



C U R R I C U L U M V I T A E F O R

Michael P. Gibbens

*Certified Expert/Consultant on
Disabled Accessibility Compliance*



Gibbens & Associates

THE ACCESS GUY | MICHAEL P. GIBBENS

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Curriculum vitae for: Michael P. Gibbens

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An Introduction to: MICHAEL P. GIBBENS

Mr. Gibbens is a nationally recognized author, instructor and consultant on the interpretive and technical aspects of disabled accessibility compliance in commercial and residential applications for both public and private sectors.

He has developed and presented hundreds of seminars on compliance with State and Federal access laws and guidelines throughout the country and has more than 25 years experience as a disabled accessibility compliance consultant. In 1991, 6 months before the Americans with Disabilities Act (ADA) became enforceable, he had written the first nationally published manual for ADA compliance to facilitate facility assessments and barrier removals, and was facilitating training seminars across the country. In California, he was the first to develop and publish compilations of the more stringent provisions between State and Federal accessibility mandates for the design and construction of Public Accommodations and Commercial Facilities (Federal ADA/State Title 24 standards) and multifamily residential projects (Federal FHAA/State HCD standards) in 1991. Mr. Gibbens' fifteenth book on disabled accessibility compliance, the CalDAG™ 2013 (California Disabled Accessibility Guidebook) began national distribution in July 2014. The CalDAG™ is the only publication in existence that documents the most stringent requirements between the California State accessibility requirements and the ADA. The California Council of the American Institute of Architects (CCAIA) has recognized the CalDAG™ as the foremost subject source on combined state and federal disabled accessibility compliance in the State of California.

Mr. Gibbens' expertise in the interpretation of the legal and technical provisions of disabled accessibility standards is regularly utilized by law firms for the resolution of complaints, allegations of non-compliance and lawsuits.

He is experienced with private sector, governmental, and Department of Justice actions, and has served as an expert witness/expert consultant in well over 1,000 cases. He has been approved as an expert at trial, and has also served as a court-appointed expert. When the very first complaint under the newly-enacted ADA was registered with the Department of Justice against the Empire State Building, Mr.



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Gibbens was contracted to consult on-site with the building's architects and management to evaluate the complaint and work toward a resolution. Mr. Gibbens has also been approved by the State Bar of California to provide continuing legal education (MCLE) classes to attorneys on disabled access issues, and has been utilized by the federal Office of Civil Rights (OCR) to train their attorney's and investigators on state/federal accessibility compliance. He has served as a founding member of the California Design Safety and Accessibility Advisory Board (State Access Board), having been appointed by the State Architect, and has served for the past seventeen-plus years on the Accessibility Code Advisory Committee for the State Building Standards Commission (5 years as Chairman). Mr. Gibbens is a California Certified Access Specialist (#054), and is certified as an Accessibility/Usability Specialist by the International Code Council.

Mr. Gibbens has completed facility compliance audits on virtually every category of occupancy covered under Titles II and III of the ADA and has served clients with facilities in all 50 states.

He maintains continual contact with the Department of Justice and Access Board in Washington D.C. to keep abreast of new developments and proposed changes in the laws and standards. He has both designed and constructed improvements for the retrofit of facilities to provide compliance with State and Federal accessibility mandates, and is a consultant to a broad range of private businesses and governmental agencies.

- **California Certified Accessibility Specialist (CASp #054),**
- **17+ year member of State Building Standards Commission Accessibility Code Advisory Committee (5 years as Chairman).**
- **Certified Accessibility Specialist by International Code Council (ICC Cert. #94343).**
- **Approved educational activity instructor (past) (MCLE) by The State Bar of California.**
- **Founding member of the California State Access Board (appointed by California State Architect).**

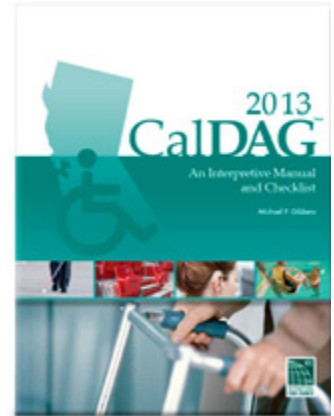


Publications Authored by Michael P. Gibbens

The CalDAG™ 2013 (California Disabled Accessibility Guidebook Checklist and Interpretive Manual).

Publisher – International Code Council. (2014). 532 pages.

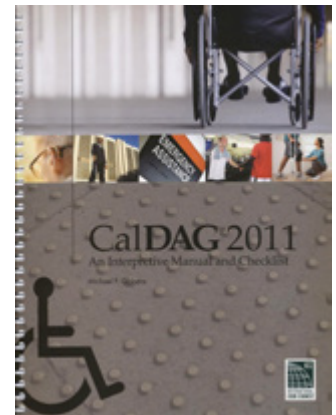
Incorporating 2010 federal ADA Standards with California 2013 Building Code accessibility provisions for Public Accommodations, Commercial Facilities and Public Housing. Includes chapter of selected California Accessibility Statutes- related laws from California's Government, Civil, Health & Safety, Vehicle Codes and others that deal specifically with disabled accessibility.



The CalDAG™ 2011 (California Disabled Accessibility Guidebook, Checklist and Interpretive Manual).

Publisher – International Code Council. (2011). 462 pages.

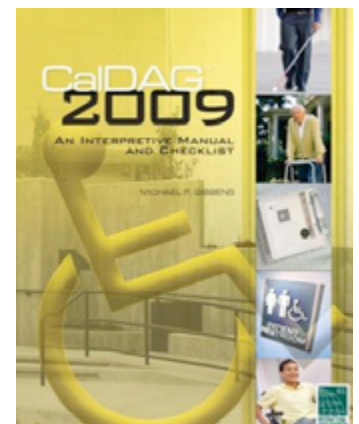
Incorporating 2010/2011 California amendments to the International Building Code. Includes chapter of selected California Accessibility Statutes- related laws from California's Government, Civil, Health & Safety, Vehicle Codes and others that deal specifically with disabled accessibility.



The CalDAG™ 2009 (California Disabled Accessibility Guidebook, Checklist and Interpretive Manual).

Publisher – International Code Council. (2008). 459 pages.

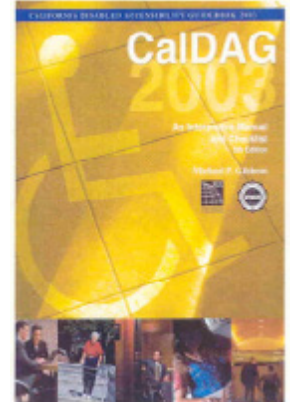
Incorporating 2007/2008 California amendments to the International Building Code. Includes chapter of selected California Accessibility Statutes- related laws from California's Government, Civil, Health & Safety, Vehicle Codes and others that deal specifically with disabled accessibility.



The CalDAG™ 2003 (California Disabled Accessibility Guidebook, Checklist and Interpretive Manual).

Publisher – International Code Council. (2002). 453 pages.

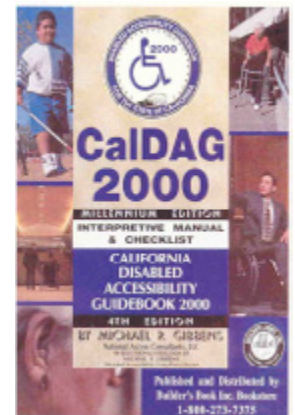
Revised edition of the CalDAG™ 2000, incorporating 2000/2002 California amendments to the Uniform Building Code. Includes complete index cross-reference of 1998/99 and 2000/2002 California Codes. Also includes chapter of selected California Accessibility Statutes- related laws from California’s Government, Civil, Health & Safety, Vehicle Codes and others that deal specifically with disabled accessibility.



The CalDAG™ 2000 Millennium Edition (California Disabled Accessibility Guidebook, Checklist and Interpretive Manual).

Publisher - Builders Book, Inc. (2000). 443 pages.

Revised edition of the CalDAG™ ‘98, incorporating 1998/1999 California amendments to the Uniform Building Code. Includes complete index cross-reference of 1994 California Codes, 1995/96 California Codes and 1998/99 California Codes. Also includes chapter of selected California Accessibility Statutes- related laws from California’s Government, Civil, Health & Safety and Vehicle Codes that deal specifically with disabled accessibility.



The CalDAG™ ‘98 (California Disabled Accessibility Guidebook, Checklist and Interpretive Manual).

Publisher - Builders Book, Inc. (1996). 440 pages.

Revised edition of the CalDAG™ ‘98, incorporating 1997/98 California amendments to the Uniform Building Code. Includes complete index cross-reference of 1994 California Codes to 1995/96 California Codes. Also includes chapter of selected California Accessibility Statutes- related laws from California’s Government, Civil, Health & Safety and Vehicle Codes that deal specifically with disabled accessibility.

The CalDAG™ ‘96 (California Disabled Accessibility Guidebook, Checklist and Interpretive Manual).

Publisher - Builders Book, Inc. (1996). 422 pages.

Revised edition of the CalDAG™, incorporating 1995/96 California amendments to the Uniform Building Code. Includes complete index cross-reference of 1994 California Codes to 1995/96 California Codes. Also includes chapter of selected California Accessibility Statutes- related laws from California’s Government, Civil, Health & Safety and Vehicle Codes that deal specifically with disabled accessibility.



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The CalDAG™ (California Disabled Accessibility Guidebook, Checklist and Interpretive Manual).

Publisher - Builders Book, Inc. (1995). 612 pages.

The CalDAG™ is the most comprehensive and detailed reference source on compliance with combined state and federal disabled accessibility laws and standards in existence. The Access Compliance Section of the California Division of the State Architect requested and was granted permission to utilize the CalDAG™ to forward technical assistance and interpretational information to professionals throughout California. The CalDAG™ combines the applications and technical provisions of the ADA and California's Title 24 accessibility regulations and lists each separate item with corresponding state and federal code sections for instant cross-reference. The text of the ADA Accessibility Guidelines and Chapter 31 of the California Building Code are included in the reference section of the CalDAG™.

Americans with Disabilities Act Compliance Handbook

Publisher - CEEM Information Services (1993). 278 Pages.

Used to establish and document compliance with the legal and technical aspects of Titles II and III of the ADA. An illustrated and detailed explanation of ADA requirements written primarily in checklist format. Includes supplement for compliance with California Title 24 regulations.

ADA Compliance Evaluation Survey

Publisher - CEEM Information Services (1991). 199 Pages.

An illustrated and detailed explanation of ADA requirements for architectural access by the disabled. An Action-oriented planning document for achieving compliance with barrier removal obligations under Titles II and III of the ADA and establishment of good-faith efforts to comply.

ADA Compliance Evaluation Survey (with special California Title 24 Supplement)

Publisher - CEEM Information Services (1992). 237 Pages.

An illustrated and detailed explanation of ADA requirements for architectural access by the disabled. This publication includes a supplement that specifies more stringent aspects of California's Title 24 access requirements to provide for compliance with both laws. An Action-oriented planning document for achieving compliance with barrier removal obligations under Titles II and III of the ADA and establishment of good-faith efforts to comply.



Design and Construction Manual for the Combined ADA/Title 24 Accessibility Standards

Publisher - Production Consulting & Construction (1991). 231 Pages.

For applications in new construction, retrofitting existing facilities and alterations. Combines interpretations of the most stringent provisions between California and federal accessibility requirements for California building and design applications. (Pocket size - 5-1/2" x 8").

Design and Construction Manual for the ADA Accessibility Standards

Publisher - Production Consulting & Construction (1991). 230 Pages.

For applications in new construction, retrofitting existing facilities and alterations. Combines scoping provisions and applications with design details for instant reference on compliance with ADA Title II and III provisions (Pocket size - 5-1/2" x 8").

Design Manual and Checklist for the Combined FHAA/HCD Accessibility Standards

Publisher - Production Consulting & Construction (1991). 107 Pages.

For compliance with combined state and federal design requirements and applications in privately funded multifamily residential construction. Includes flow charts that specify appropriate eligibility requirements, applications and exemptions allowed based on project characteristics.

Design Manual and Checklist for the FHAA Accessibility Standards

Publisher - Production Consulting & Construction (1991). 104 Pages.

For compliance with aspects of the Fair Housing Amendments Act in privately funded multi-family residential construction. Includes flow charts that specify appropriate eligibility requirements, applications and exemptions allowed based on project characteristics. The Department of Housing & Urban Development in Washington, D.C. requested permission to reproduce the flow charts for public dissemination and technical assistance.



Published Articles by Michael P. Gibbens

Commercial Builder Magazine, Official publication of the National Association of Home Builders, Energy Management Issue, **“Commercial Spotlight-Americans with Disabilities Act: The Guidelines are out”**, National Association of Home Builders, September/October 1991, Pages 18-19.

Real Estate Review Magazine, A Warren Gorham Lamont Publication, **“The Long Reach of ADA”**, The Real Estate Institute of New York University, Volume 22, No. 2/Summer 1992, Pages 60-64.

Journal of Property Management, Official Publication of the Institute of Real Estate Management of the National Association of Realtors - Chicago, Illinois, **“ADA Title III Compliance: Your Liability and How to Reduce It”**, May/June 1992, Pages 14-17.

Los Angeles Business Journal, **“The ADA - Whatever Happened to Title III”**, Volume 14, Number 25, Week of June 22-28, 1992, Pages 56-B/C.

AIA Newsletter, (Orange County Chapter) **“ADA/Title 24 Compliance - What is YOUR Liability?”**, June, 1995 Edition.

Ventura County Bar Association “Citations” magazine, **“ADA v. California Title 24 Accessibility Standards, The Battle Over Correct Compliance”**. Ventura, California, August 1995, Pages 6-8.



Seminars by Michael P. Gibbens

NOTE: California locations include combined Title 24/ADA or FHAA/HCD

1991 ADA Seminars

- PRODUCTION CONSULTING & CONSTRUCTION
 - 6-18 Oxnard, CA
 - 6-25 Burbank, CA
 - 6-27 Anaheim, CA
 - 7-02 Los Angeles, CA
 - 7-09 San Bernardino, CA
 - 7-11 Ontario, CA
 - 8-22 Burbank, CA
 - 9-17 San Diego, CA
 - 10-8 Oakland, CA
- AMERICAN SOCIETY OF CIVIL ENGINEERS
 - 9-27 Phoenix, AZ
- PCC/CEEM
 - 11-18 San Francisco, CA
 - 11-21 Dallas, TX
 - 12-02 Chicago, IL
 - 12-05 Washington, DC
- LOS ANGELES BUSINESS FORUM
 - 12-08 Los Angeles, CA

1991 FHAA (Fair Housing Amendments Act) Seminars

- PRODUCTION CONSULTING & CONSTRUCTION
 - 6-18 Oxnard, CA
 - 6-25 Burbank, CA
 - 6-27 Anaheim, CA
 - 7-02 Los Angeles, CA
 - 7-09 San Bernardino, CA
 - 7-11 Ontario, CA
 - 8-22 Burbank, CA
- PCC/CEEM
 - 11-19 San Francisco, CA
 - 11-22 Dallas, TX
 - 12-03 Chicago, IL
 - 12-06 Washington, DC
- LOS ANGELES BUSINESS FORUM
 - 9-17 San Diego, CA
 - 10-8 Oakland, CA

1992 ADA Seminars

- LOS ANGELES BUSINESS FORUM
 - 1-22 Los Angeles, CA
 - 1-29 Los Angeles, CA
- COLDWELL BANKER COMMERCIAL
 - 1-15 Ventura, CA
- NATL. ASSOC. OF HOME BUILDERS/COMM. BUILDERS COUNCIL
 - 1-24 Las Vegas, NV
- HELMSLEY SPEAR/HELMSLEY-HARLEY HOTELS
 - 2-20 New York City, NY
 - 2-21 New York City, NY
- FARMERS INSURANCE GROUP OF COMPANIES
 - 2-25 Los Angeles, CA
- NATIONAL INSTITUTE OF STORE PLANNERS
 - 2-26 Melrose, CA
- RICHARD MAGEE & ASSOCIATES-ARCHITECTS
 - 3-2 Los Angeles, CA
- SAN JOSE BUSINESS FORUM
 - 3-5 San Jose, CA
- ACTION/EASTER SEAL FOUNDATION
 - 3-6 Thousand Oaks, CA (ADA/Sec.504)



- PCC/CEEM
 - 3-16 Miami, FL
 - 3-17 Atlanta, GA
 - 3-19 New Orleans, LA
 - 3-20 Houston, TX
 - 3-23 Phoenix, AZ
 - 3-24 Denver, CO
 - 3-26 St. Louis, MO
 - 3-27 Chicago, IL
 - 3-30 Detroit, MI
 - 3-31 Cleveland, OH
 - 4-02 Philadelphia, PA
 - 4-03 Boston, MA
- CONEJO VALLEY CHAMBER OF COMMERCE
 - 5-13 Thousand Oaks, CA
- SUPERCONDUCTING SUPER COLLIDER LABORATORY
 - 5-19 Dallas, TX (U.F.A.S. Seminar)
- TISHMAN WEST COMPANIES
 - 6-04 Los Angeles, CA
- PENNSYLVANIA STATE BAR ASSOCIATION-BENCH/BAR CONFERENCE
 - 6-12 Pittsburgh, PA
- AMERICAN INSTITUTE OF ARCHITECTS-SANTA BARBARA CHAPTER
 - 6-17 Santa Barbara
- CALIFORNIA LABOR LETTER/ L.A. BUSINESS JOURNAL
 - 6-24 Irvine, CA
- 6-25 Universal City, CA
- PRODUCTION CONSULTING & CONSTRUCTION
 - 7-23 Thousand Oaks, CA
- BURBANK C.O.C./SMALL BUSINESS ASSOCIATION
 - 7-28 Burbank, CA
- CITICORP/QUOTRON
 - 9-17 Los Angeles, CA
- SANTA BARBARA BOARD OF REALTORS - CE Class
 - 9-17 Santa Barbara, CA
- AMGEN, Inc.
 - 9-24 Agoura Hills, CA
 - 9-25 Agoura Hills, CA
- BANK OF AMERICA
 - 10-13 Pasadena, CA
- VENTURA COUNTY PROPERTY MANAGERS ASSOC.
 - 10-21 Oxnard, CA
- INTERNATIONAL CONFERENCE OF SHOPPING CENTERS
 - 10-22 City of Industry, CA
- NATIONAL INSTITUTE OF STORE PLANNERS
 - 11-05 Melrose, CA
- NAHB - (NATIONAL ASSOC. OF HOME BUILDERS) Remodelers Show
 - 11-13 Pittsburgh, PA
- Law Offices of REED, SMITH, SHAW & McCLAY
 - 11-13 Pittsburgh, PA

1993 ADA Seminars

- POMONA CHAMBER OF COMMERCE
 - 2-02 Pomona, CA
- NATIONAL ASSOCIATION OF HOME BUILDERS
 - 2-19 Las Vegas, CA
- WELLS FARGO
 - 4-28 Burbank, CA
- INSTITUTE OF REAL ESTATE MANAGEMENT (IREM)
 - 5-11 Oxnard, CA
- ICSC - INTERNATIONAL CONFERENCE OF SHOPPING CENTERS
 - 6-29 Beverly Hills, CA
- BANK OF AMERICA
 - 4-25 Pasadena, CA
- CITY OF THOUSAND OAKS, DISABLED ACCESS GRANT PROGRAM
 - 6-15 Thousand Oaks, CA
- NATIONAL WOMEN'S DESIGN ASSOCIATION
 - 6-28 Melrose, CA
- BUILDING OWNERS & MANAGERS ASSOCIATION (BOMA)
 - 8-10 Los Angeles, CA
- INSTITUTE OF REAL ESTATE MANAGEMENT (IREM)
 - 11-23 San Bernardino, CA
- THE VOIT COMPANIES
 - 12-8 Woodland Hills, CA



1994 ADA SEMINARS (incomplete listing)

- COMMUNITY ASSOCIATION INSTITUTE
1-11 Encino, CA
- RTK ARCHITECTS
2-28 Los Angeles, CA
- BUILDING OWNERS AND MANAGERS ASSOCIATION (BOMA)
10-26 Oxnard, CA
- CALIFORNIA LODGING ASSOCIATION (For DBTAC)
11-14 Monterey, CA

1995 ADA SEMINARS

- NORTHRIDGE HOSPITAL REHABILITATION DEPARTMENT
2-8 Northridge, CA
- ACCESS AWARENESS SEMINAR, City of Thousand Oaks
3-14 Thousand Oaks, CA
- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS
3-22 Simi Valley, CA
- THE VOIT COMPANIES
4-27 Encino, CA
- NORTHRIDGE HOSPITAL REHABILITATION DEPARTMENT
5-24 Northridge, CA
- AMERICAN INSTITUTE OF ARCHITECTS
6-8 Los Angeles, CA
- AMGEN, Inc.
6-22 Thousand Oaks, CA
- ROBINSON TAKAHASHI & KATZ, ARCHITECTS
6-29 Los Angeles, CA
- AMERICAN INSTITUTE OF ARCHITECTS
6-29 Oxnard, CA

1996 SEMINARS (ADA & ADA/Title 24)

- INTERNATIONAL FACILITY MANAGERS ASSOCIATION (IFMA)
3-26 Santa Barbara, CA
- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS (ICBO)
4-25 Palmdale, CA
- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS (ICBO)
5-15 Camarillo, CA
- AMERICAN INSTITUTE OF ARCHITECTS
6-19 Oxnard, CA
- BUILDERS BOOK, INC.
7-13 Canoga Park, CA
- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS (ICBO)
7-31 Simi Valley, CA
- CALIFORNIA SOCIETY FOR HEALTH CARE ENGINEERING (CSHE)
8-22 Los Angeles, CA
- AMERICAN INSTITUTE OF ARCHITECTS
9-26 Los Angeles, CA
- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS (ICBO)
10-2 Ventura, CA
- CALIFORNIA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS (CASBO)
10-4 Irwindale, CA
- AMERICAN INSTITUTE OF ARCHITECTS
10-25 Rancho Cucamonga, CA
- COMMUNITY COLLEGE FACILITY COALITION
11-15 Sacramento, CA



1997 SEMINARS (ADA & ADA/Title 24)

- CITY OF THOUSAND OAKS PUBLIC WORKS DEPT.
3-27 Thousand Oaks, CA
- AMERICAN INSTITUTE OF ARCHITECTS
4-29 Los Angeles, CA
- AMERICAN INSTITUTE OF ARCHITECTS
7-17 Rancho Cucamonga, CA
- DANIEL MANN JOHNSON & MENDENHALL/KEATING
9-24 Los Angeles, CA
- CITIES OF SAN BERNARDINO/RIVERSIDE
9-25 San Bernardino, CA
- BUILDING OWNERS AND MANAGERS ASSOCIATION (BOMA)
10-2 San Francisco, CA
- AMERICAN INSTITUTE OF ARCHITECTS
10-15 Avila Beach, CA
- NEVADA TRIAL LAWYERS ASSOCIATION
10-18 Monterey, CA

1998 SEMINARS (ADA & ADA/Title 24)

- OFFICE OF CIVIL RIGHTS (OCR)
6-25 San Francisco, CA
- CITY OF SAN BERNARDINO
7-28 San Bernardino, CA

1999 SEMINARS (ADA & ADA/Title 24)

- AMERICAN INSTITUTE OF ARCHITECTS
3-3 San Bernardino, CA
- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS (ICBO)
6-25 Paso Robles, CA
- ORANGE COUNTY ADA SEMINAR, Technical Staff
7-21 Santa Ana, CA
- AMERICAN INSTITUTE OF ARCHITECTS
7-22 Los Angeles, CA
- COLEMAN/CASKEY ARCHITECTS, ADA TRAINING
7-23 Irvine, CA
- ORANGE COUNTY ADA SEMINAR, Executive Office
8-5 Santa Ana, CA

2000 SEMINARS (ADA & ADA/Title 24)

- AMERICAN INSTITUTE OF ARCHITECTS
4-12 Roseville, CA
- AMERICAN INSTITUTE OF ARCHITECTS
4-13 Yuba City, CA
- BANKER'S ASSOCIATION ADA SEMINAR, Attorneys
4-14 & 15 Berkeley, CA
- AMERICAN INSTITUTE OF ARCHITECTS
4-27 Torrance, CA
- AMERICAN INSTITUTE OF ARCHITECTS
5-13 Woodland Hills, CA
- ORANGE COUNTY ADA TRAINING
6-13 Santa Ana, CA
- AMERICAN INSTITUTE OF ARCHITECTS
6-16 Los Angeles, CA
- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS
6-25 Paso Robles, CA
- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS
7-6 San Luis Obispo, CA
- AMERICAN INSTITUTE OF ARCHITECTS
7-24 Los Angeles, CA
- AIA / ICBO VENTURA COUNTY CHAPTERS
9-26 & 28 Thousand Oaks, CA
- AMERICAN INSTITUTE OF ARCHITECTS
10-12 Santa Rosa, CA
- LPA ARCHITECTS, INC.
10-20 Irvine, CA



2001 SEMINARS (ADA&ADA/Title24)

- AMERICAN INSTITUTE OF ARCHITECTS
4-27 Los Angeles, CA
- AMERICAN INSTITUTE OF ARCHITECTS
5-21 Santa Rosa, CA
- BRITISH PETROLEUM/AMOCO/ATLANTIC RICHFIELD COMPANY
10-9 Birmingham, Alabama
- NATIONAL ACCESS CONSULTANTS/FIELD SERVICES UNLIMITED
10-30 Thousand Oaks, CA
- UNITED STATES DISTRICT COURT, EASTERN DISTRICT ANNUAL CONFERENCE
10-31 Thousand Oaks, CA
- CALIFORNIA BAR ASSOCIATION, TRI-COUNTY LUNCHEON
11-3 Monterey, CA
- ICSC CENTERBUILD CONFERENCE
11-15 Santa Barbara, CA
- 12-6 Scottsdale, AZ

2002 SEMINARS (ADA&ADA/Title 24)

- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS (ICBO), NAPA SOLANO CHAPTER
3-19 Vacaville, CA

2003 SEMINARS (ADA&ADA/Title 24)

- AMERICAN INSTITUTE OF ARCHITECTS
2-21 Los Angeles, CA
- BRITISH PETROLEUM
3-25 Thousand Oaks, CA
- CONSULTING ENGINEERS & LAND SURVEYORS OF CALIFORNIA (CELSOC)
4-10 Sonoma, CA
- AMERICAN INSTITUTE OF ARCHITECTS (Central Valley Chp.)
5-1 Sacramento, CA
- AMERICAN INSTITUTE OF ARCHITECTS (Long Beach/South Bar Chapters.)
7-12 Redondo Beach, CA

2004 SEMINARS (ADA&ADA/Title 24)

- GREATER SANTA BARBARA LODGING ASSOCIATION
3-17 Santa Barbara, CA
- UNIVERSAL STUDIOS (Sensitivity Training)
3-30 Universal City, CA
- 4-01 Universal City, CA
- CONSULTING ENGINEERS & LAND SURVEYORS OF CALIFORNIA (CELSOC)
4-22 Anaheim, CA (AM Session)
- 4-22 Anaheim, CA (PM Session)
- DISABILITY ACCESS LAW WORKSHOP FOR NORTH STATE BUILDERS, ARCHITECTS & ENGINEERS
4-29 Redding, CA
- DISABILITY ACCESS LAW WORKSHOPS FOR NORTH STATE BUSINESSES
4-29 Redding, CA
- 4-30 Redding, CA
- AMERICAN INSTITUTE OF ARCHITECTS, VENTURA COUNTY CHAPTER
4-28 Ventura, CA
- AMERICAN INSTITUTE OF ARCHITECTS, VENTURA COUNTY CHAPTER
5-4 Thousand Oaks, CA



- CITY OF MORRO BAY BUILDING DIVISION
5-12
- CITY OF PASO ROBLES BUILDING DIVISION
5-13
- CONOCOPHILLIPS
8-19 Denver, CO
8-20 Denver, CO
- CITY OF PASO ROBLES, BUILDING DIVISION, CHAMBER OF
COMMERCE
9-27 City of Paso Robles, AM Seminar
9-27 City of Paso Robles, PM Seminar
- BP AMOCO
10-20 Thousand Oaks, CA
- CAYUCOS CHAMBER OF COMMERCE
10-25 Cayucos, CA
- SOLVANG PLANNING/COMMUNITY DEVELOPMENT
DEPARTMENT
11-3 Solvang, CA
- SOLVANG PLANNING/COMMUNITY DEVELOPMENT
DEPARTMENT
11-4 Solvang, CA
- INTERNATIONAL CODE COUNCIL, COACHELLA VALLEY
CHAPTER
11-10 La Quinta, CA
- MORRO BAY CHAMBER OF COMMERCE/MORRO BAY
BUILDING DEPARTMENT
12-9 Morro Bay, CA
- CITY OF CAMBRIA CHAMBER OF COMMERCE
12-20 Cambria, CA

2005 SEMINARS (ADA&ADA/Title 24)

- CALIFORNIA BUILDING OFFICIALS (CALBO)
3-30 Rancho Cucamonga, CA
- CALIFORNIA BUILDING OFFICIALS (CALBO)
3-31 Loma Linda, CA
- YUM! BRANDS, Inc.
3-15 Irvine, CA
- STATE OF CALIFORNIA EMPLOYMENT DEVELOPMENT
DEPARTMENT &
SANTA BARBARA EMPLOYER ADVISORY COUNCI
4-20 Santa Barbara, CA
- CITY OF MORENO VALLEY/CITY OF RIVERSID
4-27 Moreno Valley, CA
- VACAVILLE CHAMBER OF COMMERCE/CITY OF VACAVILLE
5-3 a.m. presentation, Vacaville, CA
5-3 p.m. presentation, Vacaville, CA
- DISABILITY ACCESS LAW WORKSHOPS FOR NORTH STATE
BUSINESSES
5-25 a.m. presentation, Redding, CA
5-25 p.m. presentation, Redding, CA
- CB COMMERCIAL/HOK
6-20 Los Angeles, CA
- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS
6-28 Ventura, CA
- INTERNATIONAL CONFERENCE OF BUILDING OFFICIALS
6-30 Simi Valley, CA

2006 SEMINARS (ADA, Title 24, HCD/FHAA)

- AIA CENTRAL VALLEY CHAPTER
3-16 Sacramento, CA
- CALIFORNIA STATE BAR ASSOCIATION CONFERENCE
10-5 Monterey, CA
- INTERNATIONAL CONFERENCE OF SHOPPING CENTERS
10-25 Walnut Creek, CA
- PERKOWITZ & RUTH ARCHITECTS
11-9 Long Beach, CA
- PERKOWITZ & RUTH ARCHITECTS
11-28 Orange, CA
- PERKOWITZ & RUTH ARCHITECTS
11-30 Long Beach, CA



2007 SEMINARS (ADA, Title 24, HCD/FHAA)

- INTERNATIONAL CODE COUNCIL, LOS ANGELES CHAPTER
1-10 Alhambra, CA
- INTERNATIONAL FACILITY MANAGEMENT ASSOCIATION
(IFMA CALIFORNIA CENTRAL COAST CHAPTER)
10-17 Santa Barbara, CA
- INTERNATIONAL ASOCIATION OF PLUMBERS AND
MECHANICAL OPERATORS (IAPMO)
3-20 Commerce, CA

2008 SEMINARS (ADA, Title 24, HCD/FHAA)

- CALIFORNIA COUNTIES ARCHITECTS AND ENGINEERS
ASSOCIATION (CCAEA)
2-01 Santa Ana, CA
- AMERICAN INSTITUTE OF ARCHITECTS, CENTRAL VALLEY
CHAPTER
11-11 Rancho Cordova, CA
- CITY OF COSTA MESA
5-18 Tustin, CA
- INTERNATIONAL CODE COUNCIL, CENTRAL COAST CHAPTER
12-3 Atascadero, CA
- CONSTRUCTION SPECIFICATIONS INSTITUTE, LOS
ANGELES CHAPTER & THE ASSOCIATION FOR WOMEN IN
ARCHITECTURE (CSI, AWA)
10-25 Culver City, CA
- CITY OF CLOVIS
12-17 Clovis, CA

2009 SEMINARS (ADA, Title 24)

- INTERNATIONAL CODE COUNCIL, ORANGE EMPIRE BASIN
CHAPTER
3-9 Irvine, CA
- WESTFIELD CORPORATION
4-28 Los Angeles, CA
- AMERICAN INSTITUTE OF ARCHITECTS, CENTRAL VALLEY
CHAPTER
3-17 Rancho Cordova, CA
- INTERNATIONAL CODE COUNCIL, HIGH DESERT CHAPTER
5-6 Santa Clarita, CA
- INTERNATIONAL CODE COUNCIL, COACHELLA VALLEY
CHAPTER
5-12 Ventura, CA

2011 SEMINARS (ADA, Title 24)

- CITY OF EL PASO DE ROBLES
3-30 Paso Robles, CA
- CONSTRUCTION SPECIFICATIONS INSTITUTE
10-1 Los Angeles, CA
- NATIONAL ADA SYMPOSIUM
5-10 Las Vegas, CA
- CALIFORNIA CONTRACTORS ASSOCIATION'
10-6
- CONSTRUCTION SPECIFICATIONS INSTITUTE (CSI)
9-1 Los Angeles, CA
- WESTFIELD SEMINAR
- AMERICAN INSTITUTE OF ARCHITECTS
9-6 Ventura, CA



2012 SEMINARS (ADA, Title 24) (Incomplete Listing)

- VENTURA COUNTRY CONTRACTORS ASSOCIATION

2013 SEMINARS (ADA, Title 24)

2014 SEMINARS (ADA, Title 24)



Gibbens & Associates

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RATES

PRINCIPAL CONSULTANT/EXPERT RATES (per Consultant or Expert)

Initial Document or Plan Review	\$325.00 per hour
Research/Investigation and Consulting:	\$325.00 per hour
Mediation:	\$400.00 per hour (4 hours minimum)
Deposition:	\$400.00 per hour (4 hours minimum)
Court Appearance or Arbitration:	\$450.00 per hour (4 hours minimum)

ASSOCIATE AND ADMINISTRATIVE RATES

Plan Review (Associate):	\$200.00 per hour
Senior Associate:	\$200.00 per hour
Paralegal:	\$175.00 per hour
Administrative:	\$ 75.00 per hour
Technical Assistant:	\$ 82.00 per hour
Computer Consulting	\$180.00 per hour



TERMS AND CONDITIONS

In addition to the above noted fees, Client shall reimburse Consultant for all reasonable costs (including, without limitation, photocopying, parking, travel expenses, overnight delivery charges, messenger service and printing) in an amount equal to said costs, plus 5%. All travel time shall be billed, portal to portal, at Consultant's regular hourly rates. Consultant's hourly rates shall be billed in ¼ hour increments. In the event that Consultant's partners or staff utilize their automobiles in connection with the provision of Services, mileage shall be charged at a rate of \$0.55 per mile. If provision of the Services includes travel in a radius greater than one-hundred (100) miles from Consultant's Thousand Oaks, CA office, Client shall be charged a per diem of \$45.00 for each of Consultant's partners or staff engaged in said travel.

Upon delivery of this Agreement, Client shall advance Consultant a retainer in the amount of \$2,500.00

Fees for depositions shall be paid, in advance, based upon the anticipated length of the deposition. Balances due, if any, shall be paid during the next standard billing cycle.

Fees for one (1) days' time shall be paid in advance for trials or arbitrations.

Unless otherwise agreed in writing, all fees and costs shall be due and payable within fifteen (30) days of the date upon which they are invoiced to Client. Any sums not paid when due and payable shall accrue interest at the maximum legal rate of interest until paid in full.

Client understands and affirms that this Agreement is Between Client and Consultant only and payment to Consultant by Client is not dependent upon Client's reimbursement of Consultant's fees, costs and expenses by any third parties whatsoever.

