitation Counseling

National Rehabilitation Association – California Rehabilitation Association  
San Francisco State University – September 19 & 20, 1997  
Private and Public Rehabilitation Working Together

Lorman Education Services  
San Francisco, California – March 10, 2000  
Workers' Compensation In California

Lorman Education Services  
San Francisco, California – March 23, 2001  
Workers' Compensation In California

Northern California Traumatic Brain Injury Association – Annual Conference  
Silverado Country Club and Resort, Napa, California – September, 2001  
Vocational Evaluations and Assessing Economic Damages

Northern California Traumatic Brain Injury Association – Annual Conference  
Silverado Country Club and Resort, Napa, California – September 20, 2002  
Vocational Evaluations and Assessing Economic Damages

Northern California Traumatic Brain Injury Association – Annual Conference  
Silverado Country Club and Resort, Napa, California – October 11, 2003  
Vocational Evaluations and Assessing Economic Damages

California Applicant Attorney's Association – DFEC Workshop  
Oakland, California – April 25, 2008  
Determining Diminished Future Earning Capacity

University of California COEH Continuing Education Program – 2008 Summer Institute  
Elihu Harris State Office Building – Oakland, CA. August 28, 2008  
Workers' Compensation Overview Update

**PUBLICATIONS:**

Van de Bittner, E. E. & Cottle, R. B. (2008) Court Decisions under California's 2005 Schedule for Rating Permanent Disabilities: Impact of Expert Testimony on Diminished Future Earning Capacity. *Journal of Forensic Vocational Analysis*, 2, 17-35.

Burns, M., Cottle, R., Hawk, R., Kohlenberg, B., Stevenson, S. & Eliaser, P. (2006) *Vocational Evaluation: Standards of Practice in California Family Law*. Bay Area Vocational Experts.