



**ALFA International**  
THE GLOBAL LEGAL NETWORK

# WORKERS' COMPENSATION REGIONAL SEMINAR



**Cincinnati, OH | April 17, 2023**

# SEMINAR PROGRAM SCHEDULE

## Monday, April 17, 2023

### Program at Keating Muething & Klekamp PLL

One East Fourth Street | Cincinnati, OH | DPK Conference Center - 14th Floor

2:00 P.M. – 2:30 P.M.

**REGISTRATION**

2:30 P.M. – 2:35 P.M.

**WELCOME AND OPENING REMARKS**

**Speakers:**

**Mark Chumley**, *Host Firm*, KEATING MUETHING & KLEKAMP PLL, Cincinnati, OH

**Doug Kotarek**, *Regional Programming Chair*, HALL & EVANS, LLC, Denver, CO

**Kenny Veit**, *Practice Group Chair*, LEITNER, WILLIAMS, DOOLEY & NAPOLITAN, PLLC, Nashville, TN

**Shannon Blair**, *Marketing Chair*, HAIGHT BROWN & BONESTEEL LLP, Los Angeles, CA

2:35 P.M. – 3:25 P.M.

**THE GREAT RESIGNATION & EMPLOYMENT RELATED WORKERS' COMPENSATION ISSUES**

**Speakers:**

**Christopher (Bo) Boyd**, TAYLOR, DAY, GRIMM & BOYD, Jacksonville, FL

**Mark Chumley**, KEATING MUETHING & KLEKAMP PLL, Cincinnati, OH

This session will tackle employment issues that frequently arise in workers' compensation claims. The issue of resignation will be discussed and its role in the negotiations and finalization of workers' compensation settlement agreements.

3:25 P.M. – 4:15 P.M.

**AGING WORKFORCE: STRATEGIES ON HOW TO EMBRACE CHANGING DEMOGRAPHICS OF OUR EMPLOYEES**

**Speakers:**

**Doug Kotarek**, HALL & EVANS, LLC, Denver, CO

**Michelle Middendorf**, *Senior Risk Manager*, STANLEY STEEMER INTERNATIONAL, Dublin, OH

**Kate Patton**, LEITNER, WILLIAMS, DOOLEY & NAPOLITAN, PLLC, Nashville, TN

Our workforce demographics are changing, and more and more people are working to a later age in life. The panel will discuss the specific issues related to older employees, how to best protect them and us from the risks associated with older workers, and how to embrace older workers to fill and enhance our workforce needs.

# SEMINAR PROGRAM SCHEDULE

4:15 P.M. – 4:25 P.M.

## BREAK

4:25 P.M. – 4:55 P.M.

## HOW TO WORK WITH YOUR TPA SO YOUR TPA CAN WORK FOR YOU

### *Speakers:*

**Claudia Heyman**, HALLORAN SAGE, New Haven, CT

**Denise Evans**, *Director of Claims*, STAFFMARK GROUP, Cincinnati, OH

The relationship between an employer and a TPA can be tricky. The panelists will discuss “best practices” to effectively communicate with a TPA to establish your goals and make sure they are being met, from inception to the close of a claim.

4:55 P.M. – 5:25 P.M.

## REMOTE AND HYBRID WORK AND HOW IT AFFECTS WORKERS' COMPENSATION

### *Speakers:*

**Kendra Garstka**, HALL & EVANS, LLC, Denver, CO

**Thomas Shires**, BAYLOR EVNEN WOLFE & TANNEHILL, LLP, Lincoln, NE

What is the compensability of injuries sustained while working remotely or at home? With more and more employees working from home or working remotely, whether full-time or in a hybrid model, there are effects on workers' compensation systems. This discussion will explore the effects of remote and hybrid work, the impact of remote work, the largest challenges facing workers' compensation systems and the compensability of injuries sustained away from the traditional worksite.

5:25 P.M. – 5:30 P.M.

## THANK YOU AND CONCLUDING REMARKS

### *Speakers:*

**Mark Chumley**, *Host Firm*, KEATING MUETHING & KLEKAMP PLL, Cincinnati, OH

**Doug Kotarek**, *Regional Programming Chair*, HALL & EVANS, LLC, Denver, CO

**Kenny Veit**, *Practice Group Chair*, LEITNER, WILLIAMS, DOOLEY & NAPOLITAN, PLLC, Nashville, TN

**Shannon Blair**, *Marketing Chair*, HAIGHT BROWN & BONESTEEL LLP, Los Angeles, CA



**S O C I A L   E V E N T**



**Cincinnati Reds v. Tampa Bay Rays**  
**B A S E B A L L   G A M E**

**GREAT AMERICAN BALL PARK - PRIVATE SUITE**  
**100 Joe Nuxhall Way**

**5:40 P.M.**

**Cocktails & Ballpark Favorites**

**6:40 P.M.**

**Game Time**

# SPEAKERS



**SHANNON BLAIR** is a partner with Haight Brown & Bonesteel LLP, the ALFA International member firm in Los Angeles, California. 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 and employers who maintain high retention levels requiring strict oversight of their claims. She has served as a Judge Pro Tem before the WCAB and has successfully assisted multiple clients with the prosecution by the District Attorney of several workers' compensation cases involving injured worker fraud. Shannon began her career in-house as legal counsel for a third-party administrator litigating workers' compensation cases for CBS and Paramount Studios. While in college, she administered workers' compensation claims at the Federal Aviation Administration. Shannon frequently speaks at seminars on topics concerning California Workers' Compensation, Medicare Compliance and Social Media Discovery.



**CHRISTOPHER (BO) BOYD** is a shareholder of Taylor, Day, Grimm & Boyd, the ALFA International member firm in Jacksonville, Florida, where he heads the firm'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.



**MARK CHUMLEY** is a partner with Keating Muething & Klekamp PLL, the ALFA International member firm in Cincinnati, Ohio. Mark has experience representing management in all aspects of labor and employment law. He has handled numerous cases before state and federal courts and state and federal civil rights agencies, including claims involving allegations of sexual harassment, race, age, gender and disability discrimination, wrongful discharge, FMLA and wage-hour claims and various common law claims. He also represents employers in labor arbitration and is experienced in litigating the enforceability of arbitration agreements.

# SPEAKERS



**DENISE EVANS** is the Corporate Workers' Compensation Director of Claims at Staffmark Group, one of the top ten commercial staffing companies in the United States. Denise is responsible for claims management for Staffmark Group throughout the U.S. She also provides internal support by conducting workers' compensation training for Staffmark employees and assisting with incident investigations for Staffmark Group's Risk Management and Safety departments. Denise has over 30 years of claims management experience and has spoken at numerous workers' compensation seminars throughout the U.S. She has served on the Board of Managers for the Ohio Self-Insured Association since 2002 and is currently the President. She serves as Conference Chair for the California Workers' Compensation and Risk Conference and is the founding officer and current President of Kids Chance of Ohio. This non-profit organization provides financial support to further the education of children of Ohio workers who have been killed or declared permanently and totally disabled because of work-related injuries or occupational disease.



**KENDRA GARSTKA** is special counsel at Hall & Evans, LLC, the ALFA International member firm in Denver, Colorado. Her practice focuses on the representation of insurance carriers and employers in Colorado and Utah workers' compensation and subrogation cases. Kendra defends and argues cases before the Colorado Division of Workers' Compensation, the Utah Labor Commission, and the Colorado Court of Appeals.



**CLAUDIA HEYMAN** is a partner in the Workers' Compensation Practice Group of Halloran Sage, the ALFA International member firm in Hartford, Connecticut. For more than 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.



# SPEAKERS



**DOUG KOTAREK** is a member of Hall & Evans, LLC, the ALFA International member firm in Denver, Colorado, where he heads the firm's Workers' Compensation Department. Since 1988, Doug 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. He is also on the Legal Advisory Board of the Colorado Civil Justice League as their workers' compensation advisor. Doug is a past chair of the ALFA International Workers' Compensation Practice Group.



**MICHELLE MIDDENDORF** is the Senior Risk Manager for Stanley Steemer International, the leading surface cleaning and restoration service in the United States. Michelle has more than 27 years of risk management experience, kicking off her career working for a well-known third-party administrator, then transitioning into a 13-year claims and risk role at a global logistics and delivery company where she was named employee of the year two times. Michelle has worked in all aspects of the industry, from risk finance and analysis to roles as a claims and compliance manager. She has been with Stanley Steemer for 11 years. Responsibilities include not only management of claims and the third-party administrator but driver qualification, franchise insurance compliance, vendor and commercial contract management, and implementing all risk and key performance indicator standards. Michelle is also an avid Ohio State Buckeyes fan.



**KATE PATTON** is a member of Leitner, Williams, Dooley & Napolitan, PLLC, the ALFA International member firm in Nashville, Tennessee. Kate's practice focuses on insurance defense, specializing in workers' compensation claims. Throughout her practice, Kate has assisted in the litigation of hundreds of workers' compensation claims from their inception through trial and appellate levels. She is a member of ALFAI's Workers' Compensation and Future Leaders Practice Groups. Kate is an active member of the Lawyers' Association for Women – Marion Griffin Chapter, Nashville and Tennessee Bar Associations, and Tennessee Defense Lawyers Association.



**THOMAS SHIRES** is a partner with Baylor Evnen Wolfe & Tannehill, LLP, the ALFA International member firm in Lincoln, Nebraska. Tom handles workers' compensation matters in Nebraska and Iowa for a broad range of clients, from local family-owned businesses to large national corporations. He focuses his practice on understanding his client's businesses and tailoring individual workers' compensation and litigation strategies to meet each individual business's needs. Tom has given numerous presentations to employers and insurers on workers' compensation issues.

# S P E A K E R S



**KENNY VEIT** is a member of Leitner, Williams, Dooley & Napolitan, PLLC, the ALFA International member firm in Nashville, Tennessee. Kenny has been practicing law since 2003, with a primary focus on workers' compensation defense throughout Tennessee and Kentucky. He represents clients at administrative, trial and appellate levels. He is the ALFAI Workers' Compensation Practice Group Chair. Kenny 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. He is regularly asked to present lectures on Tennessee Workers' Compensation to employers and insurance companies.