



ALFA International
THE GLOBAL LEGAL NETWORK



**Workers' Compensation in the
GARDEN OF GOOD, AND EVIL?**

ALFA INTERNATIONAL 2022 WORKERS' COMPENSATION SEMINAR

MARCH 23-25, 2022

**JW MARRIOTT PLANT RIVERSIDE DISTRICT
SAVANNAH, GEORGIA**

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Workers' Compensation in the GARDEN OF GOOD, AND EVIL?

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SAVANNAH, GEORGIA

The ALFA International Workers' Compensation Practice Group cordially invites you to the 2022 Workers' Compensation Seminar to be held in historic Savannah, Georgia from March 23 to March 25, 2022. Much like the eclectic cast of characters in John Berendt's novel*, the workers' compensation system often involves a varied array of participants from the injured employees and their employers, to counsel to physicians and judges, not to mention exposure to an often-complex set of statutes and regulations. This seminar will strive to bring some sense of order to the chaos and help unravel the mystery that is workers' compensation (while at the same time, taking in the beauty and charm that Savannah has to offer).

This interactive program, led by workers' compensation defense attorneys along with managers of workers' compensation programs for regional, national and international companies will debate and discuss a number of current and relevant topics faced litigating and managing workers compensation claims.

Some of the key topics for discussion include:

- A keynote address on catastrophic claims and safety
- The impact of COVID-19 on workers' compensation plans
- Rise of marijuana in the workplace

In addition to the primary topics, our program will offer a selection of breakout sessions including Medicare compliance and remote and hybrid works impact on workers' compensation programs. The program also includes roundtable discussions which encourage interactive discussions between the moderators and attendees on topics addressing employee advocacy, exceptions to compensability and mental health as it relates to workers' compensation.

Finally, our TIPS portion of the program will be featured throughout the seminar with informative guidance from industry specialists as will opportunities to network with colleagues and contemporaries from around the country.

We hope you will be able to join us at the 2022 ALFA International Workers' Compensation Practice Group Seminar in Savannah, Georgia.

*Midnight in the Garden of Good and Evil is a non-fiction work by John Berendt. The book, Berendt's first, was published in 1994. It became a New York Times Best-Seller for 216 weeks following its debut and remains the longest-standing New York Times Best-Seller. The book was subsequently made into Clint Eastwood's 1997 film adaptation.



Kenny Veit

Program Chair, ALFA International Workers' Compensation Practice Group
LEITNER, WILLIAMS, DOOLEY & NAPOLITAN, PLLC
Nashville, Tennessee



Bo Boyd

Chair, ALFA International Workers' Compensation Practice Group
TAYLOR DAY, P.A.
Jacksonville, Florida

ALL ABOUT SAVANNAH

Nestled along the Savannah River, Savannah Georgia is known for its antebellum architecture, horse drawn carriages and beautiful parks. Many people also know the city for its role in the book and subsequent film, *Midnight in the Garden of Good and Evil*.

Savannah is the oldest city in Georgia, founded in 1733. With over 300 years of history, there is a new experience to be had around every corner. Enjoy strolling Forsyth Park under a canopy of live oaks trees covered in Spanish moss or explore the Historic and Victorian Historic Districts near the downtown area. When the sun sets, the city comes to life a little differently. As one of the country's most haunted cities, Savannah boasts some of the most enthralling and spine tingling stories of ghosts and spirits.

JW Marriott Savannah Plant Riverside District is a beautiful new hotel located in the heart of historic Savannah. Once a power plant, the hotel now exudes timeless elegance with chic architecture and romantic styling in its three unique buildings.



2:00 p.m. – 5:30 p.m.

HOSPITALITY SUITE & EARLY REGISTRATION

Beethoven's Terrace

2:00 p.m. – 5:00 p.m.

FACULTY REHEARSAL

Amethyst Ballroom

4:30 p.m. – 5:30 p.m.

WOMEN'S INITIATIVE RECEPTION

Electric Moon Deck

Join us this afternoon on the Moon Deck to mix and mingle with other female attendees. It may seem like forever since you've seen this group but you're sure to reconnect quickly after a few rounds of "speed-socializing"!



Claudia Heyman
Women's Initiative Liaison
HALLORAN & SAGE LLP
Hartford, Connecticut



5:30 p.m. – 6:30 p.m.

ALL ALFA INTERNATIONAL ATTORNEY MEETING

Citrine 1

All attending ALFA International attorneys are encouraged to attend.

5:30 p.m. – 6:30 p.m.

CLIENT ONLY COCKTAIL HOUR

Beethoven's Terrace

6:30 p.m. – 9:30 p.m.

GEORGIA ON MY MIND

WELCOME RECEPTION,
DINNER & REGISTRATION

Myrtle & Rose Rooftop



Put your travels behind you as you arrive at the brand new JW Marriott overlooking the beautiful Savannah River. Tonight's welcome dinner will give you the opportunity to relax, unwind and reconnect with friends both old and new. The cocktail reception will be followed by buffet dinner.

PROGRAM LEADERSHIP

Kevin Owens

Chair, ALFA International Board of Directors
JOHNSON & BELL, LTD.
Chicago, Illinois

Kenny Veit

Program Chair, ALFA International Workers' Compensation Practice Group
LEITNER, WILLIAMS, DOOLEY & NAPOLITAN, PLLC
Nashville, Tennessee

Bo Boyd

Chair, ALFA International Workers' Compensation Practice Group
TAYLOR DAY, P.A.
Jacksonville, Florida

Matt Necci

Marketing Chair, ALFA International Workers' Compensation Practice Group
HALLORAN & SAGE LLP
Hartford, Connecticut

Dawn Dillon

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

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.

8:00 a.m. – 9:00 a.m.

BREAKFAST BUFFET

Electric Moon Deck

9:00 a.m. – 3:30 p.m.

PROGRAM SESSIONS

Amethyst Ballroom, Citrine Ballrooms 1 & 2

9:00 a.m. – 9:15 a.m.

INTRODUCTORY REMARKS



Kevin Owens
Chair, ALFA International Board of Directors
JOHNSON & BELL, LTD.
Chicago, Illinois



Jessica Zaroski Bauer
Chief Executive Officer
ALFA INTERNATIONAL
Chicago, Illinois



Bo Boyd
Chair, ALFA International Workers' Compensation Practice Group
TAYLOR DAY, P.A.
Jacksonville, Florida



Kenny Veit
Program Chair, ALFA International Workers' Compensation Practice Group
LEITNER, WILLIAMS, DOOLEY & NAPOLITAN, PLLC
Nashville, Tennessee

9:15 a.m. – 10:15 a.m.

KEYNOTE ADDRESS:

Believe in Safety

Listen as Brandon Schroeder recounts the events of the tragic day that nearly took his life, outlines the contributing factors, and outlines retrospective avoidance techniques. Brandon brings safety into real world application resulting in techniques on how to make safety a priority in daily life. Brandon discusses the “small decisions” which can be a change agent for the safety culture on the job site. He walks through how his decision during that one moment, of that one day, affected not only him, but every person on the job. Attendees will be left with a stronger understanding and respect for doing every job correctly and safely.



Brandon Schroeder
BELIEVE IN SAFETY
Marion, Iowa

10:15 a.m. – 10:30 a.m.

1ST PANEL OF 5 TIPS

During this insightful section of the program, and one additional section 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.

GENERAL SESSION

COVID-19 Unplugged

March 2020 through the present was filled with many unforeseen challenges for businesses and individuals. At the outset, we were preparing for short term closures and transitioning to a virtual/modified workplace, but over a full year later many business operations are changed forever. COVID's impact on business operations, more specifically risk and workers' compensation plans, has been diverse and significant. Varying states amended the longstanding Workers' Compensation Acts to include COVID related exposures as presumptively work-related and significant changes were made to the labor and employment landscape to accommodate pandemic related issues. What will be the unintended consequences of these changes? This panel segment is intended to discuss employer's COVID response experiences, the future impact of COVID on our workplace and risk programs and identify “best practices” learned from this pandemic experience.



Jeff Loudenbach
Moderator
GERMAN, GALLAGHER & MURTAGH, P.C.
Philadelphia, Pennsylvania



Suzy Braden
Workers' Compensation Claims Manager
ENCOMPASS HEALTH CORPORATION
Moody, Alabama



Cherise S. Latortue
Associate General Counsel
FLYNN RESTAURANT GROUP
San Francisco, California



Sarah Lamar
HUNTERMACLEAN
Savannah, Georgia



Meredith Rainey
MORRISON MAHONEY LLP
Boston, Massachusetts

11:45 a.m. – 12:15 a.m.

ROUNDTABLE DISCUSSION

COVID-19 Best Practices

Following the discussion of employer's COVID-19 response experience, attendees will have the opportunity to share their best practices, war stories and successes. This roundtable session will allow attendees the chance to debrief the previous 18 months and take actionable items back to your companies as the long tail of COVID-19 continues to impact businesses.



Meredith Rainey
Moderator
MORRISON MAHONEY LLP
Boston, Massachusetts



Octavia Alexander
Workers' Compensation Supervisor
OLD DOMINION FREIGHT LINE, INC.
Thomasville, North Carolina



Jeff Loudenbach
GERMAN, GALLAGHER & MURTAGH, P.C.
Philadelphia, Pennsylvania

12:15 p.m. – 1:15 p.m.

LUNCH


Electric Moon Deck

1:15 p.m. – 2:15 p.m.


BREAKOUT SESSIONS GROUP ONE – Choose one

A The Evolution of Medicare Compliance and Its Associated Spectrum of Risk

In a telegram to President Lincoln shortly before Christmas 1864, General William Tecumseh Sherman wrote that he was presenting to the President “as a Christmas gift the city of Savannah with 150 heavy guns and plenty of ammunition and also about 25,000 bales of cotton.” The gift this panel presents to you is the “guns and . . . ammunition” you need to find the right balance between the costs and risks associated with the evolving world of Medicare compliance. While never changing Savannah’s historic architecture makes it special, never changing your Medicare compliance program makes it expensive. If you are interested in innovative ways to take ownership of the risk associated with Medicare compliance while deriving considerable financial savings, this panel is for you.



Dallas Jones
Moderator
BAYLOR EVNEN, LLP
Lincoln, Nebraska




Gary Hunter
GERMAN, GALLAGHER & MURTAGH, P.C.
Philadelphia, Pennsylvania



Bridget Smith
VP MSP Compliance and Customer Relations
NUQUEST
Longwood, Florida

B Midnight in the Garden of Remote and Hybrid Work: A Panel Discussion on Work from Home Effects on Your Workers’ Compensation Program

Remote work ergonomics, safety of home environments, compensability of injuries sustained at home. Was the massive shift to remote work Good or Evil? This panel of experts will help solve the mystery of remote work by discussing the biggest challenges of remote work, the best practices to improve your programs, and the impact of re-entry and hybrid work.




Jeff Linder
Moderator
YOUNG MOORE AND HENDERSON P.A.
Raleigh, North Carolina



Christopher Phalen
Director, Claims Management - Governance
SCHNEIDER ELECTRIC
Foxboro, Massachusetts




Terri Lewis
Chief Human Resources Officer
ONE CALL
Jacksonville, Florida




Lauren Ebersole Hutcheson
MCCANDLISH HOLTON PC
Richmond, Virginia

C Navigating the Good and Evil of Returning to Work After COVID-19


As employees return to the workplace after COVID there are many issues to consider involving the good and evil of ADA, EEOC, and discrimination. This panel will discuss how best to find the good in the garden of returning to work after COVID and how to avoid being pricked by its thorns.




Shannon Blair
Moderator
HAIGHT BROWN & BONESTEEL LLP
Los Angeles, California



Jeff Seidman
Corporate Vice President Human Resources
CORT BUSINESS SERVICES
Chantilly, Virginia



Debbie Fox
Assistant Vice President, Workers Compensation
NFP
Santa Ana, California



Jason Bonnet
LEAKE & ANDERSSON, L.L.P.
New Orleans, Louisiana


2:15 p.m. – 2:30 p.m.

BREAK

2:30 p.m. – 3:30 p.m.

BREAKOUT SESSIONS GROUP TWO

**Repeat GROUP ONE sessions and choose a different option*



5:00 p.m. – 6:30 p.m.

TROLLEY TOUR OF SAVANNAH

All aboard! This evening attendees will take a short walk along the river to board a trolley tour. Learn about the history of Savannah during this one-hour tour which will conclude at the Olde Pink House for a reception and dinner. Before leaving the hotel, “to-go” refreshments will be available to enjoy on the tour. A walking map to the trolley departure location will be provided.



6:30 p.m. – 9:30 p.m.

RECEPTION & PLATED DINNER

OLDE PINK HOUSE

Tonight’s trolley tour will conclude at the Olde Pink House where you are invited to step back in history. Enjoy a cocktail reception and plated dinner featuring all the best bites Savannah has to offer; from shrimp and grits to praline baskets, you’re sure to savor each dish!

8:00 a.m. – 9:00 a.m.

BREAKFAST BUFFET*Electric Moon Deck*

9:00 a.m. – 12:15 p.m.

PROGRAM SESSIONS*Amethyst Ballroom, Citrine Ballrooms 1 & 2*

9:00 a.m. – 10:30 a.m.

ROUNDTABLE DISCUSSIONS**TOPIC ONE** EMPLOYEE ADVOCACY PROGRAMS:

An Opportunity to Be Proactive in the Resolution of Workers' Compensation Claims

This panel will focus on how working with employees, both before and after injuries happen, can result in more efficient and cost-effective resolution of workers' compensation claims. Participants will discuss how the implementation of Employee Advocacy Programs focused on educating injured workers, management and human resource specialists with information about the claim process can reduce exposure and promote the amicable resolution of claims without unnecessary litigation and, in cases where litigation is unavoidable, help counsel handle cases more expediently and reduce legal costs.



Kate Patton
Moderator
 LEITNER, WILLIAMS, DOOLEY
 & NAPOLITAN, PLLC
 Nashville, Tennessee



Vicky Froman
*Workers' Compensation
 Manager*
 RICH PRODUCTS
 CORPORATION
 Buffalo, New York



Tom Rodriguez
*Regional Workers'
 Compensation Coordinator*
 INTERNATIONAL PAPER
 Memphis, Tennessee

TOPIC TWO IS YOUR EMPLOYEE ALWAYS YOUR EMPLOYEE?

A Case Study of Common Exceptions for Compensability

Early assessment of the compensability of a claim can be critical to saving a great deal of time and expense. This roundtable discussion will focus on a case study involving three common exceptions for compensability in an uncommon fact pattern. Participants will evaluate how their jurisdictions would apply, or not apply, the Traveling Employee Doctrine, Employer Errand Doctrine, and Personal Comfort Doctrine in determining whether an injury is compensable. We will highlight the importance of being vigilant in assessing this threshold issue of compensability in order to avoid undue exposure and drawn-out litigation.



Dan Sanchez
Moderator
 BROWN & JAMES, P.C.
 St. Louis, Missouri

TOPIC THREE How to Effectively Manage Mental Health Claims in the Workers' Compensation Setting

Whether it is stress from the job, depression from a lingering compensable injury or trauma from a life threatening event at work, we see more workers' compensation claimants looking to the workers' compensation system to assist them with management and treatment of their mental health. Which of these claims may be compensable? How can you manage them so that the employee gets the care they need, but you can eventually close the file with a resolution of the case? We will talk about all of this and more in this roundtable discussion.



Dawn Dillon
Moderator
 YOUNG MOORE AND
 HENDERSON P.A.
 Raleigh, North Carolina



Sara Platt
Sr. WC Specialist
 BROOKDALE SENIOR
 LIVING, INC.
 Brentwood, Tennessee



Claudia Heyman
 HALLORAN & SAGE LLP
 Hartford, Connecticut

10:30 a.m. – 10:45 a.m.

2ND PANEL OF **5** TIPS

10:45 a.m. – 11:00 a.m.

BREAK

11:00 a.m. – 12:00 p.m.

The Legalization of Marijuana: Dazed and Confused as to What to Do!

Even as the legal marijuana movement spreads to more states across the country, many questions still remain as to how employers can and should respond to this movement in their hiring practices, safety protocols, and response to injuries. This panel presentation will discuss the medical effects of marijuana, the pros and cons of the normalization of marijuana use, and what employers can do to address this movement and best protect themselves.



Doug Kotarek
Moderator
 HALL & EVANS, LLC
 Denver, Colorado



Barbara J. Brohl
Principal
 B J BROHL STRATEGIES, LLC
 Denver, Colorado



Julie Murray
 SEMMES, BOWEN & SEMMES
 Baltimore, Maryland

12:00 p.m. – 12:15 p.m.

CLOSING REMARKS

FACULTY BIOS

OCTAVIA ALEXANDER has worked in the Workers' Compensation industry with multijurisdictional experience for 20+ years. She is currently the Supervisor of the Workers' Compensation Department for Old Dominion Freight Line (ODFL), Inc., located in Thomasville, NC founded in 1934. ODFL, 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 trucking services. As resourceful leader and team player, Octavia is responsible for monitoring claims handled by internal ODFL adjusters and external TPA adjusters nationwide.

JESSICA ZAROSKI BAUER joined ALFA International (ALFAI) in 2004 as a Coordinator of Events & Member Services. She then worked for several years as a Marketing Manager, Chief Events Officer and Chief Operating Officer. After 17 years with the association, she accepted her current role as Chief Executive Officer. In this position she is the strategic thought leader of the organization, working closely with the Board of Directors and the various ALFAI committees. She manages headquarters staff and maintains constant communication with association members. Jessica oversees the member recruitment, development and retention programs as well as the marketing and business development initiatives for the organization. Prior to joining ALFA International, she worked in the marketing department of the Chicago-based law firm of Gardner, Carton & Douglas, LLP (now Faegre Drinker Biddle & Reath). She is a graduate of the University of Iowa Tippie College of Business (Go Hawkeyes!) and is an avid college football fan. In her spare time Jessica can be found enjoying family time with her husband Harry and her two young daughters, Greta and Vivian. She also enjoys swimming in Lake Michigan, playing beach volleyball and watching Oscar nominated movies.

JASON R. BONNET is a Partner at Leake & Andersson, LLP, the ALFA International member firm in New Orleans, Louisiana. Jason is a native of New Orleans and earned his undergraduate degree from Louisiana State University. After graduating from Louisiana State University Law School in 2003, he has concentrated his practice on

assisting employers with all aspects of a workplace accidents including workers' compensation defense, OSHA investigation response, insurance coverage, subrogation and casualty defense throughout the entire state of Louisiana. Jason has participated as a speaker in various seminars and published materials in the areas of workers' compensation. Jason has been "AV Rated" by Martindale Hubble and was named as the "Ones to Watch: Law" by New Orleans City Business. He is a member of the New Orleans Bar Association, Louisiana Bar Association, Louisiana Association of Defense Counsel, New Orleans Association of Defense Counsel, and he is admitted to practice in all state and federal courts in Louisiana.

CHRISTOPHER P. "BO" BOYD is a shareholder at Taylor Day, P.A., the ALFA International member firm 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."

SUZY BRADEN is the Workers' Compensation Claims Manager for Encompass Health Corporation (formerly known as HealthSouth Corporation) headquartered in Birmingham, Alabama. Encompass Health is the nation's largest providers of post-acute rehabilitation services with 27,000+ employees in over 140 hospitals across 32 states including Puerto Rico. She has worked in risk management and workers' compensation claims administration for employers for over 20 years. At Encompass Health, she is responsible for all aspects of the workers' compensation program including occupational safety and health (OSHA) compliance and litigation management. She graduated from Jacksonville State University in December 1997, earned her Certified Workers' Compensation Professional (CWCP) certificate

in March 2016 and graduated with her MBA from the University of Alabama in May 2021.

BARBARA BROHL has been in the epicenter of Cannabis regulation and oversight for over a decade. Her most significant and historic responsibility was the development and implementation of the first-in-the-world regulatory program for adult-use Cannabis. An expert in Cannabis Regulation, Barbara consults nationally and internationally to present "The Colorado Model." In 2016, she spoke on a Commission on Narcotic Drugs panel at the United Nations in Vienna, Austria. Barbara was a keynote speaker at The Transparent Chain Conference in the Netherlands advising government and key stakeholders regarding their move toward full regulation of cannabis. In addition, she was a member of the expert review panel for the 2018 Report on Regulation by the Global Commission on Drug Policy. In 2011, Governor Hickenlooper appointed Barbara to his Cabinet as the Executive Director of the Colorado Department of Revenue. She regulated Taxation, DMV, Lottery, and Gaming, Liquor & Tobacco, Racing, Automotive Dealers, and Cannabis. In addition, Barbara was appointed to co-chair the Amendment 64 Implementation Task Force that developed the framework for the Cannabis regulatory program. Active in the community, Barbara has received several professional, leadership, community service, and lifetime achievement awards for her work. Those awards include the Outstanding Women in Business – Finance, Accounting, & Banking Award by the Denver Business Journal; the Lifetime Achievement Award from the Center for Legal Inclusiveness; the State Executive of the Year Award by the National Association of State CIOs; the Lifetime Achievement Award by the Colorado Hispanic Bar Association; and the Top 25 Most Powerful Women in Business Award by the Colorado Women's Chamber of Commerce. Barbara is a current board member on the Elevations Credit Union board, where she is Treasurer and sits on the Audit Committee, the Denver School for Science & Technology board, where she sits on the Finance Committee, and the Latinas First Foundation board. Barbara has a BS from Regis University and a JD from DU Law School. She was a judicial law clerk for Colorado Supreme Court. A Colorado native, Barbara lives in Lakewood with her husband and when they are not spending time with children and grandchildren, enjoy traveling around the country in their RV.

DAWN DILLON 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.

DEBBIE FOX is an AVP, specializing in Workers Compensation, who joined the NFP National Claims Services Practice 2 years ago. Debbie manages a team of WC Analysts and coordinators that provide claim advocacy for NFP clients. Debbie has a B.S. in Consumer Science from

California State University, Northridge. She also holds a California Self-Insured Certificate. Cumulatively, Debbie has 25+ years of experience in the insurance industry, which includes positions at Workers CompSolutions, Inc. (a WC Consulting Firm), Sedgwick, Broadspire, Specialty Risk Services, Golden Eagle and The Hartford. Her experience providing oversight and advocacy in the workers compensation space spans the country, having worked on claims in 34 states. To her credit, Debbie was a 2017 ComLaude Award Finalist. Notably, Debbie had spent eight years as an Employer Consultant retained to oversee the entire workers compensation function to reduce overall costs by engaging with third-party administrator claim adjusters and defense attorneys to mitigate claims. As a consultant, Debbie oversaw Modified Duty Programs and provided monthly Workers Compensation Training Webinars to employees.

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. To deliver these services to associates, she has developed Associate Better Care (ABC), Rich's advocacy-based post injury management system. In addition, to proactively support musculoskeletal discomfort and a multi-generational workforce, Vicki assists with Rich's wellbeing initiative and champion network offering health and wellbeing support to Rich's most valuable asset, our associates. Further, Ms. Froman collaborates with Rich's EH&S and Wellbeing teams initiatives to ensure safe working environments and promotion of safe and healthy habits.

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.

GARY H. HUNTER is a partner at German Gallagher & Murtagh, the ALFA International firm in Philadelphia, PA. He is the chairman of the firm's workers' compensation and employment practice groups.

He oversees a group of experienced attorneys and has developed a national self-insured client base, representing a number of the largest employers throughout Pennsylvania and New Jersey, including several Fortune 500 companies, in retail, transportation, school districts, support services and pharmaceuticals. In addition, he represents national insurance carriers and third-party administrators. He represents clients in workers' compensation matters at all levels of administrative and appellate proceedings. He has been a member of ALFA for over 20 years. He was appointed to ALFA's Board of Directors and Executive Committee in 2009 and served as Chairman of the National Workers' Compensation Practice Group and as Editor for the National Workers' Compensation Compendium for the states of Pennsylvania and New Jersey. Gary has been a featured speaker and course book editor in many ALFA International seminars.

LAUREN HUTCHESON is a Director at the ALFA International law firm of McCandlish Holton in Richmond, Virginia. She graduated from Penn State University with a BA in Pre-Law and obtained her JD from the University of Richmond. Ms. Hutcheson began practicing law in 1999 and specializes in workers' compensation and civil litigation defense. She represents numerous employers, insurers and third-party administrators in all aspects of Virginia workers' compensation law. She frequently defends employers and insurers in claims pending before the Virginia Workers' Compensation Commission and Virginia Court of Appeals. In addition, Ms. Hutcheson frequently trains and advises insurers and third party administrators on best practices to handle claims to avoid unnecessary litigation. Ms. Hutcheson is an active member of the ALFA steering committee for the Workers' Compensation Practice Group.

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.

SARAH H. LAMAR is a partner in the Savannah, Georgia ALFA International law firm of HunterMaclean, and she is a former Chair of ALFA International. Ms. Lamar has experience representing employers in state and federal courts with respect to claims under Title VII, the Age Discrimination in Employment Act, Americans with Disabilities Act, Family and Medical Leave Act, and the Fair Labor Standards Act. She also represents employers with respect to breach of contract and tort claims, and conducts in-house training for employers and advises clients on a variety of human resource issues including immigration and affirmative action matters. Ms. Lamar received her B.A. in History from Yale University in 1988, and her J.D. from Emory University in 1991. She has been selected for Best Lawyers in America in Employment Law - Management Side for the last 10 years and in Chambers USA for Employment Law.

JEFF LAUDENBACH is a partner with ALFA International member firm, German, Gallagher & Murtagh, P.C., in Philadelphia, Pennsylvania. Jeff is a graduate of Lehigh University and Widener School of Law and has over 25 years of experience litigating workers' compensation and employment related matters. Mr. Laudenbach's practice involves representing employers in the Commonwealth of Pennsylvania and State of New Jersey. He has developed a national client base through client education, communication and goal oriented results. In addition to his litigation experience, he served as Vice President to a privately held business where he was responsible for the legal, operational, retail web development and financial management matters. Mr. Laudenbach served as the Program Chair for the 2014 ALFA Workers' Compensation Program in Charleston, SC, and former chair for ALFA International's Workers' Compensation Practice Group. He currently is a member of the ALFA International Board of Directors and has been recognized in the 2008-2021 editions of Super Lawyers® for the practice area of workers' compensation defense litigation.

TERRI LEWIS is Chief Human Resources Officer for One Call's 2,500 employees. She is responsible for creating the company's overarching vision for culture and engagement, diversity and inclusion, and top talent acquisition and retention. One Call is the nation's leader in specialty network management services for the workers' compensation industry, placing injured workers at the heart of everything we do. One Call utilizes creative and innovative solutions to timely and efficiently connect injured workers with quality provider networks across a multitude of health care services. One Call's foundation is built on an unwavering commitment to deliver exceptional service and unparalleled clinical expertise to drive outcomes. Terri has more than 25 years of experience in human resources. Prior to One Call, she served as senior vice president of global human resources for Pontoon Solutions where she is credited with creating a people-centric organization, attracting and developing the best talent, and positioning the company as a leading 'Great Place to Work.' In addition to Pontoon, she has worked in organizations

such as PSS World Medical, General Electric, International Paper and Brambles Ltd. Terri sits on the Board of Directors for Changing Homelessness, Inc. and the Florida Diversity Council and volunteers her time at Wolfson Children's Hospital. Terri received her Master of Human Resources Management from the University of South Carolina and her Bachelor of Science in Business Management/HR from Clemson University. She lives in Saint Johns, FL, with her husband Fletcher and son Carter.

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 principal 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 also regularly appears before the Maryland Senate and House of Representatives to testify regarding proposed legislative changes to the Maryland Workers' Compensation Act. She has been selected as a "Rising Star" and a Super Lawyer by Baltimore Magazine and Maryland Super Lawyers annually from 2014 to present.

KEVIN OWENS is an equity shareholder in the ALFA International Chicago member law firm of Johnson & Bell, Ltd., and is co-chair of the firm's Product Liability Practice Group. His trial practice includes the defense of catastrophic injury, consumer, industrial, medical device, and other product liability actions, construction and general negligence actions, and the litigation of commercial disputes in state and federal courts. His experience also includes the defense of construction product defect actions, and litigation of contract actions at law and equity. He is also a certified mediator, having completed intensive mediation training and certification through Chicago's prestigious Center for Conflict Resolution. As a complex case mediator, Mr. Owens focuses his mediation practice on civil and commercial disputes involving product liability, complex and catastrophic injury cases, and construction matters. He is a graduate of Marquette University and DePaul University College of Law. Mr. Owens is past Chairman of ALFA International's Product Liability and Complex Litigation Practice Group, and is presently a member of its Steering

Committee. He is also currently Chair of the ALFA International Board of Directors.

CHRIS PHALEN is a Senior Claims Manager within the Claims Management team for North America at Schneider Electric. Schneider Electric is a multinational company headquartered outside of Paris, France and operates in 100 countries with a workforce of over 135,000. The company provides energy and automation digital products for efficiency and sustainability. It addresses homes, buildings, data centers, infrastructure and industries, by combining energy technologies, real-time automation, software and services. Chris' primary responsibilities include management of the US workers compensation program, defense of various product and general liability claims and other assorted matters under the company's insurance program. He also sits on the global Offer Safety Alert Committee which oversees various product safety initiatives within the company. Chris has over 30 years of experience in managing claims for several regional insurance carriers and self-insured organizations and corporations including; CVS Pharmacy, American Power Conversion and the former Providence Washington Insurance Company. Outside of work, Chris is a dedicated lap and open water swimmer and volunteers his time officiating high school and youth age group swimming competition. He is a graduate of Rhode Island College with a dual Bachelors Degree in Political Science and Public Administration. He also holds the AIC designation from the Insurance Institute of America. He resides in Rhode Island with his wife, Bonnie and daughters Kelsie and Phoebe.

SARA PLATT has worked in the insurance claims industry for 20 + years as an adjuster in auto, liability, SIU, fire/theft, workers comp & medical. While in Memphis, she worked for Crawford & Company handling Fed EX claims and then worked for Armstrong Relocation handling freight claims. She currently lives in Spring Hill, TN and has worked for Brookdale Senior Living located in Brentwood, TN as Senior Risk & WC Specialist. Brookdale Senior Living employs 70,000 employees nationwide and is the largest senior living provider in the country. Sara manages all aspects of workers' compensation for 12 states including CT, DE, MA, MD, NH, NJ, PA, RI, TN, VA, VT & WV, which includes 103 senior living communities. She also oversees OSHA compliance and training, safety training & safety programs, as well as litigation management for those communities. Sara is a member of the Fleet Management team and handles auto claims for the Brookdale nationwide.

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 former 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.

TOM RODRIGUEZ is a Regional Recovery Coordinator for International Paper Company. He has been in this role for 30 years, beginning with Champion International, which was purchased by International Paper in 2000. Mr. Rodriguez is part of the Occupational Care & Recovery team, located in Memphis, TN. He assists International Paper locations in understanding the WC and Return to Work processes, and ensuring proper communication takes place between International Paper locations, TPA, HR and Legal departments. Tom graduated from Mercy College in Dobbs Ferry, NY with a degree in Criminal Law and Public Safety. Mr. Rodriguez is an active member of Our Lady of Perpetual Help Catholic Church and is the current Deputy Grand Knight of the Germantown, TN Knights of Columbus, Council #7449. A native New Yorker, Tom has lived in Germantown, TN for the past 21 years. He has been married for 37 years and has five wonderful children, four men and one young lady, ranging from ages 18 - 36. He is also the proud grandpa of Andrew, who will turn 2 in April of 2022.

DAN SANCHEZ is a senior associate with ALFA International member firm Brown & James, P.C., practicing in the firm's St. Louis office. His practice focuses primarily on workers' compensation cases in Missouri and Illinois. However, he also has experience in general civil litigation, defending cases involving auto accidents, homeowner liability, and prisoners' allegations of civil rights violations. He has defended workers' compensation claims at all stages, from initial filing to appellate oral argument. Dan is a graduate of Saint Louis University and Northern Illinois University College of Law, and he is licensed to practice in Missouri, Illinois, and Louisiana.

BRANDON SCHROEDER was an active tradesman for 15 years before one day changed his perspective on safety forever. August 24, 2011 should have been listed as Brandon's date of death, but it was instead his catalyst for change. Brandon was involved in an arc flash accident that shook a building over a block away from the accident site. He was lucky enough to survive, not without a fight, and chose to tell his story to thousands worldwide to affect change in how employees view safety.

JEFFREY SEIDMAN has been the Senior Vice President of Human Resources at CORT Business Services since 2001, prior to that he was the VP of HR at a large plastics and paper manufacturing company. Throughout his career he has had direct responsibility for all areas of Risk including Property, Casualty, and Workers Compensation. He has implemented a successful return-to-work program for CORT

employees along with a strong partnership with their external claims adjusters. Mr. Seidman has been an executive and leader in the area of Human Resources since 1980.

BRIDGET LANGER SMITH, JD serves as the Vice President of Compliance and Customer Relations for NuQuest. Prior to joining NuQuest, Ms. Smith received her undergraduate Political Science Degree from Gannon University and received her Master of Arts and Juris Doctorate degrees from Duquesne University. She thereafter served as a judicial clerk for the Hon. Dante Pellegrini, President Judge of the Commonwealth Court of Pennsylvania. Ms. Smith went on to practice as a shareholder at a top Pittsburgh law firm serving as Vice-Chair of the Medicare Compliance Group. She concentrated her practice in the area of Medicare compliance as well as workers' compensation litigation, medical malpractice and general insurance defense. Ms. Smith also served as a Medicare compliance attorney and shareholder for a national defense firm and worked as in-house counsel for a leading Pittsburgh health facility. Ms. Smith was selected for inclusion in the Pennsylvania Rising Stars list of outstanding young attorneys in 2008 and has been listed in Best Lawyers since 2011 in the area of workers' compensation. Ms. Smith is involved in various charitable organizations and serves as a volunteer faculty advisor for a local high school trial advocacy team. Ms. Smith is licensed to practice law in Pennsylvania and West Virginia. In her role as VP of Compliance and Customer Relations, Ms. Smith utilizes her extensive, compliance, litigation and workers' compensation experience to consult with clients on Medicare Secondary Payer (MSP) issues. She has lectured throughout the country on MSP compliance and has written numerous articles on this topic.

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 throughout Tennessee and Kentucky. 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.

GENERAL INFORMATION

MEETING LOCATION

JW Marriott Savannah Plant Riverside District

400 West River Street

Savannah, GA 31401

Tel: (912) 373-9100

[Hotel Website](#)

REGISTRATION

Please contact your ALFA International Attorney to register.

ATTENDANCE IS OPEN ONLY TO MEMBERS OF ALFA INTERNATIONAL AND THEIR INVITED GUESTS AND IS LIMITED TO AGES 21+.

ATTIRE

The attire for the educational sessions throughout the conference is "business casual". The dinners on Wednesday and Thursday evening are "resort casual" attire. Khaki pants and polo shirts are acceptable for men and dresses, skirts or pants for women. No jackets are necessary at any evening events but Wednesday dinner is outdoors and it may get chilly after sunset so a sweater or light jacket is recommended.

CLE CREDIT

ALFA International is an approved CLE provider in Illinois, California & Pennsylvania and certifies this program has been approved for seven hours of general CLE in these states. However, seminars are designed to meet CLE requirements, regardless of jurisdiction. To receive CLE credit outside of these states, attorneys should apply directly to their state's governing CLE board. Helpful links and information on how to apply for course credit are available on the [ALFA International website](#) and staff are available to assist with any concerns.

SPECIAL ACCOMMODATION

If you need any special accommodations, including a nursing room, special dietary meals, ADA access or other needs, please reach out to ALFA International staff in advance of the meeting and we will ensure that necessary accommodations are provided.

SAFE RETURN TO LIVE MEETINGS PROTOCOL

The health and safety of all attending ALFA International clients, member attorneys, guests, vendors and staff are of the utmost importance to ALFA International. Please review the [Safe Return to Live Meetings Policy](#) on the ALFA International website for current protocols in place for live meeting attendance. Please note, this policy may change as CDC guidelines are updated so, please check back as the program approaches.

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