



Roberta Etcheverry, CPDM

Roberta Etcheverry is the Chief Executive Officer at DMG, a statewide network of Disability Management consultants providing training and assistance to employers on job descriptions and job analyses, job accommodations, return-to-work programs, and workplace ergonomics.

Ms. Etcheverry understands how return-to-work issues can impact business operations and currently coordinates a statewide network of providers that help organizations manage their job accommodation processes. For over 20 years, Ms. Etcheverry has helped employers create and improve upon stay-at-work/return-to-work programs and has provided extensive training to employers on the identification of essential job functions and job accommodations, including how to effectively update and compile job descriptions and how to navigate the “interactive process” for best results.

The DMG network was developed in 1992 in response to employers’ needs to coordinate workplace requirements brought on by the ADA and related regulatory changes in California’s workers’ compensation system with an emphasis on early return to work. Under the direction of Ms. Etcheverry, DMG continues to assist employers with the myriad of regulatory requirements and best practices related to stay-at-work and return-to-work.

Ms. Etcheverry received her education at the United States Military Academy (West Point) and Stanford University. She is a Certified Professional in Disability Management (CPDM).

Ms. Etcheverry is the past chapter President of the Disability Management Employer Coalition (DMEC), and current board member of the Northern California Employment Roundtable (NCERT), and active member of the Public Agency Risk Management Association (PARMA), the Northern California Human Resource Association and the California Public Employer Labor Relations Association. Her involvement in these organizations helps her stay current on industry trends, education, employment practices, and the needs of businesses relative to return-to-work. She has served as a presenter and trainer for the Equal Employment Opportunity Commission (EEOC) as well as the California Division of Workers’ Compensation. Ms. Etcheverry was a key contributor in the development of the State of California Return to Work Guide (2010) and served as a moderator for a panel presentation on Return-to-Work at the International Forum on Disability Management in 2010.

Roberta Etcheverry has extensive experience dealing with the issues impacting stay-at-work and return-to-work for organizations and individuals.

With a high emphasis on exceptional customer service, she is able to help businesses with regulatory compliance and in developing best practices for keeping employees working.

Working with employers nationally for:

**Job Accommodations & Interactive Process
Training and Case Facilitation**

Job Descriptions & Job Analyses

Ergonomic Assessments and Training

Transitional Work / Return-to-Work



Diversified Management Group (DMG)
1850 Gateway Blvd., #275,
Concord, CA 94520
800-746-4364 x 6105
RE@DMGWorks.com
www.DMGWorks.com