



**ALFA International**  
THE GLOBAL LEGAL NETWORK



**The Rocky Mountains of Workers' Compensation**  
**CLIMBING THE PEAKS IN THE PRACTICE OF WORKERS' COMPENSATION**  
**2023 WORKERS' COMPENSATION PRACTICE GROUP SEMINAR**

**SEPTEMBER 27-29, 2023 | PENDRY PARK CITY | PARK CITY, UTAH**

**[www.ALFAInternational.com](http://www.ALFAInternational.com)**

**2022-2023 WORKERS' COMPENSATION PRACTICE GROUP LEADERSHIP**



**Eddy Hayes**  
*Chair, ALFA International Board of Directors*  
LEAKE & ANDERSSON, L.L.P.  
New Orleans, Louisiana



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



**Meredith Rainey**  
*Program Chair, 2023 Workers' Compensation Practice Group Seminar*  
MORRISON MAHONEY LLP  
Fall River, Massachusetts



**Shannon Blair**  
*Marketing Chair, Workers' Compensation Practice Group*  
HAIGHT BROWN & BONESTEEL LLP  
Los Angeles, California



**Bo Boyd**  
*Chair Emeritus, Workers' Compensation Practice Group*  
TAYLOR, DAY, GRIMM & BOYD  
Jacksonville, Florida



**Julie Murray**  
*Compendia Editor*  
SEMMES, BOWEN & SEMMES  
Baltimore, Maryland

**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 140 member firms throughout the world. Our 80 U.S. firms represent 95 of the 100 largest metropolitan areas. Our 60 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.

# The Rocky Mountains of Workers' Compensation

## CLIMBING THE PEAKS IN THE PRACTICE OF WORKERS' COMPENSATION

**2023 WORKERS' COMPENSATION PRACTICE GROUP SEMINAR  
SEPTEMBER 27-29, 2023 | PENDRY PARK CITY | PARK CITY, UTAH**

The ALFA International Workers' Compensation Practice Group invites you to the 2023 Workers' Compensation Seminar to be held in beautiful Park City, Utah from September 27 through September 29. This seminar will provide timely and useful topics in an effort to assist with navigating the mountainous landscape of the ever-changing practice of workers' compensation.

During this synergetic program led by experienced workers' compensation defense attorneys and representatives from numerous national and international companies, attendees will benefit from information and discussions to provide education for their daily climbs in this challenging practice. The comradery of the attendees will spark useful discussions during all aspects of the seminar.

The general session topics include: The Aging Workforce; TPA Relationships; Complex Regional Pain Syndrome; and Medicare Set Asides. The program will also provide breakout sessions and roundtable discussions regarding settlements, telemedicine, the impact of medical costs due to pre-existing conditions, and a timely hot topic to peak everyone's interest. There will also be informative TIPS given throughout the program by various attendees. In addition to the educational portion, there will be ample time and opportunity to network and collaborate with colleagues and enjoy the amazing scenery.

We look forward to seeing you in Park City this September for the ALFA International Workers' Compensation Practice Group Seminar.



**Meredith Rainey**  
*Program Chair, 2023 Workers' Compensation Practice Group Seminar*  
MORRISON MAHONEY LLP  
Fall River, Massachusetts

**ABOUT PARK CITY**

Tucked into the lofty, forested slopes, Pendry Park City provides the perfect haven—and launching point—for a mountain getaway. Just 36 miles from Salt Lake City International Airport, Pendry Park City is a contemporary mountain enclave bringing the mastery of Utah's awe-inspiring landscape to new heights. Located in the Canyons Village, it is a California-inspired gateway to the very best of Utah. Canyons Village is a contemporary cousin to Park City's historic Main Street, where dining, shopping, entertainment and mountainside fun take on a new dimension! A stroll here is a must to capture the special spirit that is Park City and its renowned nod to the past and the present.



**2:00 p.m. – 6:00 p.m.**  
**EARLY REGISTRATION & HOSPITALITY SUITE**

*The Ballroom Foyer*

**2:00 p.m. – 5:00 p.m.**  
**FACULTY REHEARSAL**

*Grand Ballroom*

\*All moderators are encouraged to use this time to set-up a meeting with their panelists to review their session materials.

**3:30 p.m. – 4:30 p.m.**  
**CLIENT ADVISORY BOARD MEETING**

*Salon II*

\*Open to members of the Workers' Compensation Client Advisory Board & Practice Group Leadership.

**4:30 p.m. – 5:30 p.m.**  
**WOMEN'S INITIATIVE RECEPTION**  
**Pups & Prosecco**  
*Outdoor Terrace*

Join us on the outdoor terrace for a paws-itively good time! Meet and greet fellow female attendees while enjoying prosecco and playing with pups from Nuzzles & Co. Pet Rescue and Adoption.

**Joan Tsang**  
*Women's Initiative Liaison*  
 HALLORAN SAGE  
 New Haven, Connecticut

**5:30 p.m. – 6:30 p.m.**  
**CLIENT ONLY COCKTAIL HOUR**

*Outdoor Terrace*

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

*Junior Ballroom I*

\*All ALFA International attorneys are required to attend.

**6:30 p.m. – 9:30 p.m.**  
**Welcome Reception, Buffet Dinner & Registration**

*Pendry Plaza East*

Welcome to the Rockies! Spend the evening reconnecting with old friends and networking with new acquaintances while enjoying the views of the Wasatch Range. The night will begin with a cocktail hour followed by a buffet dinner on the Plaza.

**THURSDAY, SEPTEMBER 28**

**8:00 a.m. – 9:00 a.m.**  
**BREAKFAST BUFFET**

*Pendry Plaza East*

**8:00 a.m. – 9:00 a.m.**  
**FIRST TIME ATTENDEE BREAKFAST**

*Room TBD*

\*All first time client and attorney attendees are encouraged to attend this breakfast to connect and get to know each other.

**9:00 a.m. – 3:30 p.m.**  
**PROGRAM SESSIONS**

*Grand & Junior Ballrooms*

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

**Eddy Hayes**  
*Chair, ALFA International Board of Directors*  
 LEAKE & ANDERSSON, L.L.P.  
 New Orleans, Louisiana

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

**Meredith Rainey**  
*Program Chair, 2023 Workers' Compensation Practice Group Seminar*  
 MORRISON MAHONEY LLP  
 Fall River, Massachusetts

**Jessica Zaroski Bauer**  
*Chief Executive Officer*  
 ALFA INTERNATIONAL  
 Chicago, Illinois

**9:15 a.m. – 10:15 a.m.**  
**GENERAL SESSION:**

**The Aging Workforce**

The aging workforce will have impacts on many aspects of our society, especially the labor-market. Older workers bring enormous value to the workplace, so it is up to us to ensure they have a safe work environment. We will share the ideas that may help prevent injury and exposure to the older worker.

**Doug Kotarek**  
*Moderator*  
 HALL & EVANS, LLC  
 Denver, Colorado

**Rebecca Baggett**  
*Managing Attorney*  
 AUTOZONE, INC.  
 Germantown, Tennessee

**Sandi Adkins**  
*Senior Claims Manager*  
 INS INSURANCE, INC.  
 Denver, Colorado

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

**10:15 a.m. – 10:30 a.m.**

**1st Panel of 5 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.

**GROUP ONE ROUNDTABLE DISCUSSIONS**


**TRACK 1**

### Getting Across the Finish Line


The settlement of a workers' compensation claim is generally the goal from the outset of the case. This session will address the factors to consider in resolving a claim including the timing of a settlement, valuing the claim, structured v. lump sum payments, lien issues, Social Security and Medicare considerations and the ability to negotiate a voluntary resignation.



**Claudia Heyman**  
*Moderator*  
HALLORAN SAGE  
New Haven, Connecticut



**Yana Shapiro**  
GERMAN, GALLAGHER & MURTAGH, P.C.  
Philadelphia, Pennsylvania




**DJ Szymanski**  
*Claims Manager, Office of General Counsel*  
EG AMERICA  
Westborough, Massachusetts


**TRACK 2**

### The Peaks and Valleys of Telemedicine: Navigating the Treacherous Slopes of Telemedicine in Workers' Compensation


Panelists will discuss the rise of telemedicine in workers' compensation claims since COVID-19 and its benefits for injured workers and employers. We will consider the types of claims best suited for telemedicine and discuss examples of its practical application, as well as current trends. There will further be an overview of the legal landscape of telemedicine in various states, including issues and challenges associated with its use.



**Heather Sosnowski**  
*Moderator*  
TAYLOR, DAY, GRIMM & BOYD  
Jacksonville, Florida



**Azarius "Zack" Yanez**  
LEITNER, WILLIAMS, DOOLEY & NAPOLITAN, PLLC  
Chattanooga, Tennessee



**Deborah Fox**  
*Assistant Vice President Workers Compensation*  
NFP PROPERTY & CASUALTY SERVICES, INC.  
Santa Ana, California

11:45 a.m. – 1:00 p.m.

**LUNCH BUFFET**

*Pendry Plaza East*


1:00 p.m. – 2:00 p.m.

**GROUP TWO ROUNDTABLE DISCUSSIONS**


**TRACK 1**

### Disentangling Pre-Existing Conditions from Work Related Injuries and the Cost Implications


Workers with pre-existing medical conditions are more likely to sustain work-related injuries. It is often difficult to disentangle the effects of these pre-existing conditions from the medical costs associated with a workplace incident. The attributable costs of pre-existing conditions must be separated from the attributable costs of the work-related injury to accurately determine the total medical costs of the injury. This panel will discuss the tools from the fields of health economics, epidemiology and biostatistics that can be used to differentiate these two different types of costs in determining overall medical exposure.



**Meredith Rainey**  
*Moderator*  
MORRISON MAHONEY LLP  
Fall River, Massachusetts



**John E. Schneider, PhD**  
*CEO & Principal*  
AVALON HEALTH ECONOMICS  
Morristown, New Jersey



**Cara Scheibling**  
*VP & Principal*  
AVALON HEALTH ECONOMICS  
Morristown, New Jersey

**TRACK 2**

### Workers' Compensation Hot Topics

This panel will discuss significant decisions issued so far in 2023 and decisions that are anticipated over the next several months. The panel will focus on trends, sea changes and some cases that have the potential to surprise everyone.



**Julie Murray**  
*Moderator*  
SEMMEs, BOWEN & SEMMEs  
Baltimore, Maryland



**Michael Witt**  
*Claims Manager*  
CINTAS  
Mason, Ohio



**Jill Griffin**  
*Claims Manager*  
ENLIVANT  
Chicago, Illinois



**Justin Starr**  
MORRISON MAHONEY LLP  
Boston, Massachusetts

**\*\*Stay tuned for additional panel details as the event approaches. Additional information will be added to comment on timely decisions and industry trends that arise in 2023.**

2:00 p.m. – 2:15 p.m.

**BREAK**

2:15 p.m. – 2:30 p.m.

2nd Panel of **5 TIPS**

2:30 p.m. – 3:30 p.m.

**ROUNDTABLE GENERAL SESSION**

**Employee-TPA-Legal:  
The Team Approach To Successful  
Workers' Compensation Program**

This seasoned panel will discuss the best strategies for achieving optimal performance from your claims and litigation team through the workers' compensation claims process. Whether it's a sprint or a marathon, we'll bring fresh ideas to leverage your team for greater success at every level.



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



**Shaun Jackson**  
*Executive Director,  
Risk Management*  
PANDA RESTAURANT  
GROUP, INC.  
Rosemead, California



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



**Jeff Laudenbach**  
GERMAN, GALLAGHER  
& MURTAGH, P.C.  
Philadelphia, Pennsylvania

5:00 p.m. – 6:30 p.m.  
**WELLNESS WORLDWIDE**  
**Laughter is the Best Medicine!**  
*Grand Ballroom*

Join us for fun and laughter with comedy made up on the spot from some of the region's top improvisational comedians. You may even get a chance to show your comedic chops on stage if you want to challenge yourself!

6:30 p.m. – 10:00 p.m.

**Reception & Plated Dinner at Firewood**

**FIREWOOD**  
306 Main Street, Park City, UT

Tonight's festivities will give attendees a taste of Park City. After a short bus ride, we will disembark at Firewood. After cocktailing in the cozy subterranean Birch Bar, a plated dinner will be served. Firewood's commitment to cooking a full menu over wood fire means you're in for a feast for the senses.

7:00 p.m. – 7:45 p.m.      7:45 p.m. – 10:00 p.m.  
COCKTAIL RECEPTION      PLATED DINNER

**FRIDAY, SEPTEMBER 29**

8:00 a.m. – 9:00 a.m.

**BREAKFAST BUFFET**

*Pendry Plaza East*

9:00 a.m. – 12:00 p.m.

**PROGRAM SESSIONS**

*Grand & Junior Ballrooms*

9:00 a.m. – 10:00 a.m.

**KEYNOTE**

**Complex Regional Pain Syndrome—  
The Complexities In Workers'  
Compensation Cases**

During this keynote session, Dr. Hazlewood will explain and define CRPS based on Budapest Criteria which differentiates between "signs" and "symptoms" as well as address the controversy surrounding the diagnosis. He will discuss clinical evaluation of patients presenting with alleged CRPS and discuss treatment options associated with evidence-based medicine guidelines. Dr. Hazlewood will also discuss the appropriate methodology for the assignment of impairment ratings for CRPS based on The AMA Guidelines to the Evaluation of Permanent Impairment, 6th Edition.



**Kenny Veit**  
*Moderator*  
LEITNER, WILLIAMS, DOOLEY  
& NAPOLITAN, PLLC  
Nashville, Tennessee



**Dr. Jeffrey Hazelwood**  
*M.D. & Expert Speaker*  
Lebanon, Tennessee

10:15 a.m. – 10:30 a.m.

**BREAK**

10:30 a.m. – 10:45 a.m.

**ALFA International  
HQ Update**

This session will provide an overview of many new and some improved offerings available at ALFAI as well as resources and opportunities available to our clients.



**Jessica Zaroski Bauer**  
*Chief Executive Officer*  
ALFA INTERNATIONAL  
Chicago, Illinois

10:00 a.m. – 10:15 a.m.

3rd Panel of **5 TIPS**

10:45 a.m. – 11:45 a.m.

**GENERAL SESSION**

## Tips and Strategies for Ascending the Mountains of Medicare Compliance and Risk Management Section 111 Penalties, Conditional Payments and Double Damages and Medicare Set-Aside Updates

Medicare continues to present a mountain of problems for employers when settling future medical care. Medicare and Part C and D plans have become more aggressive in their efforts to obtain reimbursements for conditional payment claims. Our panel will explore the current trends surrounding Medicare Set-Aside Allocations, conditional payment claims, Section 111 Reporting and Medicaid reimbursement claims. We will also discuss strategies and tips to successfully summit the boulders of Medicare.



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



**Bridget Smith**  
 Senior Vice President of National  
 Accounts and Settlement Consulting  
 IMPAXX  
 Bethel Park, Pennsylvania

11:45 a.m. – 12:00 p.m.

**CLOSING REMARKS**

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



**Meredith Rainey**  
 Program Chair, 2023 Workers'  
 Compensation Practice Group Seminar  
 MORRISON MAHONEY LLP  
 Fall River, Massachusetts

**FACULTY BIOS**

**SANDI ADKINS** is a Senior Claims Manager with INS, Schneider's captive insurance company. Sandi is actively engaged in the strategic direction of legal risk management and is responsible for the oversight of workers' compensation and cargo claims management. Sandi is a naturally analytical person and enjoys investigation and developing end-to-end strategies that enable efficiency, productivity, cost savings, and optimal customer experiences. The most important parts of Sandi's life are her husband and three rambunctious boys. In her free time, Sandi likes to read, cook, play piano, coach, and spend time with her family outdoors.

**OCTAVIA ALEXANDER** has worked in the Workers' Compensation industry with multijurisdictional 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.

**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.

**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.

**SHANNON BLAIR** is a partner from 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 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.

**DAWN DILLON** is a shareholder and managing partner 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 and has 25 years of experience 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. Dawn has served as Program and Practice Group chair for ALFA International's Workers' Compensation Practice Group.

**DEBORAH FOX** is the Vice President, Workers Compensation. Deborah leads NFP's National Claims Practice Team of WC Analysts and Coordinators that provide claim advocacy for clients nationwide. Deborah is also part of the Consulting Practice Management Team and performs captive claim audits and captive closure projects. Cumulatively, Deborah has 25+ years of experience in the insurance industry, which includes positions at a WC Consulting Firm, top TPA's and Insurance Carriers. Her experience providing oversight and advocacy in the workers compensation space spans the country, having worked on claims in 34 states. Notably, Deborah had spent eight years as an Employer Consultant retained to oversee the entire workers compensation function to reduce overall costs, mitigate claims and provide training to employees. She is particularly adept at educating employers, implementing best practices for claims handling and coordinating aggressive modified duty programs. The key differentiator with Deborah is her unique background having handled workers compensation claims from the broker side, employers' side, insurance side and the legal side. While Deborah consistently prioritizes clients' needs, she remains cognizant that providing injured workers with compassion and appropriate medical treatment not only ensures timely recovery, but also facilitates these employees in their ability to return to their usual and customary positions. Deborah has an excellent reputation as a well-credentialed and established member of the insurance industry. Her accomplishments include 2023 IBA HOT 100 Winner, and she was named a 2017 CompLaude Award Finalist. Deborah is also a Board Member (Editorial- Workers Compensation) for Insurance Business America and is an active Employer Member of ALFA International (Global Legal Network). In addition, Deborah is a Licensed P&C Agent (CA) and holds a California Self-Insured Administrator Certificate. She graduated from California State University, Northridge with a Bachelor of Science.

**JILL GRIFFIN** is a Claims/Risk Manager with 20+ years in the industry. She is expert in navigating the Bermuda Triangle of Workers' Compensation claims. She manages the full life cycle of claims from investigation to resolution and everything in between and has managed cases in all 50 states, Canada and Puerto Rico/U.S. Virgin Islands. With a Human Resources background, she ensures compliance with employment laws including the Americans with Disabilities Act and Family/Medical Leave of Absence. She is also responsible for Safety initiatives and OSHA compliance. She currently participates as a member of her employer's Litigation and Risk Committee and is co-author of the Workers' Compensation Compliance and Preparedness Audit for the Illinois Institute for Continuing Legal Education.

**EDDY HAYES** is a partner from Leake & Andersson, L.L.P., the ALFA International member firm in New Orleans, Louisiana. He focuses on both litigation and international trade and business matters. Eddy represents clients in products liability, insurance, maritime, and commercial litigation matters in state and federal courts throughout the Gulf South region. Eddy also has extensive experience handling MDL, class action and mass casualty cases. In addition to his litigation practice, Eddy leads the firm's international trade and business practice. The firm's international trade and business practice focuses on a wide variety of international issues, including corporate and customs matters; import/export transactions; international sales of goods and services; and antidumping/countervailing duty proceedings before the Department of Commerce and International Trade Commission. Eddy also maintains an active international public policy and government relations practice, where he advises businesses and local governments on international trade policy economic development issues, including the business implications of free trade agreements.

**JEFFREY E. HAZLEWOOD**, M.D. practices Physical Medicine and Rehabilitation/Pain Management in both Lebanon and Murfreesboro, TN, and he is an Associate Staff Member at Tennova Healthcare Hospital in Lebanon. After receiving his medical degree from the University of Tennessee, Memphis, he completed his residency at the University of

Alabama, Birmingham, where he was chief resident. A Fellow of the American Academy of Physical Medicine and Rehabilitation, Dr. Hazlewood is Board Certified in Physical Medicine and Rehabilitation with a subspecialty Board Certification in Pain Medicine. He is also a Certified Life Care Planner, as designated by the International Commission on Health Care Certification, and is a member of the American Academy of Physician Life Care Planners. He is a member of the Medical Impairment Rating Registry and has received training on the 5th and 6th Editions of the AMA Guides to the Evaluation of Permanent Impairment. He also teaches 6th Edition Impairment Rating courses to doctors and attorneys. His society memberships include the American Academy of Physical Medicine and Rehabilitation, the American Association of Neuromuscular and Electrodiagnostic Medicine, the Tennessee Medical Association, The Tennessee Pain Society, the American Medical Association, and the Rotary Club. He is an experienced speaker on various aspects of pain management and topics in Worker's Compensation. Dr. Hazlewood also previously served as an assistant medical director for the Tennessee Division of Workers Compensation.

**CLAUDIA HEYMAN** is a partner in the Workers' Compensation Practice Group at ALFA International's Hartford, CT member firm, Halloran Sage. As Chair of the Halloran Sage Workers' Compensation Practice Group, Claudia understands that in order to achieve the best results for her clients, it is necessary to craft solutions based on their unique needs and challenges. With over twenty-five years of experience defending workers' compensation claims for both mom and pop entities and large corporations alike, she is committed to working collaboratively with clients to help them achieve their desired goals. Claudia recognizes that there is no "one size fits all" solution to legal problems, and uses her nuanced understanding of workers' compensation law to develop creative strategies to resolve disputed issues. Claudia's deep attentiveness to the needs of her clients has led to the development of longstanding relationships in which her guidance is sought on a wide variety of claims. These range from a simple strain to catastrophic injuries involving over a million dollars in exposure. She has exceptional skillfulness in medical-legal issues as they relate to the field of workers' compensation, and uses this knowledge to achieve the best possible outcome for her clients. Whether aggressively litigating a matter or swiftly resolving a claim, Claudia is dedicated to partnering with her clients and providing unparalleled service that exceeds their expectations. She earned her BA from the University of Pennsylvania and her JD from Villanova University School of Law. She is admitted to practice law in the State of Connecticut, the District of Connecticut, and the State of Delaware.

**SHAUN JACKSON** is the Executive Director of Risk Management for Panda Restaurant Group, the world leader in Asian dining experiences and parent company of Panda Inn, Panda Express and Hibachi-San. Over the last 23 years he has led the Risk Management Departments for many other restaurant companies in many states across the US, including the publicly traded California-based chicken chain El Pollo Loco. Others include El Torito, Acapulco, Chevys, Marie Callender's and Perkins and food manufacturers Real Mex Foods and Foxtail Foods. In his current role he also oversees the Internal Audit and Compliance function for the company. His experience extends to the retail world and includes oversight of Human Resources and Benefits functions for multi-state and multi-unit companies. Shaun serves on several industry boards and takes an active role in the risk community with various educational groups and advisory boards.

**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.

**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 is a former member of the ALFA International Board of Directors and has been recognized in the 2008-2023 editions of Super Lawyers® for the practice area of workers' compensation defense litigation.

**JULIE D. MURRAY** is a partner at the Semmes, Bowen & Semmes, the ALFA International member firm in Baltimore, Maryland. She received her B.A. from University of Maryland, College Park, and graduated cum laude from University of Maryland School of Law. Julie'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, Julie also regularly provides education and training to risk management professionals to help them successfully manage their claims.

**KATE PATTON** is a member of Leitner, Williams, Dooley & Napolitan, PLLC, the ALFA International member firm in Nashville, Tennessee. Kate's practice focuses on the area of 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 ALFA'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.

**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 and Hiring Committee within her firm. Ms. Rainey frequently speaks and provides training seminars throughout the country on the workers' compensation law in Massachusetts.

**CARA SCHEIBLING** is a Vice President and Principal at Avalon Health Economics. She has her MBA from University of Tennessee. In addition to her role in business management and development, Cara's focus is on cost accounting, cost analysis and economic valuation. With more than 10 years of experience in health economics, Cara

has developed expertise in developing cost estimates for economic models of pharmaceuticals and medical devices, developing unit cost measures for model adaptations and estimating reasonable costs of medical services in a variety of health care litigation applications.

**JOHN E. SCHNEIDER** is the CEO and founder of Avalon Health Economics. His PhD is in Health Services and Policy Analysis from the University of California Berkeley, with a concentration in health economics. He has over 30 years of experience studying economic and organizational aspects of the health care industry. Dr. Schneider's expertise include: economic evaluation of new pharmaceuticals, devices and diagnostics; pricing and reimbursement; analysis of medical care costs; health insurance & managed care; health care markets; specialty hospitals, physician ownership and more.

**YANA SHAPIRO** is a Partner practicing in the Workers' Compensation Department of the ALFA International member firm in Philadelphia, German, Gallagher & Murtagh, P.C. Her practice focuses on representing the self-insured and captive Employers in Pennsylvania and New Jersey, as well as uninsured Employers. Ms. Shapiro has successfully litigated Claim, Review, Modification, Suspension and Termination Petitions before Workers' Compensation Judges and the Workers' Compensation Appeal Board. Ms. Shapiro is on the ALFA International Steering Committee for Hospitality, the Women's Initiative Steering Committee, has organized multiple Women's Initiative Events in Santa Barbara, CA and Austin, TX, and led a successful ALFA International webinar on social media.

**BRIDGET LANGER SMITH, JD** serves as the Vice President of Compliance and Customer Relations for IMPAXX. Prior to joining IMPAXX, 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. Bridget 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.

**HEATHER SOSNOWSKI** is an attorney with Taylor, Day, Grimm & Boyd, the ALFA International member firm in Jacksonville, Florida. Her current practice includes state workers' compensation and Longshore and Harbor workers' compensation defense claims. Heather finds enjoyment in analytical work, data crunching, and review of policy and procedure. Her contributions to the firm make a big impact, including her commitment for keeping quick and constant communication open with her clients and the Taylor Day team.

**JUSTIN P. STARR** is a Partner at the ALFA International law firm of Morrison Mahoney LLP in Boston, Massachusetts. He specializes in the area of workers' compensation and represents numerous national insurers, self-insurers, third-party administrators and uninsured employers throughout all stages of litigation at the Department of Industrial Accidents. Mr. Starr is an active



member of the ALFAI steering committee for the Workers' Compensation Practice Group and is also a member of ALFAI's Future Leaders Practice Group. Mr. Starr is also an active member of the Massachusetts Bar Association's Workers' Compensation Section Council and was recently selected to Chair the Workers' Compensation Section Counsel in 2024. His opinions regarding shifts in Massachusetts' workers' compensation legal precedent have been quoted by Massachusetts' legal publication Lawyers Weekly and he has prior experience with speaking engagements regarding Massachusetts workers' compensation law, including at the Massachusetts Continuing Legal Education's annual Workers' Compensation Conference.

**DJ SZYMANSKI** is the Claims manager for EG America which has over 1900 stores in 30 different states. She started her career at BJ'S wholesale club and has been in the industry for 18 years. DJ is based in New England and has her AIC and ARM.

**JOAN TSANG** is an associate at Halloran Sage, the ALFA International member firm in New Haven, Connecticut. She practices in the area of workers' compensation, where she represents employers, insurance companies, and third-party administrators on issues related to liability, subrogation, and discrimination claims. She also handles general liability matters including negligence, premises liability, and personal injury litigation.

**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 ALFAI 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.

**MIKE WITT** is the Claims Manager at Cintas Corporation. In his role, Mike drives positive Workers' Compensation outcomes by facilitating effective communication between hundreds of managers at the local operations and his TPA. He manages all of the American claims for Cintas. With an accounting background, Mike digs into the numbers to effectively manage the finances of the program. Mike is a member of the Board of Directors for the Southwest Ohio Self Insurers Association.

**AZARIUS "ZACK" YANEZ** is an associate at Leitner Williams Dooley & Napolitan, PLLC, the ALFAI firm in Chattanooga and Nashville, TN. His practice concentrates on workers' compensation, construction defects, commercial, and professional liability litigation. Zack has represented clients in a wide variety of high-stakes litigation, including personal injury, breach of contract, and wrongful death claims. He is admitted to practice in Tennessee and the United States District Courts of the Middle and Eastern District. Zack earned his J.D. from Florida International University College of Law and his B.A. from the St. John Vianney College Seminary.

## GENERAL INFORMATION

### MEETING LOCATION

Pendry Park City  
2417 W High Mountain Road  
Park City, UT 84098  
Tel: (435) 800-1990  
[Hotel Website](#)

### REGISTRATION

Please contact ALFA International Headquarters to register.

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

### CLE CREDIT

ALFA International is an approved CLE provider in Illinois, California & Pennsylvania and certifies this program has been approved for six 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.

### ATTIRE

The attire for the educational sessions throughout the conference, and for the dinners on Wednesday and Thursday night, is business casual. Dinner on Wednesday night, both breakfasts and lunch Thursday will take place outdoors. A light jacket or wrap is recommended.

### SPECIAL ACCOMMODATION

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

### SEMINAR CONTACT

Aria Trombley Wolf  
[awolf@alfainternational.com](mailto:awolf@alfainternational.com)

### STAY CONNECTED WITH ALFA INTERNATIONAL

[LinkedIn](#) [Twitter](#) [Facebook](#) [YouTube](#)



980 N. Michigan Ave.  
Suite 1180  
Chicago, IL 60611  
Tel: (312) 642-ALFA (2532)  
[www.alfainternational.com](http://www.alfainternational.com)