

## Curriculum Vitae

**James J. Mangraviti, Jr., Esq.**  
SEAK, Inc. - The Expert Witness Training Company  
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Falmouth, MA 02541  
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*Former litigator who currently serves as Principal of the expert witness training company SEAK, Inc. ([www.testifyingtraining.com](http://www.testifyingtraining.com)). Co-author of over thirty books. Has trained thousands of expert witnesses through seminars, conferences, corporate training, training for professional societies, and training for governmental agencies including the FBI, SEC, IRS, Secret Service, NYPD, and Department of Defense. Frequently called by experts, their employers, and retaining counsel to train and prepare individual expert witnesses for upcoming testimony. Assists expert witnesses one-on-one with report writing, mentoring, and practice development. Has designed dozens of expert witness training programs and has personally taught experts in a group setting over 200 times since 1997.*

### Current Position

**Principal (1996-Present)**  
SEAK, Inc. - The Expert Witness Training Company  
P.O. Box 729  
Falmouth, MA 02541  
[www.seak.com](http://www.seak.com)  
[www.testifyingtraining.com](http://www.testifyingtraining.com)

### Education

**Boston College Law School**, Newton, Massachusetts  
Degree: JD, *cum laude* (May, 1993)

**Boston College**, Chestnut Hill, Massachusetts  
Degree: BA, *summa cum laude* (May, 1990)  
Major: Mathematics  
Honors: Honors Program - College of Arts and Sciences  
Phi Beta Kappa  
Pi Mu Epsilon (Mathematics Honor Society)

## Books

1. Babitsky S and Mangraviti JJ, Litigating Stress Cases in Workers' Compensation (Wiley, 1993).
2. Babitsky S and Mangraviti JJ, Understanding The AMA Guides: A Comparison of the Fourth Edition to the Third Edition Revised (Wiley, 1994).
3. Brigham CR, Babitsky S, Mangraviti JJ, The Independent Medical Evaluation Report: A Step-by-Step Guide With Models (SEAK, 1996).
4. Babitsky S and Mangraviti JJ, How To Excel During Cross-Examination: Techniques For Experts That Work (SEAK, 1997)
5. Babitsky S and Mangraviti JJ, Understanding The AMA Guides In Workers' Compensation (Second Edition, Wiley 1997)
6. Babitsky S and Mangraviti JJ, The Successful Physician Negotiator: How To Get What You Deserve (SEAK 1998)
7. Babitsky S and Mangraviti JJ, How To Excel During Depositions: Techniques For Experts That Work (SEAK 1999)
8. Babitsky S, Mangraviti JJ, and Todd CJ, The Comprehensive Forensic Services Manual: The Essential Resources for all Experts (SEAK 2000)
9. Babitsky S and Mangraviti JJ, Writing and Defending Your Expert Report: The Step-by-Step Guide with Models (SEAK 2002)
10. Babitsky S, Mangraviti JJ, Brigham CR, and Todd CJ, Understanding the AMA Guides in Workers' Compensation (3<sup>rd</sup> Edition, Panel 2002)
11. Babitsky S and Mangraviti JJ, Cross-Examination: The Comprehensive Guide for Experts (SEAK 2003)
12. Babitsky S, Mangraviti JJ and Melhorn JM, Writing and Defending Your IME Report: The Comprehensive Guide (SEAK 2004)
13. Babitsky A, Babitsky S, and Mangraviti JJ, 2004 SEAK, Inc. National Guide to Expert Witness Fees and Billing Procedures (SEAK 2004)
14. Babitsky S and Mangraviti JJ (editors), The Biggest Legal Mistakes Physicians Make: And How to Avoid Them (SEAK 2005)
15. Babitsky S and Mangraviti JJ, How to Become a Dangerous Expert Witness: Advanced Techniques and Strategies (SEAK 2005)

16. Babitsky S, Mangraviti JJ, and Babitsky A **The A-Z Guide to Expert Witnessing** (SEAK 2006)
17. Babitsky S and Mangraviti JJ, **Depositions: The Comprehensive Guide for Expert Witnesses** (SEAK 2007)
18. Babitsky S and Mangraviti JJ, **The Biggest Mistakes Expert Witnesses Make: And How to Avoid Them** (SEAK 2008)
19. Babitsky S and Mangraviti JJ, **Understanding the AMA Guides in Workers' Compensation** (Fourth Edition Wolters Kluwer Law & Business 2008)
20. Babitsky A, Babitsky S, and Mangraviti JJ, **2009 SEAK, Inc. National Guide to Expert Witness Fees and Billing Procedures** (SEAK 2009)
21. Babitsky S, and Mangraviti JJ, **Non-Clinical Careers for Physicians** (SEAK 2009)
22. Babitsky S, and Mangraviti JJ, **Never Lose Again: Become a Top Negotiator by Asking the Right Questions** (St. Martin's Press 2011)
23. Mangraviti JJ, Babitsky S, and Babitsky A, **How to Market Your Expert Witness Practice: Evidenced-Based Best Practices** (SEAK 2011)
24. Babitsky S and Mangraviti JJ, **Understanding the AMA Guides in Workers' Compensation** (Fifth Edition Wolters Kluwer 2011)
25. Mangraviti JJ and Babitsky S, **How to Prepare Your Expert Witness for Deposition** (SEAK 2012)
26. Babitsky S and Mangraviti JJ, **The Street Smart MBA: 10 Proven Strategies for Driving Business Success** (Apress 2012)
27. Mangraviti JJ, Babitsky S, and Donovan NN, **How to Write an Expert Witness Report** (SEAK 2014).
28. Mangraviti JJ, Babitsky S, and Donovan NN, **2014 SEAK, Inc. Survey of Expert Witness Fees** (E-Book)(SEAK 2014).
29. Mangraviti, JJ, Babitsky S, and Donovan NN, **How to Be a Successful Expert Witness: SEAK's A-Z Guide to Expert Witnessing** (SEAK 2015).
30. Mangraviti, JJ, Babitsky S, and Donovan NN, **How to Be an Effective Expert Witness at Deposition and Trial: The SEAK Guide to Testifying as an Expert Witness** (SEAK 2016).
31. Mangraviti JJ, Babitsky S, and Donovan NN, **2017 SEAK, Inc. Survey of Expert**

Witness Fees (E-Book)(SEAK 2017).

**Continuing Education Seminars Designed and Taught (Does not include numerous customized onsite training programs for private clients)**

1. **"How To Be An Effective Medical Witness,"** SEAK, Inc. Seminar January 18-19, 1997, Maui, HI
2. **"How To Be An Effective Medical Witness,"** SEAK, Inc. Seminar February 24-25, 1997, Ft. Lauderdale, FL
3. **"How To Be An Effective Medical Witness,"** SEAK, Inc. Seminar April 12-13, 1997, Chicago, IL
4. **"How To Be An Effective Medical Witness,"** SEAK, Inc. Seminar April 17-18, 1997, Seattle, WA
5. **"How To Be An Effective Medical Witness,"** SEAK, Inc. Seminar August 11-12, 1997, Hyannis, MA
6. **"Law School For Physicians,"** SEAK, Inc. Seminar, September 5-7, 1997, Hyannis, MA (designed only, not on faculty)
7. **"Law School For Physicians,"** SEAK, Inc. Seminar, March 16-18, 1998, Maui. HI
8. **"How To Be An Effective Medical Witness,"** SEAK, Inc. Seminar, March 19-20, 1998, Maui, HI
9. **"How To Be An Effective Medical Witness,"** SEAK, Inc. Seminar, April 18-19, 1998, Orlando, FL
10. **"Law School For Physicians,"** SEAK, Inc. Seminar, April 20-22, 1998, Orlando, FL
11. **"Law School For Physicians,"** SEAK, Inc. Seminar, May 4-6, 1998, San Diego, CA
12. **"Law School For Physicians,"** SEAK, Inc. Seminar, May 29-31, 1998 Chicago, IL
13. **"Successful and Effective Expert Witnesses in Safety and Health, "** American Society of Civil Engineers, June 13-14, 1999, Seattle, WA
14. **"How To Be An Effective Medical Witness,"** SEAK, Inc. Seminar, June 22-23, 1998 Hyannis, MA
15. **"Law School For Physicians,"** SEAK, Inc. Seminar, June 24-26, 1998, Hyannis, MA
16. **"Law School For Physicians,"** SEAK, Inc. Seminar, April 21-3, 1999 Ft. Lauderdale, FL

17. **"How To Be An Effective Medical Witness,"** SEAK, Inc. Seminar, May 3-4, 1999 San Diego, CA
18. **"Law School For Physicians,"** SEAK, Inc. Seminar, June 21-23, 1999 Hyannis, MA
19. **"Contract Law For Physicians,"** SEAK, Inc. Seminar, October 16, 1999 West Hartford, CT
20. **"Negotiating Skills For Physicians,"** SEAK, Inc. Seminar, October 17, 1999 West Hartford, CT
21. **"Law School For The Safety, Health & Environmental Professional,"** American Society of Safety Engineers Seminar, November 18-19, 1999 Dallas, TX
22. **"How To Be an Effective, Successful and Ethical Medical Witness,"** American Academy of Pain Medicine, February 23, 2000, New Orleans, LA
23. **"Law School for Civil Engineers,"** American Society of Civil Engineers, April 6-7, 2000, Las Vegas, NV
24. **"Law School for Civil Engineers,"** American Society of Civil Engineers, May 4-5, 2000, Framingham, MA
25. **"Law School for Experts,"** SEAK, Inc. Seminar, June 13, 2000, Hyannis, MA
26. **"Testifying Skills For Civil Engineers,"** American Society of Civil Engineers, January 18-19, 2001, Las Vegas, NV
27. **"Testifying Skills for Jewelry Appraisers,"** National Association of Jewelry Appraisers, February 2, 2001, Tucson, AZ
28. **"Law School for Civil Engineers,"** American Society of Civil Engineers, February 8-9, 2001, New Orleans, LA
29. **"How To Be an Effective Medical Witness,"** American Academy of Pain Medicine, February 14, 2001, Miami Beach, FL
30. **"Testifying Skills Workshop,"** SEAK, Inc. Seminar, June 13, 2001, Hyannis, MA
31. **"Law School For Physicians,"** July 17-19, 2001, Hyannis, MA
32. **"Medical Malpractice: Advanced Survival Training For Physicians",** October 11, 2001, Charlotte, NC
33. **"Law School For Civil Engineers,"** American Society of Civil Engineers, October 18-19, 2001, Baltimore, MD
34. **"Testifying Skills For Civil Engineers,"** American Society of Civil Engineers,

November 8-9, 2001, Orlando, FL

35. **"Law School For Civil Engineers,"** American Society of Civil Engineers, December 3-4, 2001, Randolph AFB, San Antonio, TX
36. **"Law School for Jewelry Appraisers,"** National Association of Jewelry Appraisers, February 8, 2002, Tucson, AZ
37. **"Testifying Skills for Occupational Health Professionals,"** SEAK, Inc. Seminar, March 19, 2002, San Diego, CA
38. **"Testifying Skills Workshop,"** Forensic Consultants of Orange County, March 23, 2002, Newport Beach, CA
39. **"Testifying Skills: Be a More Effective Expert Witness,"** International Association of Professional Security Consultants, April 20, 2002, Atlanta, GA.
40. **"Law School For Experts,"** SEAK, Inc. Seminar, June 19, 2002, Hyannis, MA.
41. **"Medical Malpractice: Advanced Survival Training For Physicians,"** SEAK, Inc. Seminar, August 1, 2002, Hyannis, MA
42. **"Law School For Physicians,"** SEAK, Inc. Seminar August 5-7, 2002, Hyannis, MA
43. **"Law School For Civil Engineers,"** American Society of Civil Engineers, September 26-27, 2002, Arlington Heights, IL
44. **"Medical Malpractice: Advanced Survival Training For Physicians,"** SEAK, Inc. Seminar, November 14, 2002, Chicago, IL
45. **"Interactive Medical-Legal Workshop,"** American Academy of Pain Medicine, February 19, 2003, New Orleans, LA
46. **"Testifying Skills For Engineers,"** American Society of Civil Engineers, March 6-7, 2003, Scottsdale, AZ
47. **"Testifying Skills Workshop,"** Forensic Consultants Association, March 13, 2003, Newport Beach, CA
48. **"Law School For Civil Engineers,"** American Society of Civil Engineers, March 27-28, 2003, Denver, CO
49. **"Law School for Security Consultants,"** International Association of Professional Security Consultants, April 26, 2003, Boston, MA.
50. **"Expert Report Writing Workshop,"** SEAK, Inc. Seminar, June 25, 2003, Hyannis, MA
51. **"Forensic Report Writing for Jewelry Appraisers,"** National Association of Jewelry

Appraisers, August 9, 2003, Wakefield, MA

52. **“Medical Malpractice: Advanced Survival Training For Physicians,”** SEAK, Inc. Seminar, August 14, 2003, Falmouth, MA
53. **“Law School For Physicians,”** SEAK, Inc. Seminar, August 18-20, 2003, Falmouth, MA
54. **“Law School For Experts,”** Seminar sponsored by The Warren Group, October, 9, 2003, Columbia, SC
55. **“Medical Malpractice: Advanced Survival Training For Physicians,”** SEAK, Inc. Seminar, November 6, 2003, Chicago, IL
56. **“Law School For Mechanical Engineers,”** American Society of Mechanical Engineers, December 1-2, 2003, New York, NY
57. **“Testifying Skills For Mechanical Engineers,”** American Society of Mechanical Engineers, December 3-4, 2003, New York, NY
58. **“Law School For Civil Engineers,”** American Society of Civil Engineers, February 12-13, 2004, Tampa, FL
59. **“Medical Malpractice: Advanced Survival Training For Physicians,”** Steamboat Seminars Seminar Co-Sponsored by SEAK, Inc. Seminar, February 28-29, 2004, Steamboat Springs, CO.
60. **“Testifying Skills Workshop,”** Steamboat Seminars Seminar Co-Sponsored by SEAK, Inc. Seminar, March 3, 2004, Steamboat Springs, CO.
61. **“Expert Report Writing Workshop,”** Seminar Co-Sponsored by SEAK, Inc. and Forensic Expert Witness Association, March 25, 2004, Newport Beach, CA
62. **“Medical Malpractice: Advanced Survival Training For Physicians,”** Presented for the Wyoming State Medical Society, June 10, 2004, Jackson Hole, WY
63. **“Expert Report Writing Workshop,”** SEAK, Inc. Seminar, June 23, 2004, Hyannis, MA
64. **“Medical Malpractice: Advanced Survival Training For Physicians,”** SEAK, Inc. Seminar, August 12, 2004, Falmouth, MA
65. **“Law School For Physicians,”** SEAK, Inc. Seminar, August 16-18, 2004, Falmouth, MA
66. **“Expert Report Writing Workshop,”** Seminar sponsored by The Warren Group, September 16, 2004, Columbia, SC
67. **“Medical Malpractice: Intensive Survival Training For Physicians,”** SEAK, Inc. Seminar, November 4, 2004, Orlando, FL

68. **"Law School For Physicians,"** SEAK, Inc. Seminar, November 5-7, 2004, Orlando, FL
69. **"Writing and Defending Your IME Report,"** SEAK, Inc. Seminar in cooperation with the Washington Department of Labor and Industries, January 29, 2005, Seattle, WA
70. **"Law School For Civil Engineers,"** American Society of Civil Engineers, February 10-11, 2005, Las Vegas, NV
71. **"Expert Witness Practice Management Workshop,"** SEAK, Inc. Seminar, June 15, 2005, Hyannis, MA
72. **"Medical Malpractice: Advanced Survival Training For Physicians,"** SEAK, Inc. Seminar, August 18, 2005, Falmouth, MA
73. **"Law School For Physicians,"** SEAK, Inc. Seminar, August 22-24, 2005, Falmouth, MA
74. **"Testifying Skills for Chiropractors,"** The College on Forensic Sciences, September 22, 2005, St. Paul, MN
75. **"Advanced Testifying Skills for Experts: The Master's Program,"** SEAK, Inc. Seminar, November 4-5, 2005, Chicago, IL
76. **"How to Start and Build a Successful Expert Witness Practice,"** American Society of Consulting Arborists, December 4, 2005, Palm Springs, CA.
77. **"Law School For Civil Engineers,"** American Society of Civil Engineers, March 9-10, 2006, Scottsdale, AZ
78. **"Testifying Skills Workshop,"** Forensic Expert Witness Association, March 30, 2006, Newport Beach, CA.
79. **"Persuasion Skills Workshop for Experts,"** SEAK, Inc. Seminar, June 20, 2006, Hyannis, MA.
80. **"How to Become a Dangerous Expert Witness,"** SEAK, Inc. Seminar, June 21, 2006, Hyannis, MA.
81. **"Medical Malpractice: Advanced Survival Training For Physicians,"** SEAK, Inc. Seminar, August 16, 2006, Falmouth, MA
82. **"Writing and Defending Your IME Report,"** SEAK, Inc. Seminar in cooperation with the Washington Department of Labor and Industries, October 7, 2006, Seattle, WA
83. **"Advanced Deposition Skills For Experts,"** SEAK, Inc. Seminar in cooperation with the Washington Department of Labor and Industries, October 8, 2006, Seattle, WA
84. **"Advanced Testifying Skills for Experts: The Master's Program,"** SEAK, Inc. Seminar, December 1-2, 2006, Chicago, IL



85. **"Law School for Civil Engineers,"** Professional Development Conference for the Washington State Association of County Engineers, January 31-February 2, 2007, Stevenson, WA
86. **"Law School for Safety Professionals,"** Professional Development Conference for the Hawaii Veterans of Safety, February 21-22, 2007, Pearl City, HI
87. **"Law School For Civil Engineers,"** American Society of Civil Engineers, March 8-9, 2007, Palm Beach, FL
88. **"Persuasion Skills Workshop for Experts,"** Forensic Expert Witness Association, March 29, 2007, Newport Beach, CA.
89. **"Law School For Civil Engineers,"** Inhouse Training Seminar for CTL Group, April 26-27, 2007, Skokie, IL.
90. **"Advanced Deposition Skills for Experts,"** Seminar sponsored by The Warren Group, May 10, 2007, Columbia, SC
91. **"How to Become a Dangerous Expert Witness,"** SEAK, Inc. Seminar, June 19, 2007, Hyannis, MA.
92. **"Persuasion Skills Workshop for Experts,"** SEAK, Inc. Seminar, June 20, 2007, Hyannis, MA.
93. **"How to Be an Effective Medical Witness,"** SEAK, Inc. Seminar, August 16-17, 2007, Falmouth, MA.
94. **"Law School for Medical Experts,"** SEAK, Inc. Seminar, August 18-19, 2007, Falmouth, MA.
95. **"Advanced Testifying Skills for Experts: The Master's Program,"** SEAK, Inc. Seminar, November 9-10, 2007, Naples, FL
96. **"Law School For Civil Engineers,"** American Society of Civil Engineers, March 6-7, 2008, Orlando, FL
97. **"Law School For Expert Witnesses,"** SEAK, Inc. Seminar, June 17, 2008, Hyannis, MA
98. **"Testifying Skills Workshop,"** SEAK, Inc. Seminar, June 18, 2008, Hyannis, MA
99. **"How to Be an Effective Medical Witness,"** SEAK, Inc. Seminar, August 14-15, 2008, Falmouth, MA.
100. **"Law School for Medical Experts,"** SEAK, Inc. Seminar, August 16-17, 2008, Falmouth, MA.

101. **"Testifying Skills Workshop,"** Customized Training Seminar for Defense Computer Forensics Laboratory, September 25, 2008, Linthicum, MD
102. **"Law School For Civil Engineers,"** American Society of Civil Engineers, November 6-7, 2008, Las Vegas, NV
103. **"How to Fight and Prevent Expert Witness Abuse: Advanced Testifying Skills for Medical Experts,** Benchmark Medical Consultants Seminar, November 8, 2008, Napa, CA
104. **"Law School For Expert Witnesses,"** SEAK, Inc. Seminar, June 23, 2009, Hyannis, MA
105. **"How to Become a Dangerous Expert Witness,"** SEAK, Inc. Seminar, June 24, 2009, Hyannis, MA
106. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, August 13-14, 2009, Hyannis, MA
107. **"Intensive Testifying Skills Workshop for Physicians,"** SEAK, Inc. Seminar, August 15-16, 2009, Hyannis, MA
108. **"How to Find and Land High Paying Non-Clinical Jobs,"** SEAK, Inc. Seminar, September 11, 2009, Chicago, IL
109. **"Law School For Civil Engineers,"** American Society of Civil Engineers, November 5-6, 2009, Boston, MA
110. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, April 22-23, 2010, Naples, FL
111. **"How to be an Effective Medical Witness,"** SEAK, Inc. Seminar, April 24-25, 2010, Naples, FL
112. **"How to Be an Effective Expert Witness,"** Customized Training for the Federal Bureau of Investigation, May 5-6, 2010.
113. **"Advanced Deposition Skills for Experts,"** SEAK, Inc. Seminar, June 22, 2010, Chicago, IL.
114. **"Testifying Skills Workshop,"** SEAK, Inc. Seminar, June 23, 2010, Chicago, IL.
115. **"How to Find and Land High Paying Non-Clinical Jobs,"** SEAK, Inc. Seminar, September 24, 2010, Chicago, IL.
116. **"Testifying Skills,"** Customized Training for the Internal Revenue Service, October 21-22, 2010, Washington, DC.

117. **"Advanced Testifying Skills-The Jury Trial Program,"** SEAK, Inc. Seminar, November 11, 2010, Naples, FL.
118. **"Advanced Testifying Skills for Experts, The Master's Program,"** SEAK, Inc. Seminar, November 12-13, 2010, Naples, FL.
119. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, February 2-3, 2011, Naples, FL
120. **"How to be an Effective Medical Witness,"** SEAK, Inc. Seminar, February 4-5, 2011, Naples, FL
121. **"Writing and Defending Your IME Report,"** SEAK, Inc. Seminar in Cooperation with Washington State Department of Labor and Industries, March 5, 2011, Seattle, WA
122. **"Advanced Deposition Skills Workshop,"** SEAK, Inc. Seminar in Cooperation with Washington State Department of Labor and Industries, March 6, 2011, Seattle, WA
123. **"Cross Examination of Expert Witnesses: Tactics and Defenses for Attorneys and Expert Witnesses,"** SBSA Sponsored Continuing Education Program, March 8, 2011, Golden, CO.
124. **"Law School For Civil Engineers,"** American Society of Civil Engineers, March 17-18, 2011, West Palm Beach, FL
125. **"Jury Trial Skills Workshop,"** SEAK, Inc. Seminar, April 12, 2011, Naples, FL
126. **"Law School for Expert Witnesses,"** SEAK, Inc. Seminar, April 13, 2011, Naples, FL
127. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, August 18-19, 2011, Falmouth, MA
128. **"Law School For Civil Engineers,"** American Society of Civil Engineers, October 13-14, 2011, Medford, MA
129. **"How to Assist an Expert Witness Practice: The Support Staff Program,"** SEAK, Inc., Seminar, October 19-20, 2011, Chicago, IL.
130. **"Advanced Testifying Skills-The Jury Trial Program,"** SEAK, Inc. Seminar, November 10, 2011, Naples, FL.
131. **"Advanced Testifying Skills for Experts, The Master's Program,"** SEAK, Inc. Seminar, November 11-12, 2011, Naples, FL.
132. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, February 9-10, 2012, Naples, FL

133. **"How to be an Effective Medical Witness,"** SEAK, Inc. Seminar, February 11-12, 2012, Naples, FL
134. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, March 29-30, 2012, Chicago, IL
135. **"How to Be an Effective Expert Witness,"** Presented as the Forensic Expert Witness Association's 2012 Annual Conference, April 27-28, 2012, Las Vegas, NV
136. **"How to Start, Build, and Run a Forensic Engineering Practice,"** American Society of Civil Engineers, June 21-22, 2012, Hyannis, MA
137. **"How to be an Effective Medical Witness,"** SEAK, Inc. Seminar, June 28-29, 2012, Falmouth, MA
138. **"How to Assist An Expert Witness Practice: The Support Staff Program,"** SEAK, Inc. Seminar, August 21-22, 2012, Falmouth, MA
139. **"How to Be an Effective Life Care Planner Expert Witness,"** Foundation for Life Care Planning Research Preconference, September 21, 2012, Denver, CO
140. **"How to Be an Effective Criminal Forensics Expert Witness,"** SEAK, Inc. Seminar, October 17-18, 2012, Chicago, IL
141. **"How to Find and Land High Paying Non-Clinical Jobs,"** SEAK, Inc. Seminar, October 19, 2012, Chicago, IL.
142. **"How to Write a Bulletproof Expert Witness Report,"** SEAK, Inc. Seminar, November 8-9, 2012, Naples, FL
143. **"Advanced Testifying Skills: The Master's Program,"** SEAK, Inc. Seminar, November 10-11, 2012, Naples, FL
144. **"Law School For Civil Engineers,"** American Society of Civil Engineers, January 24-25, 2013 Springer Island, FL
145. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, February 7-8, 2013, Naples, FL
146. **"How to be an Effective Medical Witness,"** SEAK, Inc. Seminar, February 9-10, 2013, Naples, FL
147. **"How to Start, Build, and Run a Forensic Engineering Practice,"** American Society of Civil Engineers, March 21-22, 2013, Oak Brook, IL
148. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, April 25-26, 2013, Chicago, IL

149. **"How to Be an Effective Expert Witness,"** SEAK, Inc. Seminar, September 19-20, 2013, Falmouth, MA.
150. **"How to Succeed as a Life Care Planner Expert Witness,"** Foundation for Life Care Planning Research Preconference, September 26, 2013, Atlanta, GA
151. **"How to Find and Land High Paying Non-Clinical Jobs,"** SEAK, Inc. Seminar, October 18, 2013, Chicago, IL.
152. **"Advanced Trial Skills Workshop for Expert Witnesses,"** SEAK, Inc. Seminar, November 7-8, 2013, Irving, TX.
153. **"How to Be an Effective Criminal Forensics Expert Witness,"** Customized Training Course Presented to U.S. Secret Service Forensic Services Division Laboratory, November 21-22, 2013, Washington, DC.
154. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, January 23-24, 2014, San Diego, CA.
155. **"How to Excel at Your Expert Witness Deposition,"** SEAK, Inc. Seminar, January 25-26, 2014, San Diego, CA.
156. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, February 6-7, 2014, Clearwater Beach, FL.
157. **"How to Be an Effective Medical Expert Witness,"** SEAK, Inc. Seminar, February 8-9, 2014, Clearwater Beach, FL.
158. **"How to Be a Successful and Effective Expert Witness,"** American Society of Appraisers, March 5-6, 2014, San Francisco, CA.
159. **"How to Start, Build and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, May 1-2, 2014, Orlando, FL.
160. **"How to Be an Effective Expert Witness,"** SEAK, Inc. Seminar, September 18-19, 2014, Falmouth, MA
161. **"How to Earn Money as a Physician Writer,"** SEAK, Inc. Seminar, September 20-21, 2014, Falmouth, MA
162. **"How to Supplement Your Clinical Income with Lucrative Home-Based Work,"** SEAK, Inc. Seminar, October 23, 2014, Chicago, IL
163. **"How to Find & Land High Paying Non-Clinical Jobs,"** SEAK, Inc. Seminar, October 24, 2014, Chicago, IL
164. **"How to Start, Build and Run A Successful Expert Witness Practice,"** SEAK, Inc. Seminar, February 5-6, 2015, Clearwater Beach, FL

165. **"How to Be an Effective Expert Witness,"** SEAK, Inc. Seminar, February 7-8, 2015, Clearwater Beach, FL
166. **"How to Be an Effective Expert Witness,"** Appraisers Association of America, February 26-27, 2015, New York, NY
167. **"How to Be an Effective Expert Witness,"** National Association of Document Examiners, March 30, 2015, Nashville, TN
168. **"How to Start, Build, and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, April 23-24, 2015, Washington, DC
169. **"How to Start, Build, and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, August 25-26, 2015, Falmouth, MA
170. **"How to Be an Effective Expert Witness,"** SEAK, Inc. Seminar, August 27-28, 2015, Falmouth, MA
171. **"How to Supplement Your Clinical Income with Lucrative Home-Based Work,"** SEAK, Inc. Seminar, October 22, 2015, Chicago, IL
172. **"How to Find & Land High Paying Non-Clinical Jobs,"** SEAK, Inc. Seminar, October 23, 2015, Chicago, IL
173. **"How to Market and Grow Your Expert Witness Practice,"** SEAK, Inc. Seminar, November 12-13, 2015, Naples, FL
174. **"How to Excel at Your Expert Witness Deposition,"** SEAK, Inc. Seminar, November 14-15, 2015, Naples, FL
175. **"How to Start, Build, and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, January 21-22, 2016, San Diego, CA
176. **"How to Be an Effective Expert Witness,"** SEAK, Inc. Seminar, January 23-24, 2016, San Diego, CA
177. **"How to Earn Money as a Physician Writer,"** SEAK, Inc. Seminar, February 4-5, 2016, Clearwater Beach, FL
178. **"How to Be an Effective Expert Witness,"** SEAK, Inc. Seminar, February 6-7, 2016, Clearwater Beach, FL
179. **"How to Start, Build, and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, May 12-13, 2016, Chicago, IL
180. **"How to Be an Effective Criminal Forensics Expert Witness,"** Onsite training provided for the Connecticut State Police Fingerprint Unit, May 24-25, 2016, Middletown, CT

181. **"How to Be an Effective Criminal Forensics Expert Witness,"** Customized Training Course Presented to the New York Police Department Laboratory, June 20-21, 2016, Jamaica, Queens, New York.
182. **"How to Start, Build, and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, September 15-16, 2016, Falmouth, MA
183. **"How to Be an Effective Expert Witness,"** SEAK, Inc. Seminar, September 17-18, 2016, Falmouth, MA
184. **"How to Supplement Your Clinical Income with Lucrative Home-Based Work,"** SEAK, Inc. Seminar, October 20, 2016, Chicago, IL
185. **"How to Find & Land High Paying Non-Clinical Jobs,"** SEAK, Inc. Seminar, October 21, 2016, Chicago, IL
186. **"How to Make More Money as an Expert Witness,"** SEAK, Inc. Seminar, November 10-11, 2016, Naples, FL
187. **"How to Excel at Your Expert Witness Deposition,"** SEAK, Inc. Seminar, November 12-13, 2016, Naples, FL
188. **"How to Earn Money as a Physician Writer,"** SEAK, Inc. Seminar, February 9-10, 2017, Clearwater Beach, FL
189. **"How to Be an Effective Expert Witness,"** SEAK, Inc. Seminar, February 11-12, 2017, Clearwater Beach, FL
190. **"How to Be an Effective Expert Witness,"** Customized Program for the American Association of Nurse Life Care Planners, March 10, 2017, Fort McDowell, AZ
191. **"How to Be an Effective and Successful Appraiser Expert Witness,"** Customized Program for the International Society of Appraisers, March 30-31, 2017, Chicago, IL.
192. **"How to Start, Build, and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, May 4-5, 2017, Clearwater Beach, FL
193. **"How to Start, Build, and Run a Forensic Engineering Practice,"** American Society of Civil Engineers, May 11-12, 2017, Boston, MA
194. **"How to Make More Money as an Expert Witness,"** SEAK, Inc. Seminar, September 14-15, 2017 Falmouth, MA
195. **"How to Supplement Your Clinical Income with Lucrative Home-Based Work,"** SEAK, Inc. Seminar, October 19, 2017, Chicago, IL
196. **"How to Find & Land High Paying Non-Clinical Jobs,"** SEAK, Inc. Seminar, October 20, 2017, Chicago, IL

197. **"How to Start, Build, and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, November 30-December 1, 2017, Naples, FL
198. **"How to Be an Effective Expert Witness,"** SEAK, Inc. Seminar, December 2-3, 2017, Naples, FL
199. **"How to Make More Money as an Expert Witness,"** SEAK, Inc. Seminar, January 18-19, 2018, San Diego, CA
200. **"How to Excel at Your Expert Witness Deposition,"** SEAK, Inc. Seminar, January 20-21, 2018, San Diego, CA
201. **"How to Earn Money as a Physician Writer,"** SEAK, Inc. Seminar, February 8-9, 2018, Clearwater Beach, FL
202. **"How to Be an Effective Medical Expert Witness,"** SEAK, Inc. Seminar, February 10-11, 2018, Clearwater Beach, FL
203. **"How to Start, Build, and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, May 3-4, 2018, Clearwater Beach, FL
204. **"How to Be an Effective Expert Witness,"** Customized Training Course Presented to the United States Securities and Exchange Commission's Division of Economic and Risk Analysis - Office of Litigation Economics, May 9, 2018, Washington, DC
205. **"How to Start, Build, and Run a Successful Expert Witness Practice,"** SEAK, Inc. Seminar, September 13-14, 2018, Falmouth, MA
206. **"How to Be an Effective Expert Witness,"** SEAK, Inc. Seminar, September 15-16, 2018, Falmouth, MA
207. **"How to Supplement Your Clinical Income with Lucrative Home-Based Work,"** SEAK, Inc. Seminar, October 18, 2018, Chicago, IL
208. **"How to Find & Land High Paying Non-Clinical Jobs,"** SEAK, Inc. Seminar, October 19, 2018, Chicago, IL
209. **"How to Make More Money as an Expert Witness,"** SEAK, Inc. Seminar, November 29-30, 2018, Naples, FL
210. **"How to Earn Money as a Physician Writer,"** SEAK, Inc. Seminar, February 7-8, 2019, Clearwater Beach, FL
211. **"How to Be an Effective Medical Expert Witness,"** SEAK, Inc. Seminar, February 9-10, 2019, Clearwater Beach, FL



## Presentations

1. **"How To Be A More Effective Medical Witness,"** Independent Medical Examinations, Impairment Rating and Medical-Legal Issues, February 2, 1997, Calgary, AB
2. **"How To Bullet-Proof Your C.V."** Eighth Annual National Expert Witness and Litigation Seminar, June 18, 1999, Hyannis, MA
3. **"Fee Setting, Billing and Collection Practices"** Ninth Annual National Expert Witness and Litigation Seminar, June 15, 2000, Hyannis, MA
4. **"Innovative Marketing Methods That Work"** Ninth Annual National Expert Witness and Litigation Seminar, June 15, 2000, Hyannis, MA
5. **"How To Be an Effective Medical Witness"** Impairment and Disability Evaluation Seminar (Sponsored by SEAK, Inc. in cooperation with the Washington Department of Labor and Industries, October 15, 2000, Seattle, WA
6. **"How To Bullet-Proof Your C.V."** Tenth Annual National Expert Witness and Litigation Seminar, June 15, 2001, Hyannis, MA
7. **"Defending the IME Report: Demonstration"** Independent Medical Examinations: Advanced Strategies for Success (Sponsored by SEAK, Inc. in cooperation with the Washington Department of Labor and Industries, November 3, 2002, Seattle, WA
8. **"Excelling During Direct Examination,"** Continuing Education Telephone Conference sponsored by Business Valuation Resources, February 11, 2003.
9. **"Fundamentals of the Law and the American Legal System,"** "The Four Elements of Negligence," "Defenses to Negligence Actions," "The Law of Liability Insurance," "Anatomy of a Lawsuit," "The Discovery Process," "Anatomy of a Civil Trial," Expert Testimony and Impeachment," and "Rules of Evidence, The Law Symposium for the Safety, Health & Environmental Professional (Sponsored by the American Society of Safety Engineers, November 20-21, 2003, Fort Lauderdale, FL).
10. **"Medical Malpractice Survival Training,"** Eastern Virginia Medical School Grand Rounds, Norfolk, VA, April 29, 2004.
11. **"Mock Trial Demonstration,"** SEAK, Inc. Thirteenth Annual National Expert Witness Conference, June 24, 2004.

12. **"What Every Urologist Must Know: Deposition Training in a World of Litigation,"** American Association of Clinical Urologists Socioeconomic Forum, San Antonio, TX, May 24, 2005.
13. **"Trial Demonstration: A Motion in Limine to Exclude Expert Witness Testimony,"** SEAK, Inc. Fourteenth Annual National Expert Witness Conference, June 16, 2005.
14. **"Trial Demonstration: Direct and Cross-Examination of the Expert Witness,"** Forensic Expert Witness Association, Newport Beach, CA, April 1, 2006.
15. **"Trial Demonstration: Direct and Cross-Examination of an Expert Witness,"** SEAK, Inc. 15<sup>th</sup> Anniversary National Expert Witness Conference, Hyannis, MA, June 22, 2006.
16. **"Bulletproofing Your Fee Schedules and Agreements,"** SEAK, Inc. 16<sup>th</sup> Annual National Expert Witness Conference, Hyannis, MA, June 22, 2007.
17. **"Communication and Persuasion Skills for Physicians,"** Getting Yourself Market Ready – Preconference to SEAK's 4<sup>th</sup> Annual Non-Clinical Careers for Physicians Conference, Falmouth, MA, October 4, 2007.
18. **"Communication and Persuasion Skills for Physicians,"** MBA Skills for Physicians – Preconference to SEAK's 5<sup>th</sup> Annual Non-Clinical Careers for Physicians Conference, Falmouth, MA, October 2, 2008.
19. **"Bullet-Proofing Your Retention Agreement,"** SEAK, Inc. 19<sup>th</sup> Annual Expert Witness Conference, Chicago, IL, June 24, 2010.
20. **"Marketing Your Expert Witness Practice-Evidence Based Best Practices,"** SEAK, Inc. 20<sup>th</sup> Anniversary Expert Witness Conference, Naples, FL, April 14, 2011.
21. **"How to Become a Dangerous Expert Witness,"** National Association of Jewelry Appraisers Annual Conference, Cleveland, OH, August 16, 2011.
22. **"Negotiation Skills for Physicians: What You Need to Succeed,"** SEAK, Inc. 8<sup>th</sup> Annual Non-Clinical Careers for Physicians Conference, Chicago, IL, September 25, 2011.
23. **"How to Expand Your Practice Through 24/7 Expert Witness Marketing,"** SEAK, Inc. 21<sup>st</sup> Annual National Expert Witness Conference, Falmouth, MA, August 23, 2012.
24. **"How to Prepare Your Expert Witness for Deposition,"** Webinar sponsored by the ABA Center for Professional Development, January 10, 2013 (Co-Presenter with Steven Babitsky, Esq.)
25. **"How to Prepare Your Expert Witness for Deposition,"** Webinar sponsored by The TASA Group, January 29, 2013 (Co-Presenter with Steven Babitsky, Esq.)

26. **“How to Prepare Your Expert Witness to Excel at Deposition,”** CLE Teleconference sponsored by The National Business Institute, April 4, 2013 (Co-Presenter with Steven Babitsky, Esq.)
27. **“Traps for the Unwary: Career Ending Mistakes and How to Avoid Them,”** SEAK, Inc. 22nd Annual National Expert Witness Conference, Chicago, IL, April 28, 2013
28. **“How to Protect Yourself from Potential Abuse from Retaining Counsel,”** SEAK, Inc. 23rd Annual National Expert Witness Conference, Orlando, FL, May 3, 2014
29. **“The 20 Most Important Deposition Questions for Expert Witnesses,”** SEAK, Inc. 24<sup>th</sup> Annual National Expert Witness Conference, Washington, DC, April 25, 2015.
30. **“How to Defend Yourself Against Opposing Counsel’s Cross-Examination Tactics,”** SEAK, Inc. 25<sup>h</sup> Anniversary National Expert Witness Conference, Chicago, IL, May 15, 2016.
31. **“How to Answer Trick and Difficult Questions at Deposition and Trial,”** SEAK, Inc., 26<sup>th</sup> Annual National Expert Witness Conference, Clearwater Beach, FL, May 7, 2017.
32. **“Testifying Tips for Experts: With Video Examples,”** SEAK, Inc., 27th Annual National Expert Witness Conference, Clearwater Beach, FL, May 6, 2018.

### **Book Chapters**

1. Babitsky S and Mangraviti JJ, **Rating Psychological and Psychiatric Impairment Under The Fourth Edition of the AMA Guidelines**, In: The Insurer’s Handbook of Psychological Injury Claims (Claims Books, 1995).
2. Babitsky S and Mangraviti JJ, **Cross-Examination: The Comprehensive Guide**, In: Expert Witnessing in Forensic Accounting (R.T. Edwards, Inc., 2005).
3. Babitsky S and Mangraviti JJ, **Deposition Preparation Outline**, In: Expert Witnessing in Forensic Accounting (R.T. Edwards, Inc., 2005).

### **Professional Training Video Scripts**

1. Mangraviti, JJ, **“Workplace Violence: Understanding, Preventing and Surviving”** (SEAK, 1994).
2. Babitsky S and Mangraviti JJ, **“The Expert Deposition: How to Be an Effective and Ethical Witness”** (SEAK, 1999).

3. Babitsky S and Mangraviti JJ, **"The Expert Medical Deposition: How to Be an Effective and Ethical Witness"** (SEAK, 1999).
4. Babitsky S and Mangraviti JJ, **"The Most Difficult Questions For Experts: With Answers"** (SEAK, 2000)
5. Babitsky S and Mangraviti JJ, **"Cross-Examination: How To Be an Effective and Ethical Expert Witness"** (SEAK, 2000).
6. Babitsky S, Brigham CR and Mangraviti JJ, **"Symptom Magnification, Deception and Malingering: Identification Through Distraction and Other Tests and Techniques"** (SEAK, 2000).
7. Babitsky S and Mangraviti JJ, **"Winning Over the Jury: Techniques for Experts That Work"** (SEAK, 2001).

### **Professional Training Videos Produced**

1. **"How To Use Guides To The Evaluation Of Permanent Impairment,"** Five Video Set (SEAK, 1993).
2. **"How To Be An Effective Medical Witness,"** (SEAK, 1994).
3. **"The Expert Deposition: How to Be an Effective and Ethical Witness"** (SEAK, 1999).
4. **"The Expert Medical Deposition: How to Be an Effective and Ethical Witness"** (SEAK, 1999).
5. **"The Most Difficult Questions For Experts: With Answers"** (SEAK, 2000)
6. **"Cross-Examination: How To Be an Effective and Ethical Expert Witness"** (SEAK, 2000)
7. **"Symptom Magnification, Deception and Malingering: Identification Through Distraction and Other Tests and Techniques"** (SEAK, 2000)
8. **"Medical School For Lawyers: The Complete Psychiatric Examination"** (SEAK, 2001)
9. **"Medical School For Lawyers: Chiropractic Examination and Treatment"** (SEAK, 2001)
10. **"Winning Over the Jury: Techniques for Experts That Work"** (SEAK, 2001)

### **Articles**

1. Babitsky S and Mangraviti JJ, **"Working in the Workers' Compensation System,"** 33

Journal Of The American Chiropractic Association 11, 22 (November 1996).

2. Babitsky S and Mangraviti JJ, “**How to Become a Dangerous Expert Witness, Part I,**” The Value Examiner (September/October 2005).
3. Babitsky S and Mangraviti JJ, “**How to Become a Dangerous Expert Witness, Part II,**” The Value Examiner (November/December 2005).
4. Babitsky S and Mangraviti JJ, “**How to Become a Dangerous Expert Witness, Part III,**” The Value Examiner (March/ April 2006).
5. Babitsky S and Mangraviti JJ, “**Transitioning: What Not To Do**” Unique Opportunities (January/February 2009).
6. Babitsky S and Mangraviti JJ, “**The Value of a Non-Clinical Personal Inventory**” Unique Opportunities (March/ April 2009).
7. Babitsky S and Mangraviti JJ, “**Talking Points: 5 simple questions to ask during hotel negotiations**” Meetings & Conventions (May 2011).

## Supplements

1. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers’ Compensation, 1993 Supplement** (Wiley 1993).
2. Babitsky S and Mangraviti JJ, **Litigating Stress Cases in Workers’ Compensation, 1994 Supplement** (Wiley, 1994).
3. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers’ Compensation, 1995 Supplement** (Wiley 1995).
4. Babitsky S and Mangraviti JJ, **Litigating Stress Cases in Workers’ Compensation, 1995 Supplement** (Wiley, 1995).
5. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers’ Compensation, 1996 Supplement** (Wiley 1996).
6. Babitsky S and Mangraviti JJ, **Litigating Stress Cases in Workers’ Compensation, 1996 Supplement** (Wiley, 1996).
7. Babitsky S and Mangraviti JJ, **Litigating Stress Cases in Workers’ Compensation, 1997 Supplement** (Wiley, 1997).
8. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers’ Compensation, 1999 Supplement** (Aspen 1998).
9. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers’ Compensation, 2000 Supplement** (Aspen 1999).

10. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2001 Supplement** (Aspen 2000).
11. Babitsky S, Mangraviti JJ, and Todd CJ, **The Comprehensive Forensic Services Manual: 2002 Supplement** (SEAK 2002).
12. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2003 Supplement** (Aspen 2003).
13. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2004 Supplement** (Aspen 2004).
14. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2005 Supplement** (Aspen 2005).
15. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2006 Supplement** (Aspen 2006).
16. Babitsky S, Mangraviti JJ, and Muir R, **Understanding The AMA Guides in Workers' Compensation, 2007 Supplement** (Aspen 2007).
17. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2009 Supplement** (Aspen 2009).
18. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2010 Supplement** (Aspen 2010).
19. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2012 Supplement** (Aspen 2012).
20. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2013 Supplement** (Aspen 2013).
21. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2014 Supplement** (Aspen 2014).
22. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2015 Supplement** (Aspen 2015).
23. Babitsky S and Mangraviti JJ, **Understanding The AMA Guides in Workers' Compensation, 2016 Supplement** (Aspen 2016).

### **Consulting/Mentoring Activities**

Retained to provide expert witness training by the FBI, SEC, IRS, Secret Service, Department of Defense, NYPD, numerous corporation and firms, and numerous individual expert witnesses.

### **Co-Seminar Leader**

Medical Witness Summit, November 16-17, 2002, Chicago, IL

Annual SEAK National Expert Witness Conference, 1996-Present.

Annual SEAK Non-Clinical Careers for Physicians Conference, 2014-Present.

### **Practice of Law**

Boston, Massachusetts, 1994-1996

Concentration: Litigation, Insurance Law

### **Admitted To Practice Law**

Massachusetts, 1993

United States District Court, District of Massachusetts, 1994

### **Public Service**

Commissioner

Board of License Commissioners

City of Everett, Massachusetts

1992-1996

### **Editorial Board**

The Guides Newsletter, 1996 to 1998

### **Editor**

"Effective Medical Witness" Newsletter, 1996 to 1997.