

DONAL F. KIRWAN, SPHR

413 Sylvania Drive
Pittsburgh, PA 15229

Tel: (412) 260-8000
Fax: (412) 364-7221

SUMMARY

Human Resources Executive with experience in Forensic Economics providing consulting to the legal community on matters of economic damages relating to lost earnings capacity as well as on matters of employability.

PROFESSIONAL EXPERIENCE

- FORENSIC HUMAN RESOURCES 2003 – DATE
Managing Director 2005 – DATE
Provides forensic economic consulting services including evaluation of lost earnings capacity and expert testimony of economic damages arising from personal injury, wrongful death and employment discrimination. Evaluates earning capacity and provides reports and testimony regarding an individual's earning capacity. Worked part-time for Mr. Jarrell researching topics such as wages and employability. During that period (2000 – 2004), I researched issues regarding wages and occupations and prepared reports regarding lost earnings, lost earning capacity and employability. In 2005 became the sole proprietor of Forensic Human Resources.
- KIRWAN CONSULTING GROUP 2002 –2007
Managing Director
Provided executive search services to companies. Responsible for client marketing, candidate sourcing, interviews and candidate presentation.
- LAROCHE COLLEGE – Pittsburgh, PA 2001- 2002
Adjunct Professor, Recruitment and Placement
Taught graduate level course on staffing issues and procedures. Topics included: Manpower planning; legal aspects of recruiting and selection; competency-based selection and interviewing;
- BOYDEN - Pittsburgh, PA 1999 – 2002
Associate
Provide executive search services to companies. Responsible for client marketing, candidate sourcing, interviews and candidate presentation. Primary focus is developing clients among Pittsburgh's high tech community, introducing Boyden's capabilities within that market. Responsible for internal IT support.
- SONY ELECTRONICS INC. – Mt. Pleasant, PA 1995 – 1999
Staffing Manager, Sony Technology Center–Pittsburgh
Responsible for managing exempt staffing process, college relations program, the internal posting program and the Employee Referral Program for the 5 manufacturing Business Units of the Sony Technology Center-Pittsburgh. As a member of the Site's HR Management Team, participated in HR decision-making processes. The Team worked with the Business Units to provide guidance, install new programs and update Site policies and procedures. Developed quantitative reports using information from PeopleSoft and Resumix including those showing Site EEO statistics and Time to Hire.
- Played a major role in the growth of this site from 600 to 2900 company members in 3 years.
 - Worked with Business Unit clients to determine future manpower needs and developed and implemented the staffing plans to attract sufficient numbers of candidates to meet those needs on a timely basis.

- Investigated resume tracking systems to facilitate customer responsiveness. Recommended the purchase of and directed the installation of Resumix version 4.1, subsequently upgraded to version 5.3. Managed the installation of the new system.
- Designed and implemented the site's employee referral program. Designed the marketing material and the systems to manage the program.
- Represented the Site in community School-to-Work programs.
- Participated on a company-wide task force to evaluate and redesign the Corporation's Staffing function.
- Initiated a re-evaluation of the STC-P hiring process to identify a speedier, less costly alternative while still maintaining the integrity, legal defensibility and quality of the process.
- Developed a program of Internet advertising/recruiting to decrease recruiting costs. Initiated Internet recruiting using free Web sites.
- Developed a college recruiting/relations program. Identified schools and professors and initiated contacts to increase Sony's visibility on campus. Arranged campus interview schedules.
- Worked with Business Unit managers to begin an intern program. Anticipated 20 openings for interns for summer 1999.
- Designed and developed Crystal 6.0 reports to manage the Site's staffing process.

PRO-TEM GROUP – Pittsburgh, PA

1994 – 1995

(Start-up firm established to provide Pittsburgh area companies with professional-level contingent employees. Responsible for marketing the firm's services. Interviewed accounting, finance and Human Resources candidates for placement with clients.)

Principal

- Developed and implemented the firm's marketing plan.
- Served as President, Pittsburgh Human Resource Association with a budget of \$200,000. The PHRA provides training services on HR topics and networking opportunities to local Human Resources professionals.

KIRWAN CONSULTING GROUP – Pittsburgh, PA

1992 – 1994

Principal

Provided clients with professional-level recruiting services. Responsible for marketing; sourcing and interviewing candidates; and assisting clients in the selection process.

- As Chairman of a trade association's insurance committee, involved in the negotiations with its health insurance carrier concerning plan design and rating structures. Responsible for oversight and problem resolution.
- Working with the carrier, installed a first-of-its-kind wellness program for the association. Responsible for monitoring its implementation and effectiveness.

THOMPSON, KIRWAN & ROBINSON

1991 – 1992

(A start-up firm providing career transition services to Pittsburgh area companies)

Vice President

Responsible for marketing the firm's services and working with executive clients to develop personal marketing plans and strategies. Developed the marketing strategy, which included organizing a target list of companies based upon revenues and employees; surveying the companies to determine clients' needs; and arranging meetings with the appropriate contacts to introduce the service. Assisted in the design of new services to present to clients.

- Designed and implemented the firm's initial marketing plan.

TEMPORARY ACCOUNTING PERSONNEL

1987 – 1991

President

ACCOUNTING PERSONNEL ASSOCIATES

1976 – 1991

Vice President

These companies provided both full time and temporary recruiting services to clients. Worked with clients to determine staffing needs; developed recruiting plans; sourced and interviewed candidates; and facilitated the interview and offer processes. Responsible for marketing the firms' services and sourcing candidates. Taught seminar sessions as requested for various professional groups.

- Instrumental in the start of the temporary employment business.
- Developed systems to track candidate activity and to manage both businesses.
- Designed, wrote and installed a multi-user information management system to store and retrieve information on candidates and contacts. Designed and wrote using Informix SQL product, the management reports to track activity levels.

U.S. ARMY

1969 – 1975

Captain

Performed a variety of duties in both command and staff positions.

EDUCATION

MA, Industrial Relations – St. Francis College, Loretto, PA – 1983

BS, Economics – Xavier University, Cincinnati, OH – 1969

PROFESSIONAL CERTIFICATION

Senior Professional Human Resources, Society for Human Resources Management – 1995

Recertified – 1998, 2001

MEMBERSHIPS

National Association of Forensic Economics

American Academy of Economic & Financial Experts – Board of Directors

American Rehabilitation Economics Association

Society for Human Resources Management

Pittsburgh Human Resources Association

PRESENTATIONS

Panelist, “The Impact of Difficult Economic Times, Part II”

Pennsylvania Bar Association Family Law Section July 18, 2009

Panelist, “Dealing with Paired Wrongful Death and Survival Action Statutes”

In Calculating Economic Damages

National Association of Forensic Economics January 8, 2011

Presentation: “Using Localized Government Employment Data”

American Academy of Economic and Financial Experts April 8, 2011

Presentation: “Using Data Ferrett”

American Academy of Economic and Financial Experts March 20, 2014

Presentation: “DataFerrett

American Academy of Economic and Financial Experts March 18, 2016

Presentation: “Impact of Disability of Wages”

American Academy of Economic and Financial Experts March 31, 2017

PUBLICATIONS

Ostrofe, Roney, & Kirwan: Factors to Consider when Estimating Economic Damages, The Earnings Analyst, Vol. 12, 2012, pp 63- 79.

Donal F. Kirwan - List of Cases

1/14/2013	Michelle McMunn et al v. Babcock & Wilcox Power Generation Group, Inc., et al. (Discovery Deposition) CA No. 2:10-cv-00143-DSC-RCM U.S. District Court, Western District of Pennsylvania
1/22/2013	Jonathan Nemes v. Stephen Worobe and Wholesale Builders Supply, Inc. GD 08- 024874 Court of Common Pleas Allegheny County, PA
1/24/2013	Peter G. Ellis, MC v. Lori M. Ellis FD 09-005812-016 Court of Common Pleas Allegheny County, PA
1/29/2013	Deirdre Pollak, Administrator of the Estate of Ronald F. Pollak v. Jon B. Tucker, MD, Jon B. Tucker, MD, PC t/d/b/a Tucker Orthopedics GD 11-022201 Court of Common Pleas Allegheny County, PA
1/30/2013	Sonya L. Smith v. Festival Fun Parks, LLC d/b/a Kennywood Park GD 10-012524 Court of Common Pleas Allegheny County, PA
2/4/2013	Gloria J. Stagon v. John E. Stagon FD 11-007394 Court of Common Pleas Allegheny County, PA
2/15/2013	Gene Frame and Michelle Frame, his wife, v. Lone Pine Construction, Inc. CD 8375 of 2008 Court of Common Pleas Washington County, PA
6/12/2013	Paul Zito v. Jill Zito FD 11-01590-005 Court of Common Pleas Allegheny County, PA
7/16/2013	Barry Heverly v. Craig Moore and Marshall Erdman & Associates, Inc. 2007-4483 Court of Common Pleas Franklin County, PA
8/9/2013	Douglas Mahler v. Community College of Beaver County (Discovery Deposition) No. 2:11-cv-01610 U.S. District Court, Western District of Pennsylvania
9/11/2013	David and Marlene Lehew v. Star Transport Inc., et al GD 09-0011973 Court of Common Pleas Allegheny County, PA
9/19/2013	Anna Evanish et al. v. Michael E. Lally, MD, et al GD 12-012819 Court of Common Pleas Allegheny County, PA
9/26/2013	Rick J. Banks v. Allstate Insurance Company Underinsured Motorist Arbitration Allegheny County, PA
11/14/2013	Howard Trail et al v. Timothy Lesko and Pittsburgh Lodge No. 11, B.P.O.E GD 10-017249 Court of Common Pleas Allegheny County, PA

1/29/2014	Darin C. Lesefka v. Heather Kowger FD 07-05186	Court of Common Pleas	Allegheny County, PA
2/3/2014	Thomas Mol v. West Penn Allegheny Health System-Forbes Regional Campus, et al GD 12-017566	Court of Common Pleas	Allegheny County, PA
2/10/2014	Samra R. Savioz v. Leonard Savioz FD 13-03813	Court of Common Pleas	Allegheny County, PA
4/2/2014	Vaughn D. Shultz, Jr. v. Tesone Transport, Inc. and Douglas J. Laing GD 12-15121	Court of Common Pleas	Allegheny County, PA
5/5/2014	Adriana C. Alatorre v. William J. Schillinger FD 13-004816	Court of Common Pleas	Allegheny County, PA
5/7/2014	Dennis DiGiusto and Marcia DiGiusto v. A.W. Chesteron Company, et al. (Deposition) C.A. No. 12-2467	Superior Court	State of Rhode Island, Providence
5/13/2014	Tami D. Pscolka and Aaron M. Pscolka v. Kevin Boehme, MD, et al No. 2011-7946	Court of Common Pleas	Washington County, PA
6/16/2014	Faith Dolegowski v. State Farm Mutual Automobile Insurance Company Uninsured Motorist Claim		Pittsburgh, PA
7/9/2014	Michael Baughman and Eileen Baughman v. Michael R. Thomson No. 2011-00095	Court of Common Pleas	Forest County, PA
7/10/2014	Lorraine Grefenstette v. James Grefenstette FD 13-007763	Court of Common Pleas	Allegheny County, PA
8/18/2014	Francisca Navas-Ropero v. Theodore J. Spinks FD 09-002179	Court of Common Pleas	Allegheny County, PA
9/4/2014	Donald Smodic and Dory Smodic v. Robert E. Hummel, Jr., et al No. 11107 of 2007	Court of Common Pleas	Westmoreland County, PA
9/10/2014	Sheri L. Gimigliano v. Gregory F. Habib, MD, et al GD 12-0019445	Court of Common Pleas	Allegheny County, PA
9/22/2014	Thomas James Newill v. Campbell Transportation Company, Inc. (Discovery Deposition) C.A. No. 12-CV-01344	U.S. District Court, Western District of Pennsylvania	
9/26/2014	Christopher Wildern v. Consol Energy and Consol Pennsylvania Coal Co. (Deposition) No. 2009-8057	Court of Common Pleas	Washington County, PA
11/10/2014	Albert Gucker v. United States Steel Corporation C.A. No. 2:13cv583	U.S. District Court, Western District of Pennsylvania	(Deposition)

12/12/2014	Larry and Loa Myers v. A.W. Chesteron Co., et al. Cause No. 49D02-1405-MI-014372 In the Marion Superior Court, Civil Division, Room 2	(Deposition) County of Marion (IN)
1/23/2015	Luann K. Rice v. Maria P. Robinson GD 12-020963 Court of Common Pleas	Allegheny County, PA
2/27/2015	Vaughn E. Buchheit v. Enterprise Rent-a-Car, et al GD 11-018557 Court of Common Pleas	(Video Deposition for trial) Allegheny County, PA
5/11/2015	David S. Olivo v. Western Pennsylvania Hospital, et al GD 10-021357 Court of Common Pleas	Allegheny County, PA
5/29/2015	Marc Homer v. Nationwide Mutual Insurance Company GD 13-00977 Court of Common Pleas	Allegheny County, PA
8/19/2015	Harold Braden, Administrator of the Estate of Katherine Braden v. Joann Lamb, MD No. 30001-10 Court of Common Pleas	Lawrence County, PA
9/10/15	Dawn Lachelle Huss v. Cecil E. Huss FD 11-006822 Court of Common Pleas	Allegheny County, PA
10/13/2015	Donnie Lee Morgan v. Nancy Cummings No. 12-994-2006 Court of Common Pleas	Erie County, PA
10/23/2015	Jerry Cornell v. Mississippi Lime Company, et al, 2013 CV 00597 Court of Common Pleas	(Discovery Deposition) Columbiana, OH
11/06/2015	Christopher Myrah v. First Transit & Mid-Monongahela Valley Transit Authority GD 13-000930 Court of Common Pleas	Allegheny County, PA
12/17/2015	Martin Marks v. Tara Marks FD 14-8096-004 Court of Common Pleas	Allegheny County, PA
1/20/2016	Jodi Weiss v. Paul Lieber, MD GD 10-024404 Court of Common Pleas	Allegheny County, PA
1/22/2016	David Dolby and Susan Dolby v. Ziegler Tire & Supply Company, et al. GD 11-008401 Court of Common Pleas	Allegheny County, PA
2/2/2016	Melissa J. Painter, Executrix of the Estate of Bruce E. Bailey, deceased v. Cranberry Township AD 13-10800 Court of Common Pleas	Butler County, PA
2/10/2016	Victoria L. Dunch, Executrix of the Estate of George T. Dunch v. THI of Pennsylvania of Greenery of Canonsburg d/b/a Greenery Specialty Care Center (of Canonsburg) et. Al. GD No. 2011-2091 Court of Common Pleas	Washington County, PA

2/12/2016 Albert Gucker v. United States Steel Corporation
C.A. No. 2:13cv583 U.S. District Court, Western District of Pennsylvania

3/15/2016 Steven Lively, Jr. v. John Donaldson and TR Trucking and Excavating, Inc.
11cl05850 Court of Common Pleas Westmoreland County, PA

3/15/2016 Stephen Russo v. General Motors, LLC and Osburn Buick GMC, Inc., jointly and
severally
GD 13-003824 Court of Common Pleas Allegheny County, PA

3/23/2016 Fred Hoover and Jean Hoover, his wife v. Magan Singh, MD, and Wilkes-Barre Hospital
Company, LLC (Video Deposition for use at trial)
No. 2011-13056 Court of Common Pleas Luzerne County, PA

4/20/2016 Jason Beam and Kristie Beam v. Thiele Manufacturing, LLC
No. 1041 Civil 2008 Court of Common Pleas Somerset County, PA

4/21/2016 Edgar Weakland v. Atlantic States Insurance Co.
UIM Arbitration Allegheny County, PA

5/10/2016 Debra Gold v. Plesset Properties Partnership, t/d/b/a Shadyside Inn Suites
GD 12-018098 Court of Common Pleas Allegheny County, PA

5/24/2016 Mark C. Berkley v. Jeanne R. Berkley
No. 2012-1735 Court of Common Pleas Washington County, PA

6/1/2016 Lisa A. Mahoney v. W. Kevin Mahoney
No: 2014-11174 Court of Common Pleas Erie County, PA

6/21/2016 Kevin Hysick and Christina Hysick as parents and natural guardians of Joshua Hysick, a
minor and Christina Hysick, individually v. Razor USA, LLC (Discovery Deposition)
No. 1:15cv00745-JEJ U.S. District Court, Middle District of Pennsylvania

7/8/2016 Bryan Kimberly Hedden and Cynthia Heddn v. A.W. Chesterton Co., et al. (Discovery
Deposition)
Case No. 1:13-cv-1986 TWP-TAB U.S. District Court, Southern District of Indiana

7/14/2016 Barbara LaVelle, and Daniel Shulock, her husband v. Erie Insurance Exchange
(Video deposition for use at trial)
No. 2014-10401 Court of Common Pleas Beaver County, PA

7/28/2016 Travis Micjan and Stefanie Micjan, Co-Administrators of the Estate of Dylan Micjan, a
deceased minor and in their own right v. Wal-Mart Stores, Inc, Garan, Inc. and Garan
Services Corp. (Discovery Deposition)
Civil Action No: 2:14-cv-00855 U.S. District Court, Western District of Pennsylvania

8/25/2016 Marci L. Creel v. Armstrong County, David K. Battaglia, et. al. (Discovery Deposition)
Civil Action No: 15-cv-00601 U.S. District Court, Western District of Pennsylvania

9/27/2016 Todd A. Wogan and Beverly Wogan, his wife v. Butler Surgical Associates, Inc., Victor E. Nieto, MD, Butlre Emergency Physicians Associates, LTD, et al.
No. 2013-11028 Court of Common Pleas Butler County, PA

9/30/2016 Estate of Earl Stanton, Karen Stanton Executrix and Karen Stanton, as an Individual v. UPMC Mercy, Maliha Kamal, MD, and Ian Wu, MD
GD 13-016528 Court of Common Pleas Allegheny County, PA

10/5/2016 Michael A. Reed, Sr. v. Quality Building and Remodeling Co., Inc. and Douglas P. Robel and Bob Rhodes (Deposition for use at trial)
No. 2013-4521 Court of Common Pleas Cambria County, PA

11/1/2016 Ronald Donaldson v. Tony Ricchiuto
G.D. 15-12976 Court of Common Pleas Allegheny County, PA

2/9/2017 Brandi Moyer Dinardo v. Matthew Paul Dinardo
FD 16-7433 Court of Common Pleas Allegheny County, PA

3/10/2017 Roganne R. Beeghly, Executrix of the Estate of Michael William Beeghly v. Jae Hong, MD t/d/b/a Somerset Internal Medicine.
GD 14-6324 Court of Common Pleas Allegheny County, PA

3/14/2017 Daniel Shaffer and Gloria Shaffer, his wife v. Raymond R. Drabicki, MD, and Greater Pittsburgh Orthopaedic Assoicates, Inc.
GD 15-002014 Court of Common Pleas Allegheny County, PA

3/28/2017 Barry D. Wingard, Administrator and Rachel Bruno, Administratix of the Estate of Marcina Bruno et al v. Frank Kim, MD and James H. Acuff, MD
GD 15-002987 Court of Common Pleas Allegheny County, PA

4/27/2017 Brenda and Duane Roberts v. Advanced Auto Parts, Inc., et al (Discovery Depostion)
No. 49D02-1608-MI-028596 Marion County Superior Court 2

5/2/2016 Kevin White v. Khadra Mohammed
FD 16-008319 Court of Common Pleas Allegheny County, PA

5/9/2017 Nicole Strain, individually and as P/N/G of Zebuli Petrof, Jr., a minor v. Encompass Home and Auto Insurance Company
No. 12658-2014 Court of Common Pleas Erie County, PA

