LM&A

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CURRICULUM VITAE

LUIS MAS M.S., Ph.D., C.R.C., C.P.D.M., CRV/D
Diplomate, American Board of Vocational Experts

Updated: January 5, 2026

LANGUAGES: English and Spanish

CERTIFICATIONS (CREDENTIALS)

American Board of Vocational Experts, Diplomate (#6009)
Certified Rehabilitation Counselor (#34961)
Certified Professional Disability Manager (C.P.D.M)
American Disability Representation Specialist (ADRS)
Certified Vocational Expert Federal Government (#0831)
Certified Rehabilitation Vocationologist- Diplomat

EXPERT WITNESS EXPERIENCE (accepted as expert in the following Jurisdictions)

Federal Hearing Testimony as Vocational Expert (Office of Disability and Review):
Counties of: Orange, Riverside, Los Angeles, San Diego, San Bernardino, San Rafael, Santa Barbara, and Marin.

States: California, Nevada, Utah, Hawaii, Wisconsin, Puerto Rico, Illinois, Texas, New York, Michigan, and Georgia

State of California, Workers Compensation Appeals Board:
Counties of Orange, San Bernardino, Los Angeles, San Diego, Kern and Riverside.

Personal Injury-Jury Trial Testimony
Orange County, Los Angeles County, Riverside County California

Public Employee Retirement System (PERS) and Orange County Employee Retirement Systems (OCERS) Hearings, Orange County, and Kern County, California

Family Courts/Divorce
Riverside, Orange, San Bernardino, Los Angeles, Santa Barbara, Kern, Ventura and San Diego County, California

EDUCATIONAL BACKGROUND

1990 American Institute
Ph.D. Counseling Studies

California State University, Los Angeles
M.S. Master of Science (Rehabilitation Counseling)

California State University, Fullerton
B. A. Psychology

SPECIALIZATIONS

2006 Vocationology Institute, Inc.
Brooklyn Park, Minnesota
Certified Rehabilitation Vocationologist- Diplomat

2005 Vocationology Institute, Inc.
Brooklyn Park, Minnesota
Certificate in Diminished Earnings Capacity Evaluations

1998 Rehabilitation Training Institute/University of Florida at Gainesville
Advanced Life Care Planning Certificate Program
Catastrophic Case Management Certificate

1997 Insurance Education Association
Disability Management Specialization Program
Certified Professional in Disability Management

1992 Work Comp Communications
Workers' Compensation Rehabilitation Legal Aspects Certificate

APPOINTMENTS

2006- 2013
Disability Studies Faculty
Rancho Santiago College
Santa Ana, California

2001- Present
Vocational Expert (Cert. 0831 Federal Government)
Office of Hearings and Appeals
Social Security Administration

1990- Present
Independent Vocational Evaluator
State of California

PROFESSIONAL BACKGROUND

2012- Present
Director of Forensic Rehabilitation Services/Vocational Training Counselor
Luis Mas and Associates

730 Family law divorce-spousal and child Support 4331 evaluations. Provide vocational testing, evaluations, and labor market evaluations. Experts in both defense and plaintiff/applicant cases including: Workers Compensation including earnings capacity evaluations, DFEC evaluation/Ogilvie Analysis, LeBeouf Evaluations, LC 4660/LC4662 evaluations, litigation support-defense and applicant. Provide vocational testing and evaluations, labor market assessments in personal injury cases, motor vehicle, catastrophic-life care plan, industrial third party, medical malpractice, employment law, and market limitations on earnings capacity.

2017- Present
Vocational Training Counselor Evaluator and Forensic Expert
Bonneau and Mas

730 Family law divorce-spousal and child Support 4331 evaluations. Provide vocational testing, evaluations, and labor market evaluations.

1996-2011
Director of Industrial Rehabilitation and Disability Management
Rehabilitation Group

Responsible for planning, directing, and coordinating industrial rehabilitation and disability management programs for persons with psychiatric and physical disabilities. Administration of a full caseload including determining suitable job or business consistent with applicants/ employee's desires, aptitudes, and physical, mental, and emotional limitations. Designated by the Office of Social Security as an expert in the field of disability evaluations. Evaluation and court testimony in disability and loss of earnings capacity matters throughout California.

1990-1995 Director of Rehabilitation Counseling Services
Mas & Associates
A Professional Rehabilitation Company

Director of Mas & Associates, including vocational rehabilitation of the injured worker according to California law; divorce litigated rehabilitation case management; forensic assessment, including cost analysis for personal injury cases; as well as employer education and seminar presentation for the Americans with Disabilities Act legislation. Development, implementation and management of vocational rehabilitation programs, based upon information and assessment of client work skills, labor market research, vocational and psychological testing, vocational exploration and plan implementation, documentation of job seeking skills training, direct placement assistance, on-the-job training development and monitoring, substance abuse and minority employment counseling and evaluation programs, clinical developmental caseload monitoring and the administration of psychological test programs.

1987-1989 Rehabilitation Counselor (Certified Bilingual)
United Fandel and Associates Inc.
Anaheim, California

Responsible for interviewing and evaluating persons with disabilities and conferring with medical and professional personnel to determine type and degree of disability, eligibility for services, and feasibility of vocational rehabilitation. Responsible for the acceptance of Qualified Injured Worker status of suitable candidates. Determined suitable job or business consistent with applicant's desires, aptitudes, and physical, mental, and emotional limitations. Planned and arranges for applicants to study or train for different positions. Assisted applicants with personal adjustment throughout rehabilitation program. Aided applicants in obtaining medical and social services during training. Promoted and develops job openings and placed qualified applicant in employment. Specialized in mental illness, monolingual populations, traumatic brain injured and low back injuries or impairment. Charged with interviewing of possible new personnel as well as training of new counselors.

1986-1987 Certified Bilingual Counselor
Department of Social Services (Orangewood Developmental Center)
Orange, California

Substance abuse and minority employment counseling and evaluation programs. Responsible for assisting in clinical and developmental caseload updates and the daily administration of behavior analysis program

1984-1985 Group Counselor

Western Youth Services
Fullerton, California

In-house therapist for children involved with emancipation prior to adulthood age status. Implementation of structured program to assist in and determine feasibility for adult status as per court prescription.

1983-1986 Therapist, Counselor
Doctor's Diversified Medical Group
Los Alamitos, California
Intern therapist in supervised psychological therapy program. Monitored stress management, weight control, smoking, drug addiction, chronic pain, and behavior modification. Provided hypnosis induction therapy for patients with chronic pain and other disorders.

PUBLICATIONS

Brodwin, M. & Mas, L. (1999). The Rehabilitation Counselor as Life Care Planner. The Journal of Forensic Vocational Assessment. Vol. 2, (1), 16-21

Brodwin, M., Mas, L., & Kimm, C. (1997). Multicultural Dimensions in Counseling. California Association for Counseling and Development Journal. Vol. 17, 31-35.

Mas, L. & Brodwin, M. (1996). Choosing the Multi-Cultural Counselor. Disabilities Studies Quarterly. Vol. 16 (2), 27-29.

Mas, L. & Brodwin, M. (1996). Choosing the Multi-Cultural Counselor. California Association for Counseling and Development Vol 28 (2) 1, 13.

PROFESSIONAL PRESENTATIONS AND SEMINARS

Mas, L (2023, August) Defending the Employer. Personal Injury and Employment Law. Presentation to Phisher & Phillips in Irvine, California.

Mas, L (2023, May) "Vocational Evaluations in Family Law" Presented to the EWFLC (East West Family Law Council) in San Bernardino, California.

Mas, L. (2016, June) 730 Vocational Evaluations in Divorce Litigation. Presentation to Inland Empire Legal Group in Chino, California.

Mas, L. (2015, May) The Dahl Decision. Presentation to Inland Empire Legal Group in San Bernardino, California.

Mas, L. (2014, March) Evaluating Permanent Disability in the SB863 World. Presentation to Inland Empire Legal Group in San Bernardino, California.

Mas, L. (2013, June) Using the LeBeouf Decision to Evaluate the DFEC. Presentation to Orange County Legal Group in Orange, California.

Mas.L. (2011, February) The Shini decision and Montana Factors in DFEC Adjustments. Presentation to Burbank Legal Group in Burbank, California.

Mas.L. (2010, September) Using the Montana Factors in Ogilvie Cases. Presentation to Defense Attorney Association in Orange, California.

Mas, L. (2010, September) The Uses of Ogilvie in Work Injury Cases. Presentation to Orange County Applicant Attorneys Association in Santa Ana, California.

Mas, L. (2009, December) Correcting the Whole Person Index Using the Ogilvie Criteria. Presentation to Los Angeles Attorney Applicant Law Group in Burbank, California.

Mas, L. (2009, June) Using the Ogilvie Criteria to Correct the Whole Person Index in Permanent Disability. Presentation to California Applicant Attorneys Association in Long Beach, California.

Mas, L. (2008, March) The Interactive Process and ADA for Large Public Agencies. Presentation to Orange County Transportation Assocation Management in Orange, California.

Mas, L., and Willeford L. (2007, November) FEHA and the Interactive Process. Presentation to Inland Empire Business Professionals in Ontario, California.

Mas, L. (2005, November) FEHA and Return to Work Strategies for Self Insured Organizations. Presentation given to the Council of Self-Insured Public Agencies Annual seminars in Orange County and San Francisco, California.

Mas, L & Payan, N. (2003, May) Disease Prevention in the Healthcare Worker Environment. Seminar to Gallagher Bassett Insurance management and claims personnel.

Mas, L (2001, September) Return to Work Options for the Undocumented Worker. Presentation to California Applicant Attorneys Association.

Mas, L. &, Willeford, L. (2000, March) Early Return to Work and the ADA. Seminar given to City of Santa Ana Management Personnel.

Mas, L. (1999, July) Preparing the Offer of Modified Job Paperwork RU94 and Dealing with Out of State and Out of the Country Cases. Presentation to Insurance Education Association classes.

Mas, L., Green, C. & Gomez, J. (1998, March). Case Law Update and Rehabilitation Alternatives for City Employees. Presentation to City of Santa Ana Risk Management Department.

Willeford, L. & Mas, L. (1997, October) Counseling Theories and the Injured Worker. Paper presented at California State University, Los Angeles.

Mas, L. & Willeford, L. (1997, May) Life Care Planning for Issues of Non-Catastrophic Injuries. Presentation to Insurance Education Association.

Baillie, C., Conrado, J., Grajeda, S. & Mas, L. (1996, October). Rehabilitation Case Law and Plan Development for Today's Injured Worker. Presentation to the California Applicant Attorney's Association Statewide Rehabilitation Seminar.

Mas, L. & Willeford, L. (1996, October). Life Care Planning for the Non-Catastrophically Injured Worker. Paper presented at California State University, Los Angeles.

Mas, L. & Willeford, L. (1996, June). Employment and Job Search for the Developmentally Disabled Client. Presentation to Easter Seals Society, Culver City, CA.

Mas, L. & Diaz, R. (1996, April). Workers' Compensation, The Americans With Disabilities Act and Disability Management in Workplace. Presentation to the Inland Empire Personnel Management Association, San Bernardino, CA.

Mas, L. (1995, November). Life Care Planning for Catastrophic Case Management. Paper presented at California State University, Los Angeles.

Mas, L., Leivas, M. & Willeford, L. (1992, December). The ADA & You. Paper presented at meeting for risk management personnel at The City of Santa Ana on compliance With Americans with Disabilities Act issues.

ASSOCIATIONS

International Association of Rehabilitation Professionals (IARP)
National Rehabilitation Association (NRA)
National Rehabilitation Counseling Association (NRCA)
American Disability Representation Specialists Association (ADRSA)
American Board of Vocational Experts (ABVE)