



Robert Sniderman, Ph.D.
Director

EXTTI, Incorporated
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Practice Areas:

Expert Testimony, Training & Development, Investigations, Organizational Consulting, Human Resource Consulting, Vocational Evaluation, Disability Management and Return to Work Services and Evaluations

in the Employment Area.

Professional History:

Robert Sniderman, Ph.D., joined EXTTI, Incorporated in 2007. EXTTI provides **Expert Testimony, Training and Investigations** on employment issues. Dr. Sniderman consults extensively in the areas of accommodation, harassment, discrimination and other employment matters-- both for Plaintiffs and Defendants. He has worked with employers and employees in a wide range of industries and organizations both non-profit and for profits. He has been consulting with industry on matters of disability in the workplace for more than 30 years. In addition, he regularly conducts harassment/discrimination awareness and prevention training as well as training in diversity and conflict resolution. He has extensive experience conducting harassment, discrimination and employee misconduct investigations.

Starting in 1991, Dr. Sniderman has been President and Owner of The Entrepreneurial Edge, Inc/DBA HRFocus. This organization provides consulting services in the areas of Organizational and Human Resource Consulting to for profit and non-profit organizations.

From 1993-1998, Dr. Sniderman, was the Vice-President of Operations and Human Resources for The Kalix Group. The Kalix Group provided a full range of Absence Management, Disability Management, Risk Management, and Return to Work services to the business community, nationwide.

From 1982 to 1993 Dr. Sniderman was a Partner with the firm of Parks-Sniderman Associates, a consulting company offering services in organizational consulting, vocational rehabilitation and forensic rehabilitation including consultation to organizations with regard to human resource management, training and development, strategic planning, survey research, workers' compensation and other disability management issues such as compliance with the provisions of the American's with Disabilities Act.

From 1990 to 1992, Dr. Sniderman worked as an internal consultant to the Corporate Executive Development Department of Carter, Hawley, Hale.

**Professional Affiliations/
Activities:**

California Association of Rehabilitation Professionals (CARRP), (President, 1996).
Southern California Rehabilitation Exchange (SCRE) (Founding member and past President).
National Association of Rehabilitation Professionals in the Private Sector (NARPPS) California Regional Representative, 1996-1999.
Professionals in Human Resources Association, PIHRA. (Board member and Chairman of Program).
American Psychological Association (APA).
Society of Human Resource Management (SHRM).
SHRM Consultants Forum.

Teaching/ Lectures:

Dr. Sniderman is and continues to be widely written in and lectures at National and Local Professional Conferences in the area of Disabilities in the Workplace, Human Resources and on other employment related topics. From 1981 to present he has been an Assistant Professor at California State University, Los Angeles, National University and Woodbury University teaching various courses in business, human resources and disability management.

Publications/ Appearances:

Yankowski, T.P., Sniderman, R.L. (1991). Return to Work: Rehabilitation of the Injured Worker in California. NARPPS JOURNAL AND NEWS, 6 (6), 245-250.

Mulholland, K., Sniderman, R., Yankowski T. (1994). Early Intervention and Vocational Rehabilitation: An Assessment of Workers' Compensation Reforms in California. NARPPS JOURNAL, 9(1), 10-20.

Robert L. Sniderman and Robert A. Teplansky. Considering Generations, A Generational Issues Primer. New Community Associates.

Education/Background:

Bachelor of Arts, University of California, Los Angeles, Biology, 1976.
Master of Science, California State University, Los Angeles, Rehabilitation Counseling, 1979.
Doctorate, California School of Professional Psychology, Los Angeles, Organizational Psychology, 1992.
Certified Senior Professional in Human Resources (**SPHR**), 1997.
Certified Rehabilitation Counselor, (**CRC**), 1980, #13074.
Certified Disability Management Specialist (**CDMS**), 1984 - #0667.
Certified Case Manager, (**CCM**) - #18060.