



The Global Legal Network
Local Relationships Worldwide



An *Oasis* in the Workers' Compensation Desert

ALFA INTERNATIONAL 2018 WORKERS' COMPENSATION SEMINAR

October 3-5, 2018

**Mountain Shadows Resort
Paradise Valley, Arizona**

www.alfainternational.com



An Oasis in the Workers' Compensation Desert

**ALFA INTERNATIONAL 2018
WORKERS' COMPENSATION SEMINAR**

OCTOBER 3-5, 2018

**MOUNTAIN SHADOWS RESORT
PARADISE VALLEY, ARIZONA**

The ALFA International Workers' Compensation Practice Group is pleased to invite you to the 2018 Workers' Compensation Seminar to be held in Paradise Valley, Arizona from October 3–5, 2018. Handling and defending workers' compensation claims can often feel like traveling through a desert, low on water and without a compass. Our program is designed to serve as an oasis in that desert for your journeys through difficult and challenging claims.

In this interactive workshop seminar, attorneys who specialize in workers' compensation defense litigation, along with managers of workers' compensation programs for regional and national companies, will debate and discuss many of the current and relevant topics we face in our workers' compensation programs. Some of the key topics to be addressed are:

- Effective techniques in dealing with our aging workforce
- Dealing with sexual harassment issues in the workplace
- The use of social media to establish additional information relevant to fraud issues and claims management

In addition to the primary topics, our program will offer a selection of break-out sessions. These sessions, geared towards smaller and more intimate groups, encourage interactive discussions on the following topics: (1) Issues associated with wearable devices; (2) New strategies and considerations relevant to Medicare and conditional payments; and (3) Improving communications between employers, TPAs and defense counsel. Additionally, our program will include round table discussions concerning ADA/FMLA considerations, effective return to work strategies and dealing with catastrophic claims.

Lastly, our popular TIPS portion of the program will be prominently featured throughout the entire seminar with informative guidance from all specialists, including many opportunities to network with colleagues.

We look forward to seeing you at the 2018 ALFA International Workers' Compensation Practice Group Seminar in Paradise Valley, Arizona.

Christopher "Bo" Boyd
2018 Program Chair, ALFA International Workers' Compensation Practice Group
TAYLOR, DAY, GRIMM & BOYD
Jacksonville, Florida

Dawn Dillon Raynor
Chair, ALFA International Workers' Compensation Practice Group
YOUNG MOORE AND HENDERSON P.A.
Raleigh, North Carolina

ALL ABOUT THE MOUNTAIN SHADOWS RESORT

A staple of the landscape, Camelback Mountain has long been a destination for those visiting Paradise Valley. Surrounded by desert flora and fauna, the valley is best known for its beautiful hiking, world-class golf courses and easy access to all that the Scottsdale-Phoenix area has to offer. Aptly named, the historic Mountain Shadows property has experienced a renaissance since its grand opening in 1959. After an extensive rebuild, the property reopened in 2017 nestled in the shadow of Camelback, welcoming guests with a desert modernism that complements, instead of competing with, its surroundings.

ALFA International clients and attorneys are encouraged to fly into the Phoenix Sky Harbor airport and take a cab the approximate 20 minutes to Mountain Shadows.

WHAT IS ALFA INTERNATIONAL?

ALFA International is the premier network of independent law firms. Founded in 1980, ALFA International was the first and continues to be one of the largest and strongest legal networks. We have 150 member firms throughout the world. Our 80 U.S. firms represent 95 of the 100 largest metropolitan areas. Our 70 international firms are located throughout Europe, Asia, Australia/New Zealand, Africa, Canada, Mexico and South America.

ALFA International's mission is to provide high quality, cost efficient legal services wherever our clients need them. The ALFA International model enables our members to use their local expertise to deliver highly effective legal solutions, often drawing upon the collective wisdom and experience of other member firms. ALFA International clients benefit from a geographically comprehensive network of exceptional law firms and accomplished trial and business counsel. Our member firms meet high standards to be part of the ALFA International network and are well respected by their peers in the legal and business community.

WEDNESDAY, OCTOBER 3

2:00 p.m. – 5:30 p.m.
FACULTY REHEARSAL
Paradise & Valley Ballrooms

2:00 p.m. – 5:30 p.m.
HOSPITALITY SUITE & EARLY REGISTRATION
Paradise Terrace



4:30 p.m. – 5:30 p.m.
WOMEN'S INITIATIVE EVENT
ESCAPE THE CASE
Echo Room
Get to know other female attendees while racing the clock and other teams to crack the code. This reverse escape game is sure to get your adrenaline going!

5:30 p.m. – 6:30 p.m.
ALL ALFA INTERNATIONAL ATTORNEY MEETING
Valley Ballroom

5:30 p.m. – 6:30 p.m.
CLIENT ONLY COCKTAIL HOUR
Living Room West



6:30 p.m. – 9:30 p.m.
WELCOME RECEPTION, BUFFET DINNER & REGISTRATION

Welcome to Paradise Valley!

Mountain Shadows Lawn & Camelback Overlook

This evening will begin with a cocktail reception on the Mountain Shadows Lawn. Reconnect with good friends and greet new acquaintances while enjoying the late summer breezes. As the sun sets, we will rise, moving upstairs to the picturesque Camelback Overlook to enjoy a buffet dinner with views of the iconic mountain.

THURSDAY, OCTOBER 4

8:00 a.m. – 9:00 a.m.
BREAKFAST BUFFET
Paradise Terrace

9:00 a.m. – 3:15 p.m.
PROGRAM SESSIONS
Paradise Ballroom

9:00 a.m. – 9:15 a.m.
INTRODUCTORY REMARKS

Kara T. Stubbs
Vice Chair, ALFA International Board of Directors
BAKER STERCHI COWDEN & RICE LLC
Kansas City, Missouri

Christopher "Bo" Boyd
2018 Program Chair, ALFA International Workers' Compensation Practice Group
TAYLOR, DAY, GRIMM & BOYD
Jacksonville, Florida

Dawn Dillon Raynor
Chair, ALFA International Workers' Compensation Practice Group
YOUNG MOORE AND HENDERSON P.A.
Raleigh, North Carolina

Brian Varner
V.P. Risk Management
COMPASS ONE HEALTHCARE
Parker, Colorado

9:15 a.m. – 10:15 a.m.

The Use of OSINT and Social Media to Combat Fraud

This presentation will demonstrate an overview on free sources (OSINT) and social media search patterns to help identify individuals, associations, family, movement and location. The discussion will further define how to use actionable intelligence within search criteria to establish additional information in regards to qualifying information relevant to fraud patterns.

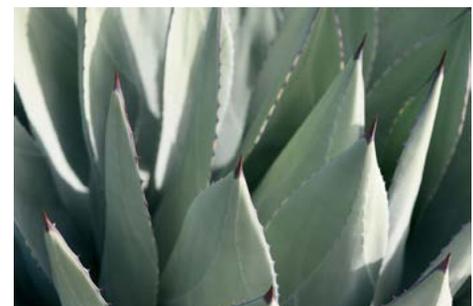
Michèle Stuart
Owner & Private Investigator
JAG INVESTIGATIONS
Queen Creek, Arizona

10:15 a.m. – 10:30 a.m.

FIRST PANEL OF FIVE TIPS

During this insightful section of the program, and two additional sections that will occur later in the program, ALFA International attorneys and clients will provide valuable tips and strategies to assist you in the administration of your workers' compensation claims. They will share their experience, knowledge gained and lessons learned from years of successfully handling workers' compensation cases throughout the United States.

10:30 a.m. – 10:45 a.m.
BREAK



10:45 a.m. – 11:45 a.m.

Strategies to Prevent the Aging Workforce from Turning Your Workers' Compensation Program into a Desert

The aging workforce simultaneously poses challenges and opportunities to a Workers' Compensation Program. The comorbidities that accompany the aging worker have the potential to turn a mild injury into a catastrophic one. But the aging worker can also be an oasis in the desert compared to the challenges posed by younger workers. This panel will discuss the unique challenges, opportunities and strategies of prevention and claim handling associated with the aging workforce.

Dallas Jones

Moderator

BAYLOR, EVNEN, CURTISS,
GRIMIT & WITT, LLP
Lincoln, Nebraska

Brian Varner

V.P. Risk Management

COMPASS ONE
HEALTHCARE
Parker, Colorado

Susan Simons

Attorney – Claims

RISK ADMINISTRATION
SERVICES, INC.
Sioux Falls, South Dakota

Julie Murray

SEMMES, BOWEN

& SEMMES
Baltimore, Maryland

11:45 a.m. – 12:00 p.m.



12:00 p.m. – 1:00 p.m.

LUNCH

Paradise Terrace

1:00 p.m. – 2:00 p.m. – **BREAKOUT SESSIONS GROUP ONE – Choose one**

A. A Wave (Of New Technology) in the Oasis

UNDERSTANDING WHAT WEARABLE DEVICES CAN DO FOR YOUR PROGRAM

Experience and learn about the recent expansion of the use of the wearable devices market. Is it a rattlesnake watching like big brother from beneath a rock? Or is this a roadrunner speedily reducing accidents in the workplace? Well informed, cost conscious employers can now monitor physical activity at all levels - heart rate, steps taken, lifting stress on the body, sleep deprivation and mental fatigue. Given the overwhelming amount of data available and new methods for capturing information, employers can rise like a Phoenix to enhance the efficiency of their workers' compensation programs. Sit beneath Camelback Mountain, and take part with our panel of experts who will provide insight and suggestions for success with wearable devices.

Jeff Linder

Moderator

YOUNG MOORE AND HENDERSON P.A.
Raleigh, North Carolina

Ard Allison

Claims Manager

MCLANE COMPANY, INC.
Carrollton, Texas

Tricia Wilson

Director of Risk Management

STAFF MANAGEMENT
Chicago, Illinois

Jeff Laudenbach

GERMAN, GALLAGHER & MURTAGH, P.C.
Philadelphia, Philadelphia

B. Medicare is the Prickly Cactus in the Desert of Workers' Compensation

THIS SESSION WILL MAKE YOUR LIFE A LITTLE SWEETER

Medicare remains a **spiny cactus fertile** with controversy **and diluted** by misconceptions. Our goal is to **shower** you with a **reservoir** of information to assist with the **fluid** nature of Medicare, so Medicare becomes an **oasis** in the desert instead of a **mirage**. We hope that you will **soak** up a **sprinkle** of great ideas and strategies to bring **paradise** back to claims, so you no longer have to **resort** to putting your head in the **sand**. Let's **pool** our ideas, enjoy something sweet and strip the **spines** from the **cactus** that is Medicare.

Shannon Blair

Moderator

HAIGHT BROWN & BONESTEEL LLP
Los Angeles, California

Melissa Woitalewicz

Workers' Compensation Manager

CRETE CARRIER CORPORATION
Lincoln, Nebraska

Dawn Abrahamson

Workers' Compensation Manager

KIEWIT
Eden Prairie, Minnesota

Steve Hessert

NORMAN, HANSON & DETROY, LLC
Portland, Maine

C. No Need to Feel Alone in the Desert

HOW TO FACILITATE AND IMPROVE COMMUNICATIONS BETWEEN SELF-INSURED EMPLOYERS, THIRD-PARTY ADMINISTRATORS AND DEFENSE COUNSEL

This panel will discuss the importance of open communication between all parties involved in claim handling both before and during litigation in order to reach a common goal. It will also address and provide strategies on how the parties can best collaborate in their efforts for successful communication.

Meredith Rainey

Moderator

MORRISON MAHONEY LLP
Fall River, Massachusetts

Rebecca Baggett

Managing Attorney, Casualty Claims

AUTOZONE
Memphis, Tennessee

Octavia Alexander

Workers' Compensation Supervisor

OLD DOMINION FREIGHT LINE, INC.
Thomasville, North Carolina

Matthew Necci

HALLORAN & SAGE LLP

Hartford, Connecticut

2:00 p.m. – 2:15 p.m.

BREAK

2:15 p.m. – 3:15 p.m. – **BREAKOUT SESSIONS GROUP TWO**

***REPEAT GROUP ONE SESSIONS**

5:15 p.m. – 6:15 p.m.

Networking Game & Reception

Paradise Terrace

Enjoy a bit of friendly competition while getting to know other attorneys on your team during this pre-dinner activity & reception.



6:30 p.m. – 9:30 p.m.

Offsite Dinner & Reception

Margaritas Anyone?

Blanco Tacos & Tequila
6166 N. Scottsdale Rd.

Escape the desert and experience a bit of Scottsdale while sipping on fresh margaritas at this evening's off-site dinner! First, jump on Ollie's Trolley for a fun and charming 10 minute ride to the restaurant. At Blanco you'll enjoy a modern twist on classic Mexican cuisine, in a vibrant and festive setting. Kick off the evening with a cocktail on the patio, then move indoors for a buffet dinner.

Trolley Departure: Trolleys will begin departing the hotel at 6:15 p.m. with the last trolley departing at 6:45pm. Trolleys will return to the hotel on a flow beginning at 8:30 p.m.

FRIDAY, OCTOBER 5

8:00 a.m. – 9:00 a.m.

BREAKFAST BUFFET

Paradise Terrace

9:00 a.m. – 12:15 p.m.

PROGRAM SESSIONS

Paradise Ballroom

9:00 a.m. – 10:30 a.m. ROUNDTABLE DISCUSSIONS

TOPIC 1—Go Toward the Light (Duties) – Benefits of Return-to-Work Programs

This presentation will address trends and issues related to implementing and maintaining an effective return-to-work program for injured employees. Join us to discuss strategies to develop programs and methods to reintegrate injured workers to the workplace in order to reduce costs and turnover of employees, and to foster improved employee relations and increased productivity.

Tom Brown

Moderator

HAIGHT BROWN & BONESTEEL LLP
Los Angeles, California

Jeff Seidman

Corporate Vice President of HR
CORT BUSINESS SERVICES
Chantilly, Virginia

TOPIC 2—Strategies for Dealing with Catastrophic Claims

This panel will discuss how to handle catastrophic workers' compensation injuries with compassion, while at the same time keeping costs under control. The key is to act quickly and get ahead of the claim before it gets ahead of you.

Claudia Heyman

Moderator

HALLORAN & SAGE LLP
Hartford, Connecticut

Michelle Bobb

Senior WC Claims Manager
EMCOR GROUP INC.
Norwalk, Connecticut

TOPIC 3—Issues and Considerations Involving the ADA/FMLA and Post-Accident Resignation

It is important for employers to understand the interaction of workers' compensation, the ADA, and FMLA. Any one or all three of these laws may be involved in scheduled or unscheduled absences from employment and violations of these laws may result in significant damages. In addition to legal responsibilities, employers have moral and ethical responsibilities to ensure employees receive the benefits and protections these laws provide.

Kenny Veit

Moderator

LEITNER, WILLIAMS, DOOLEY & NAPOLITAN, PLLC
Nashville, Tennessee

Vicki Froman

Corridor of Care & Workers' Compensation Manager
RICH PRODUCTS CORPORATION
Buffalo, New York



10:30 a.m. – 10:45 a.m.

THIRD PANEL OF



10:45 a.m. – 11:00 a.m.

BREAK

11:00 a.m. – 12:00 p.m.

The Temperature is Rising: Effects of the #MeToo Movement in the Workplace and in Workers' Compensation Claims

This panel will look inside the recent #MeToo movement and subsequent rise of the female voice. The panelists will consider whether the outcry against sexual harassment has caused ramifications in the workplace and particularly, in the workers' compensation arena.

Dawn Dillon Raynor

Moderator

YOUNG MOORE AND HENDERSON P.A.
Raleigh, North Carolina

Katrena Parker

Manager - Workers' Compensation
OLD DOMINION FREIGHT LINE, INC.
Thomasville, North Carolina

Shannon Gardner

Enterprise Analytics and Enterprise Risk Management
CHICK-FIL-A, INC.
Atlanta, Georgia

Doug Kotarek

HALL & EVANS, LLC
Denver, Colorado

12:00 p.m. – 12:15 p.m.

CLOSING REMARKS



FACULTY BIOS

DAWN ABRAHAMSON, CWCP, is the Workers' Compensation Manager/Risk Manager for Kiewit Power Constructors, a heavy industrial contractor working in 6 areas; Building, Mining, Oil, Gas & Chemical, Power, Transportation and Water/Wastewater. Kiewit is a Fortune 500 Company that operates through a network of subsidiaries in the United States, Canada and Mexico. They consistently rank among the top ten contractors by Engineering News-Record. Kiewit Corporation traces its history to 1884, when Peter and Andrew Kiewit formed Kiewit Brothers, an Omaha, NE masonry contracting partnership. Dawn has been working for Kiewit/Cherne Contracting Corporation for 26 years (Cherne was acquired by Kiewit 8 years ago). She has managed workers' compensation claims in over 25 states. Prior to Kiewit, Dawn worked for 2 other contractors in the Minneapolis area. She attended college at the University of Sioux Falls.

OCTAVIA ALEXANDER has worked in the Workers' Compensation industry with multi jurisdictional experience for 23 years. She is currently the Supervisor of the Workers' Compensation Department for Old Dominion Freight Line, Inc., located in Thomasville, NC founded in 1934. Old Dominion, employing nearly 20,000 people globally, currently operates 230 Service Centers in 48 states as a Less-than-Truck-Load, union-free motor carrier, providing regional, inter-regional and national LTL and logistics services. As resourceful leader and team player, Octavia is responsible for monitoring claims handled by internal OD adjusters and external TPA adjusters nationwide.

ARD ALLISON is the Workers' Compensation Claims Manager for McLane Company, Inc., and is responsible for directing and overseeing the company's workers' compensation and Texas non-subscriber programs. During his tenure, Ard has worked on projects to ensure integrity in the TPA reserving process, to promote aggressive claims handling and resolution, and to educate management on trends in the claims process. Ard oversees two associate claims managers and is responsible for a loss program of \$40 million per year. Ard has been in the workers' compensation industry for over 45 years.

REBECCA M. BAGGETT is the Managing Attorney of Casualty Litigation for AutoZone, Inc. in Memphis, Tennessee. She began working with AutoZone in 2013 and managed employment litigation during her first 4 years as a Zoner. Before joining AutoZone's Legal Department, Rebecca served as Senior Counsel, Litigation Manager with Direct General Insurance and Senior Associate Counsel, Litigation Manager and Assistant Secretary of Regions Bank. Prior to working as In-House Counsel Rebecca represented businesses and individuals in civil litigation in the State and Federal Courts of West Tennessee. Rebecca attended Christian Brothers University and obtained her J.D. from the University of Memphis, Cecil C. Humphreys School of Law.

SHANNON BLAIR is a Partner in the ALFA International law firm of Haight Brown & Bonesteel LLP and is a member of the Employment & Labor Practice Group. She is a Certified Specialist in Workers' Compensation Law by the State Bar of California Board of Legal Specialization. Shannon's practice focuses on California workers' compensation law, including employer serious and willful misconduct, 132a and defense of independent contractor issues before the WCAB. She routinely represents Fortune 500 companies, self-insured employers, insurance carriers, small businesses operating under employee leasing programs or who work with independent contractors and employers who maintain high retention levels requiring strict oversight of their claims. Shannon began her career in-house as legal counsel for a third-party administrator litigating workers' compensation claims for CBS and Paramount Studios. While in college she administered workers' compensation claims at the Federal Aviation Administration. Shannon spends her free time working on her handicap with the Women Lawyers Association of Los Angeles golf league and the Executive Women's Golf Association. The organizations support The First Tee and the SCGA Junior Golf Club.

MICHELLE BOBB is the Senior Claims Manager for EMCOR Group Inc.'s Risk Management Workers Compensation Programs. EMCOR Group Inc. is a Fortune 500 company who is a leader in mechanical and electrical construction, industrial and energy infrastructure and building services. Under Michelle's direction and with her more than 25 yrs of workers compensation claims and underwriting experience, EMCOR's Workers Compensation programs have achieved higher level of quality outcomes. Michelle has fostered a broad, national network to manage down losses and risk. She is responsible for achieving optimal results in claims and risk management in conjunction with EMCOR's

operations. Prior to EMCOR, Michelle worked as a claims adjuster, claims team leader and underwriter for Crawford & Co., Golub Corporation and AIG. She holds a bachelor's degree from the State University of New York at Albany.

CHRISTOPHER P. "BO" BOYD is a shareholder at Taylor, Day, Grimm and Boyd in Jacksonville, Florida, where he heads Taylor Day's workers' compensation practice group. Bo joined the firm immediately after graduating from law school in 1992 and became a shareholder in 1997. Bo's practice focuses on the defense of claims filed under the Florida Workers' Compensation Act, the Defense Base Act and the Longshore and Harbor Workers' Compensation Act. Bo frequently speaks at professional organizations' seminars on topics relevant to the defense of employers, self-insureds and insurance carriers in all areas of his practice. He received his B.S. degree in Real Estate and his J.D. from Florida State University.

THOMAS BROWN is a Partner in the Labor and Employment Practice Group at Haight, Brown & Bonesteel, ALFA International's Los Angeles member firm, who has specialized in defense of workers' compensation cases for more than fourteen years. Mr. Brown has participated in all phases of litigation of workers' compensation cases in California, and has assisted various employers with regard to return-to-work and accommodation issues.

VICKI FROMAN is a licensed insurance adjuster and certified occupational health practice management professional who has managed workers' compensation exposures through a variety of roles and strategies for 25 years. She currently provides direction, training and oversight on workers compensation, associate injury, ADA/FMLA and leave of absence management programs affecting corporate and manufacturing personnel across Rich's domestic operations. She functions as the subject matter expert in all areas of associate injury management; ensuring injured associates receive timely, focused and complete medical care and assistance allowing for a full return to work and optimal recovery. In addition, to address musculoskeletal injuries and a multi-generational workforce, Vicki has introduced "Associate Comfort Efficiency" – ACE, a multifaceted and proactive ergonomic program to keep Rich's most valuable asset, our associates, comfortable, efficient and injury free while performing their jobs. Ms. Froman collaborates with Rich's EH&S and Wellbeing teams to ensure safe working environments and promotion of safe and healthy habits building a "Total Worker Health" system.

SHANNON GARDNER is the Executive Director for Enterprise Risk Management at Chick-fil-A, Inc. in Atlanta, Georgia. Chick-fil-A is a national quick-service restaurant chain with over 2300 franchised and licensed locations in 47 states and Washington D.C. In her current role, Shannon leads the Enterprise Risk Management team which is responsible for the management of traditional and enterprise related risks. In addition to risk management, Shannon previously led the health insurance team at Chick-fil-A helping with implementation and compliance efforts of the Affordable Care Act. Shannon began her insurance career as a liability claims examiner at Safeco Insurance Company. In 1996, she began her brokerage career with Johnson & Higgins (which became Marsh & McLennan) as a Workers' Compensation Claim Consultant acting as a liaison and advocate on claim matters for large national accounts. Through her 10-year tenure at Marsh, Shannon serviced the risk management needs of companies, including Fortune 500 companies and held various leadership positions ultimately serving as the Claims Consulting Manager for the Atlanta office. Shannon is a graduate of The University of Georgia with a Bachelor of Business Administration where she majored in Risk Management.

STEPHEN HESSERT is a partner in the Portland, Maine ALFA International law firm of Norman, Hanson & DeTroy. Education: Bowdoin College (B.A., magna cum laude, 1974); University of Maine (J.D., 1977). Associate Editor, Maine Law Review, 1976- 1977. Professional Memberships.. Maine State and American Bar Associations; Defense Research and Trial Lawyers Association. Mr. Hessert has specialized in workers' compensation defense for many years and is a frequent speaker in the Northeast on labor and workers' compensation matters. His practice has a significant concentration in Longshore and Harbor Workers' Compensation Law, as well as in the defense of cases under the Maine Workers' Compensation Act. Mr. Hessert has been recognized for over twenty years by Best Lawyers in America for his expertise in this specialty. He is a past Chair of the Workers' Compensation Practice Group in the American Law Firm Association and is also Chair of the Workers' Compensation Section of the Maine State Bar Association.

CLAUDIA HEYMAN is a partner in the Workers' Compensation Practice Group at ALFA International's Hartford, CT member firm, Halloran & Sage LLP. For over 25 years she has represented self-insured employers, insurance companies, and third party administrators in all aspects of the workers' compensation process, including informal, pre-formal and formal hearings, and

has successfully handled appeals before the Workers' Compensation Review Board and the Connecticut Supreme Court. Claudia has experience in handling cases involving a variety of injuries, from a simple strain to a traumatic brain injury, and has obtained positive results for clients in high-exposure claims, such as those involving an employee who is permanently and totally disabled, or where survivorship benefits are at issue. Her practice also includes representing clients in wrongful discharge cases (C.G.S. § 31-290a), asbestos claims, and third party subrogation, as well as issues regarding an employer's civil liability in the workers' compensation forum. She also provides successful claims management strategies to her clients. Claudia received her BA from the University of Pennsylvania, cum laude and her JD from Villanova University School of Law.

DALLAS D. JONES is a former managing partner of the ALFA International firm in Lincoln, Nebraska, Baylor Evnen, and the current Chair of its Workers' Compensation Practice Group. The focus of his practice is identifying innovative ways to enable employers to navigate the overlap of workers' compensation claims and the myriad employment laws, which can create complications in the claims process. He is a frequently invited speaker, locally and nationally, regarding all aspects of workers' compensation and the overlap of related employment laws. Mr. Jones is a Fellow in the College of Workers' Compensation Lawyers, a former Chair of ALFA International's Workers' Compensation Practice Group and a former Chair of the Workers' Compensation section of the Nebraska State Bar Association. Mr. Jones is a founding member and current President of Nebraskans for Workers' Compensation Equity and Fairness, a non-profit corporation dedicated to advocating for legislation to create a more balanced workers' compensation system in Nebraska. He is a founding member, former President, and current board member of Kids' Chance of Nebraska, a non-profit which raises money from stakeholders in the workers' compensation system to award scholarships to children of workers significantly disabled or killed at work. He received his B.S. degree in Geology from the University of Nebraska-Lincoln and his J.D. from the University of Nebraska-Lincoln School of Law.

DOUGLAS J. KOTAREK is a member of the ALFA International law firm of Hall & Evans LLC in Denver, Colorado, where he heads the firm's Workers' Compensation Department. Since 1988, Mr. Kotarek has practiced insurance defense litigation, focusing exclusively on workers' compensation defense since 1992. He is currently on the Executive and Legislative Committees of

the Colorado Self-Insurers' Association, and lobbies the Colorado legislature regarding workers' compensation legislation for the Association. Mr. Kotarek is also on the Legal Advisory Board of the Colorado Civil Justice League as their workers' compensation advisor. Mr. Kotarek received both his B.A. and J.D. from Brigham Young University. Mr. Kotarek is a past Chair of the ALFA International Workers' Compensation Practice group.

JEFF LAUDENBACH is a Partner in the Workers' Compensation and Employment Practice Group, joining German, Gallagher & Murtagh, in 1999. He is a graduate of Lehigh University and Widener School of Law and has over 15 years experience litigating Workers' Compensation and Employment related matters. Mr. Laudenbach's practice involves representing National self insured employers in the Commonwealth of Pennsylvania and State of New Jersey and he has developed a national client base through client education, communication and goal oriented results. In addition to his litigation experience he has served as Vice President to a privately held business where he was responsible for the legal, operational, retail web development and financial management matters and was the Program Chair for the 2014 ALFA Workers' Compensation Program in Charleston, SC and former Practice Group Chair for ALFA Workers' Compensation Practice Group. He currently is a member of the ALFA International Marketing Committee.

JEFFREY T. LINDER is a shareholder with the ALFA International firm of Young Moore and Henderson in Raleigh, North Carolina. A 1995 honors graduate of the University of North Carolina School of Law, Jeff focuses his practice on employment and workers' compensation litigation. His philosophy is to provide the highest quality client services while seeking to deliver the most satisfactory results in the most efficient manner available. Jeff represents a broad array of employers, including those in the following industries: Healthcare; Hospitality and Retail; Manufacturing; Professional Services; and Transportation. He is a former Chair for the ALFA International Workers' Compensation Practice Group, and is a frequent speaker on employment and workers' compensation law issues.

JULIE D. MURRAY is a partner at the ALFA International law firm of Semmes, Bowen & Semmes in Baltimore, MD. She received her B.A. from University of Maryland, College Park, and graduated cum laude from University of Maryland School of Law. Ms. Murray's practice focuses on the defense of employers and insurers in their workers' compensation claims in Maryland and the

District of Columbia and she regularly appears before the administrative agencies and appellate courts in both jurisdictions. Her clients include self-insured Employers as well as insurance companies providing coverage for large and small Employers across a broad range of industries. In addition to representing clients in the defense of workers' compensation claims, Ms. Murray also regularly provides education and training to risk management professionals to help them successfully manage their claims. She has been selected as a "Rising Star" by Baltimore Magazine and Maryland Super Lawyers annually from 2014 to present.

MATTHEW NECCI has three principles when it comes to clients – be honest, be deliberate, and be of service. With this foundation, Matt partners with clients to identify goals, consider possible resolutions, and ultimately find the path that best positions them to move forward in a professional and effective manner. Matt's clients range from closely held businesses and municipalities to Fortune 500 companies. He is an experienced litigator, and serves as the chair of ALFA International member firm Halloran & Sage's Workers' Compensation Practice Group. Matt also has considerable appellate experience, representing clients before the Compensation Review Board of the Connecticut Workers' Compensation Commission, the Appellate Court of Connecticut, and the Supreme Court of Connecticut. He also functions as an outside general counsel for business clients, collaborating with them to resolve legal issues and implement strategies that let the companies engage the world on their terms. Outside of the office, Matt believes service to others is paramount to the success of an engaged and vibrant community. He is a member of the Board of Directors for both Special Olympics Connecticut and Leadership Greater Hartford. He is also a passionate advocate for the state of Connecticut's capital region, and serves on the Board of Corporators for the iQuilt Plan, a culture-based urban design plan for Downtown Hartford that seeks to create a more walkable, sustainable, and welcoming downtown. Matt has been identified by his peers as a leader in the community and the legal marketplace. He has been recognized as a "Rising Star" in the 2013 - 2017 editions of Super Lawyers® in the areas of Workers Compensation; State, Local and Municipal Law; and General Litigation, and was chosen as a member of the 2014 class for the Connecticut Law Tribune's New Leaders in the Law. In 2016, Matthew was named one of Hartford Business Journal's "40 Under Forty," an award that recognizes outstanding young professionals in the Greater Hartford area who are excelling in their industries in leadership roles.

KATRENA PARKER is the Manager of the Workers' Compensation Department for Old Dominion Freight Line, Inc., located in Thomasville, NC, founded in 1934. Old Dominion currently operates approximately 230 Service Centers in the lower 48 states it is a less-than-truckload, union-free motor carrier providing regional, interregional and national LTL service and logistics services employing more 19,000 people globally. Katrena has worked in the insurance arena for 25 years, and has been with Old Dominion for over 21 years. She was charged with the responsible for building the WC Department that OD knows today. Over the past 17 years she and her staff have adjusted/self-administered WC claims in 4 states (NC, SC, TN & VA). She is responsible for the Workers' Compensation program across multiple state jurisdictions nationwide for over 1,500 new WC claims annually. She and her staff over-see the TPA's handling of these claims nationwide by over-seeing the overall claims though it's closure. Currently she is in the process of expanding her staff and bringing more states in-house to self-administer.

MEREDITH RAINEY is a Partner at the ALFA International law firm of Morrison Mahoney LLP in Fall River, Massachusetts. She specializes in the area of workers' compensation and represents numerous national self-insurers, insurers, and third-party administrators throughout all stages of litigation at the Department of Industrial Accidents. Ms. Rainey is an active member of the ALFA steering committee for the Workers' Compensation Practice Group, a current faculty member and speaker for the Workers' Compensation Section of the Massachusetts Continuing Legal Education, and a former faculty member at Roger Williams University. She is also the President of the Fall River Bar Association and the co-chair of the Women's Initiative Group within her firm. Ms. Rainey frequently speaks and provides training seminars throughout the country on the workers' compensation law in Massachusetts.

DAWN DILLON RAYNOR is a shareholder and operations manager with the ALFA International firm of Young Moore and Henderson P.A. in Raleigh, North Carolina. She received her B.A. magna cum laude from the University of Mary Washington and her J.D. from Wake Forest University School of Law. Her practice includes defending employers in workers' compensation and employment matters before the North Carolina Industrial Commission, Department of Labor, EEOC and North Carolina State and Federal Courts. Dawn assists employers meet their goals in non-compete, discrimination, harassment, retaliation and wage and hour matters. She has experience with FMLA and ADA and their impact on workers'

compensation claims and is often invited to speak on that and other employment and workers' compensation related topics.

JEFFERY SEIDMAN has been the Vice President of Human Resources at CORT Business Services since 2001, and has implemented a successful return-to-work program for CORT employees. Mr. Seidman has been an executive and leader in the area of Human Resources since 1980.

SUSAN SIMONS is an attorney with Risk Administration Services, Inc. in Sioux Falls, South Dakota. She received her B.A. from the College of St. Benedict and was a Sterling Honor Graduate from the University of South Dakota School of Law. Ms. Simons spent 23 years as an attorney/partner at the law firm of Davenport, Evans, Hurwitz and Smith in Sioux Falls where her practice focused on the defense of employers and insurers in their workers compensation and employment-related claims and practices. She left private practice for public service and was the Assistant Superintendent of HR/Legal Services for the Sioux Falls School District for 5 years where she was responsible all employment related matters, including workers compensation claims, as well as providing general legal services for the District. In 2015, Ms. Simons joined Risk Administration Services and provides legal guidance for the Claims Department.

MICHELE STUART is the owner and operator of JAG Investigations, Inc. since its creation in 1997. Previous to this she was employed by Assets Intelligence starting a financial investigative career in 1990. Michele has over 25 years of experience in OSINT, counter intelligence, insurance fraud investigations, financial investigations, threat assessments, due diligence, organized retail crime, corporate & competitive intelligence. Over the past 15 years, she has taught hundreds of classes in open source intelligence and social media investigations for the law enforcement and military intelligence communities as well as the financial industry and insurance industry on a global level. She has been an Instructor at Quantico (FBI Academy) for International training programs and an Adjunct Professor with University of Virginia.

KARA TROUSLOT STUBBS is a Member in the Kansas City ALFA International law firm of Baker Sterchi Cowden & Rice, L.L.C., where her civil litigation practice is primarily focused on the defense of product liability matters, including the defense of manufacturers of medical devices, pharmaceutical products, construction equipment, children's products, commercial grade fireworks, diacetylcontaining products, and various consumer products. Her practice

also includes general personal injury, commercial litigation, employment, and consumer fraud. She has served as national and regional counsel to various clients in mass tort litigation. She is a member of the Kansas, Missouri, and American Bar Associations, International Association of Defense Counsel, and DRI. She is a frequent lecturer and author on issues related to product liability litigation. She currently serves as the Vice Chair to the Board of Directors of ALFA International. She received her B.A. from the University of Kansas in 1989 and her J.D. from the University of Kansas in 1992. Prior to joining the firm she served as law clerk to the Honorable Thomas C. Clark of the Circuit Court of Jackson County, Missouri.

BRIAN VARNER, Director of Risk Management, Compass One Healthcare and Higher Education. Brian Varner has 22 years' experience in Risk Management. After 14 years with The Home Depot serving in multiple management roles including Store Manager and District Safety Manager, he served as Medi-Dyn's first Director of Safety. When Medi-Dyn was acquired by Crothall in August 2008, he assumed the role as Regional Safety Manager and later promoted to Director of Risk Management. In July 2009, he was offered the position of Director of Risk Management for Crothall. Brian and his team oversee all aspects of Risk Management including; Safety; Workers' Compensation; General Liability; Auto Liability for Compass One Healthcare. Brian has 7 Divisional Risk Managers and 3 Safety Managers that report to him who are responsible for various business lines within Compass One Healthcare. The Risk Management Departments main objective is "Prevention" and the goal is to reduce work related injuries through training, awareness, and compliance. This team has been highly successful in reducing injury exposure for 9 consecutive years.

KENNETH D. VEIT is a Member of Leitner, Williams, Dooley, & Napolitan, PLLC, the ALFA International firm in Nashville, Tennessee. Mr. Veit has been practicing law since 2003 with a primary focus on workers compensation defense. Mr. Veit represents clients at administrative, trial and appellate levels. He is an active member of the ALFA International Workers' Compensation Practice Group, including a member of the ALFA steering committee. Mr. Veit is also a member of the American Bar Association, Tennessee and Nashville Bar Associations, Kentucky Bar Association, Defense Research Institute, and Tennessee Defense Lawyers Association. Mr. Veit is regularly asked to present lectures on Tennessee Workers' Compensation to employers and insurance companies.

TRICIA WILSON is the Director of Risk Management for Staff Management | SMX, a TrueBlue company. As the Director of Risk Management, Tricia is responsible for claims management and the company's national safety program. During her tenure, Tricia has implemented a web based risk management information system inclusive of an online claims reporting tool, converted to a paperless claims management program, and has provided leadership for risk management's initiatives and strategies. Under Tricia's leadership the company has earned Workers' Compensation Risk Certification (WRC) which recognizes companies that meet the highest standards for safety and risk management. Tricia also leads innovation initiatives to reduce workers' compensation costs. She was instrumental in the establishment of the company's Associate Advocate program which has reduced litigation costs and improved associate relations. She is currently managing a wearable technology pilot which aims to prevent workers' compensation claims through management of body mechanics. Tricia received the Best Supporting Character award in 2014 for her dedication to providing excellent service to the operations and leadership teams. She has been in the workers' compensation/risk management industry for 37 years.

MELISSA WOITALEWICZ, AIC-M, is the Workers' Compensation Manager for Crete Carrier Corporation, a National Over the Road Transportation Company. Due to the extensive penetration of Crete Carrier Corporation across the forty-eight continental United States, her experience is heavily influenced by multi-jurisdictional claims analysis. She serves as Vice President & Secretary of Nebraskans for Workers' Compensation Equity and Fairness, an organization that focuses on reforming and protecting the workers' compensation system in Nebraska. Melissa is a Board Member and past President of Kids' Chance of Nebraska, an organization that raises funds to provide scholarships to children of severely or fatally injured workers. In September 2016, Melissa was appointed to the Nebraska Workers' Compensation Court Judicial Nominating Commission, which is responsible for nominating judicial candidates to the Governor for review when vacancies occur. She also is a member of the NCCI Appeals Board, which serves as the first level of appeal for an employer and carrier when a premium dispute exists. Prior to joining Crete Carrier Corporation, Melissa was a Multi-Jurisdictional Supervisor at a nationwide workers' compensation carrier. She holds a BA of Political Science from the University of Missouri-Columbia.

PROGRAM INFORMATION

MEETING LOCATION

Mountain Shadows Resort
5445 E. Lincoln Drive
Paradise Valley AZ 85253
Tel: 855.485.1417
www.mountainshadows.com

REGISTRATION

Please contact your ALFA International Attorney to register for this program and reserve your hotel room.

ATTENDANCE IS OPEN ONLY TO MEMBERS OF ALFA INTERNATIONAL AND THEIR INVITED GUESTS. ALL EVENTS ARE FOR AGES 21+.

ATTIRE

The attire for the educational sessions throughout the conference, and the two evening events, is business casual. The majority of the evening events will be held outdoors so a light sweater or jacket is recommended.

CLE CREDIT

ALFA International certifies that this activity has been approved for 7 hours of CLE credit in the states of Illinois and California. Furthermore, participating speakers may be credited with additional CLE time pursuant to state CLE rules. If you need credit in another state, please contact that state bar regarding the necessary requirements to obtain CLE credit. A packet of CLE information, along with a CA certificate of attendance, will be distributed at the seminar which should help you apply individually to your state. ALFA International staff are available to assist if you have any difficulty.

PROGRAM CONTACT

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