

The Twentieth Annual NC Workers Compensation Educational Conference

October 14-16, 2015

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**Andrew T. Heath** was appointed by Governor Pat McCrory to serve as a Commissioner at the North Carolina Industrial Commission on February 28, 2013. Following the confirmation process, Governor McCrory designated Andrew Heath as the Chairman of the Commission. Prior to joining the Industrial Commission, Chairman Heath was in private practice since 2006, during which time he represented employees while working for The Cole Law Firm, PLLC and employers while working for Hedrick Gardner Kincheloe & Garofalo, LLP. Chairman Heath graduated from the University of North Carolina at Asheville with a B.S. in Management with concentration in Business Administration in 2003. He then attended law school at Indiana University Robert H. McKinney School of Law and received his J.D. in 2006. He resides in Raleigh with his wife, who is also an attorney, and his son and daughter.

**Dana Genheimer** is Vice President of Kids' Chance of North Carolina. Established in 2004, the mission of Kids' Chance of North Carolina, Inc. is to provide educational scholarships to the children of North Carolina workers who have been catastrophically or fatally injured in work-related accidents. Dana Genheimer currently serves in the role of Vice President for the North Carolina chapter and at the national level as a state delegate and committee chair for the Faces of Kids' Chance program. Learn more about the North Carolina effort at [www.kidschancenc.org](http://www.kidschancenc.org) and visit [www.kidschance.org](http://www.kidschance.org) to learn more about Kids Chance of America.

**Tim Moore** was born and raised in Cleveland County. He graduated from Kings Mountain High School and attended Campbell University. Moore graduated from the University of North Carolina at Chapel Hill, where he earned his B.A. in Political Science in 1992. Moore went on to law school at the Oklahoma City University School of Law and earned his J.D. in 1995. Following law school, Moore returned to Cleveland County to practice law. He then served as a member of the University of Board of Governors from 1997-2001. Following his term on the Board of Governors, Tim was elected to the North Carolina House of Representatives in 2002. Currently, Speaker Moore is serving his seventh term in the North Carolina General Assembly. Speaker Moore has held various chairmanships and vice-chairmanships during his tenure in the legislature. Last session, Representative Moore served as Chairman of the House Rules Committee, Chair of Elections, Vice-Chairman of the Judiciary Committee, and Chairman of the University Board of Governors Nominating Committee. In addition, Speaker Moore served as a member of the following House committees: Appropriations, Environment, Finance, Judiciary, Public Utilities, and Transportation. Moore has also testified before the United States Congress on election law issues. Moore resides in Kings Mountain, NC, and has two children. Moore is an attorney in private practice in Kings Mountain, representing clients throughout Western North Carolina. He has been active on a number of boards, committees, and civic groups including the Shelby Rotary Club, Boy Scouts, Life Enrichment Center's Board of Directors, and Cleveland County Partnership for Children.

**Justice Paul Martin Newby** was born in Asheboro, N.C. He received his B.A. degree in Public Policy Studies from Duke University and law degree from UNC-Chapel Hill School of Law. Justice Newby has served on the Supreme Court of North Carolina since 2004. Justice Newby is an Adjunct Professor of Law at Campbell University, where he teaches courses on state constitutional law and appellate practice. The North Carolina Bar Association honored Justice Newby in 2011 with its Citizen Lawyer Award and in 2012 he received its John McNeill Smith, Jr. Award, recognizing his work in the area of constitutional rights and responsibilities. Justice Newby has travelled across North Carolina, meeting with students and civic groups to discuss the Supreme Court and the role of the judiciary. Justice Newby is an Eagle Scout and actively serves the Boy Scouts. He is the recipient of the Heroism Award for rescuing nine people from a riptide, the God and Service Award, the Silver Beaver Award, and the Scouter of the Year Award. Recently, Justice Newby was designated a Distinguished Eagle Scout, a national honor that recognizes both his service to the Boy Scouts and his dedication to public service. Justice Newby has been married to Macon Tucker Newby since 1983, and they have four children.

**Justice Robert Holt Edmunds, Jr.** graduated with honors from Vassar College in 1971. He received his J.D. from the University of North Carolina at Chapel Hill in 1975 and his Master of Laws in the Judicial Process (LL.M.) from the University of Virginia School of Law in 2004. After serving as a line officer in the United States Navy, Justice Edmunds began his legal career as an Assistant District Attorney in Guilford County and later as an Assistant United States Attorney. In 1986, President Ronald Reagan appointed him United States Attorney for the Middle District of North Carolina, a position he held until 1993. Justice Edmunds then joined the Greensboro firm of Stern & Klepfer, L.L.P. as a partner. While in private practice, he became board certified as a Specialist in State and Federal Criminal Law and as a Specialist in Appellate Practice. In 1998, he was elected Judge of the North Carolina Court of Appeals. In 2000, he was elected Justice of the Supreme Court of North Carolina. He was re-elected to that Court in 2008. He will be in the State's first retention election in 2016. By appointment of the Chief Justice of the United States, from 2004 through 2010 Justice Edmunds served as the only state judge on the Federal Criminal Rules Committee of the Judicial Conference of the United States. Justice Edmunds has taught as an adjunct professor at Campbell University School of Law. Justice Edmunds has been a member of the North Carolina Bar Association's Appellate Rules Committee since 1993 and also serves on the North Carolina State Bar's Appellate Law Specialty Committee. He is active in the American Bar Association and was named President-elect of that organization's Appellate Judges Conference at the ABA's annual meeting in 2015. He previously served as co-Editor of the ABA's *Judges Journal*. Justice Edmunds lives in Greensboro and is married to Linda M. Edmunds. They have two adult sons.

**Judge Linda Stephens** has served on the North Carolina Court of Appeals since 2006 and is the sixth most senior member of the Court. Before joining the Court of Appeals, she served as a Deputy Commissioner for the North Carolina Industrial Commission and spent 23 years in private practice as a partner at Teague, Campbell, Dennis & Gorham, LLP, focusing on workers' compensation cases.

During her time in private practice, Judge Stephens was listed for over a decade in The Best Lawyers in America, Workers' Compensation Section, and was selected as a "Top 50 Female Super Lawyer." She also served as the first female president of the North Carolina Association of Defense Attorneys, and as chair for both the North Carolina State Bar Workers' Compensation Specialization Committee and the North Carolina Defense Fund. In 2015, Judge Stephens became the first female recipient of NCADA's J. Robert Elster Award for Professional Excellence. Aside from her work, Judge Stephens is passionate about animal welfare and rescue, and shares her home with many rescued cats.

**Judge Richard Dietz** serves on the North Carolina Court of Appeals. Before joining the Court, Judge Dietz was a partner on the Appellate & Supreme Court team at Kilpatrick Townsend & Stockton LLP. He has argued in the U.S. Supreme Court and handled appeals in other state and federal courts across the nation. Judge Dietz is a North Carolina Board Certified Specialist in Appellate Practice. He serves on the Bar Association's Appellate Rules Committee and Appellate Practice Section Council. Judge Dietz graduated first in his class from Wake Forest University School of Law. After law school, he clerked for Judge Emory Widener on the U.S. Court of Appeals for the Fourth Circuit and Judge Sam Wilson on the U.S. District Court in Virginia, and then served as a research fellow at Kyushu University in Japan, lecturing on U.S. law in Japanese, before beginning his career as an appellate lawyer.

**Christopher Loutit** was sworn in as Chief Deputy Commissioner of the North Carolina Industrial Commission on January 3, 2014. He previously served as Administrator of the Commission. Before joining the Commission, Mr. Loutit was a Partner at the Wilmington law firm Johnson, Lambeth & Brown, where he joined as an Associate in 2006. His practice focused in the areas of general civil litigation and criminal law, representing both Plaintiffs and Defendants. From 2006 to 2013, he represented New Hanover County as a Child Support (Title IV-D) Enforcement Attorney. Mr. Loutit received his B.A. in History from Trinity College, and earned his J.D. from American University Washington College of Law. He lives in Raleigh with his wife, Lauren, and their daughter, Amelia.

**Ryan Boyce** currently serves as Deputy Counsel for the North Carolina Industrial Commission. He joined the Commission in 2013 as a Special Deputy Commissioner and later served as Law Clerk to Chairman Andrew Heath. Prior to attending law school, Ryan worked as a Legislative Assistant for the House of Representatives Committee on Transportation and Infrastructure from 2007-2010. Ryan is a graduate of the University of North Carolina and the Charleston School of Law. While in law school, he clerked for Chief Judge William B. Traxler, Jr. of the U.S. Court of Appeals for the Fourth Circuit and was named to the Sir Francis Drake American Inn of Court. Ryan is admitted to practice law in both North Carolina and South Carolina.

**Joseph Paduda** is the principal of Health Strategy Associates, is a nationally recognized expert in medical management in group health and workers' compensation, with deep experience in cost containment and pharmacy services. He is also president of CompPharma, LLC, a consortium of workers' compensation pharmacy benefit managers. In addition to consulting with managed care organizations, employers, health care providers, insurers, and private equity firms, Health Strategy Associates conducts regular surveys on managing work comp pharmacy costs, utilization review, bill review systems, and claims systems. Mr. Paduda is also the prolific author of the controversial [www.ManagedCareMatters.com](http://www.ManagedCareMatters.com) blog and a founder of [HealthWonkReview.com](http://HealthWonkReview.com), a collaborative blog on health care policy. A respected media source, Mr. Paduda has been quoted in the *New York Times*, *Business Week*, *Risk & Insurance*, *CFO Magazine*, *Business Insurance*, and many other publications. In addition, he has appeared on Nightline and Fox Business' Business for Breakfast. He has also written a number of articles that were published in *Business Insurance*, *National Underwriter*, *Business Finance*, and *CFO Magazine*. He is a member of the National Academy of Social Insurance (NASI) and the 2012 recipient of IAIABC's President's Award, recognizing his efforts to identify solutions to the opioid problem in workers' compensation. Before launching his consulting business in 1997, he held executive positions with major insurers, including Traveler's, United Healthcare and Liberty Mutual. Mr. Paduda has a Master's of Science Degree in Health Management from the American University.

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**Lynn Gullick** is the owner of Gullick Mediation, Inc. located in Greensboro, NC. In her previous life she was a general practitioner in civil litigation for both plaintiffs and defendants for 15 years in the area of personal injury, workers' compensation and commercial litigation. Ms. Gullick began to mediate in 1998 and her practice is now devoted exclusively to mediation and arbitration. She has mediated over 4,000 cases and is a frequent speaker and contributor of articles on mediation, arbitration, and professional ethics. Lynn is a member of the North Carolina Dispute Resolution Commission, and is the chair of the Advisory Opinion Committee of the DRC. Ms. Gullick is a former chair of the Dispute Resolution Section of the North Carolina Bar Association. She graduated from Auburn University in 1974. She received her M.Ed. in 1975 from Auburn University and graduated from Emory University School of Law in 1985.

**Andy Little** graduated from Davidson College (B. A. History) in 1966, Union Theological Seminary (M.Div.) in 1970, and UNC School of Law (J.D.) in 1975. He practiced as a trial lawyer for seventeen years of trial practice and then formed Mediation Inc. to mediate full time. He has now mediated over 5500 cases and has conducted over 130 forty-hour mediation trainings. In 1989, Mr. Little chaired the NC Bar Association's efforts to implement mediation in all levels of the State and Federal Courts. He became the first Chair of the Association's Dispute Resolution Section. He was also appointed to the NC Dispute Resolution Commission by the Chief Justice and served as Chair for four years. The Commission certifies mediators for court mediation and enforces standards of conduct as promulgated by the Supreme Court. Mr. Little is the author of [Making Money Talk: How](#)

to Mediate Insured Claims and Other Monetary Disputes which was published by the ABA in 2007. He can be reached at [www.mediationincnc.com](http://www.mediationincnc.com) or at [andy@mediationincnc.com](mailto:andy@mediationincnc.com).

**Ken Eichler** joined Work Loss Data Institute/ODG as Director of Regulatory & Outcome Initiatives in 2013, with over twenty years of Insurance and Guidelines experience. Ken is a recognized insurance industry subject matter expert with a focus on Regulatory & Legislative Initiatives, Treatment Guidelines, Disability Management, Return-to-Work Reform, Program Development and Process Flow. He has been involved in jurisdictional Guidelines adoptions and implementation as well as Workers Compensation initiatives; interfacing with Regulators and all Stakeholder populations nationwide. Ken is Vice Chair of the IAIABC Disability Management/Return to Work and the Medical Issues Committees, as well as an appointee to the Advisory Council. He is also a Co-Chair of the SAWCA Technology Committee and serves on the Boards and Committees of multiple industry associations, task forces and conferences, working with Stakeholders nationally and internationally.

**Mark Pew** is a senior vice president at Prium. He is an expert in workers' compensation medical management, with a focus on prescription drug management. Areas of expertise include: Abuse and misuse of opioids and other prescription drugs, Managing prescription drug utilization and cost, Best practices for weaning from dangerous drug regimens and functional restoration, workers' compensation legislation and impact on managed care. Working with Prium since 1989, Pew educates stakeholders and develops strategies for managing the over-utilization of prescription drugs. He created Prium's award-winning medical intervention program and has since refined it and created several other services to address the prescription drug epidemic. He has been quoted in and his work has been published in several publications, including Business Insurance, WorkCompCentral, Claim Management magazine and Claims Journal.

**Kathy Thaman** earned her B.A degree in Philosophy and Religion from Barton College and a Masters of Science degree in Rehabilitation Counseling from East Carolina University. She has served as the Vice President of Products and Services at Southern Rehabilitation Network from 2002 to 2014. She has also served as a member of the board of directors of the Rehabilitation Professionals of the Carolinas and is the past President of the International Association of Rehabilitation Professionals of the Carolinas. She now owns her own consulting business doing life care planning, vocational expert work, and consulting in the field of rehabilitation.

**Sonja Ellington, MS, CRC, LPC** is currently the Vocational Supervisor for Southern Rehabilitation Network. She supervises and assists Vocational Specialists with case management and Vocational Expert services. She also communicates with consumers, attorneys, employers, and colleagues regarding vocational programs and services. Mrs. Ellington received her Associate of Arts in Psychology from Peace College, Bachelor of Science in Recreation Management from Appalachian

State University, and Master of Science in Rehabilitation Counseling from East Carolina University. She currently serves as President of the International Association of Rehabilitation Professionals of the Carolinas.

**Adrian A. Phillips'** appointment as Deputy Commissioner was announced on May 9, 2002. She holds a B.S. degree in Chemistry from Bennett College and earned a J.D. degree from North Carolina Central University in 1993. Before her appointment as Deputy Commissioner, she worked as an Assistant Attorney General in the Tort Claims Section of the Department of Justice and she was assigned to the Industrial Commission as Agency Counsel for the Industrial Commission and Fraud Prosecutor for the Commission's Fraud Investigations Section. Mrs. Phillips formerly prosecuted Medicaid fraud cases for the Department of Justice. While working in the Medicaid Fraud Division during 1998-2000, she served as Supervisor and Prosecutor of white-collar crime. Mrs. Phillips also has served as an Assistant District Attorney in District 9A (Caswell and Person Counties) from 1994 through 1998.

**Melanie Wade Goodwin** was appointed as a Deputy Commissioner on July 8, 2011. In 1992, she earned a B.A. in English from the University of North Carolina at Chapel Hill. Before returning to law school, she worked with the North Carolina Council for Women as an advocate for women and families. Ms. Goodwin earned her J.D. from Campbell University School of Law, and she was admitted to the North Carolina State Bar in 2000. She established and maintained a private practice in Richmond County for almost 10 years, focusing primarily in the area of family law. Between 2004 and 2010, the people of Richmond and Montgomery Counties elected Ms. Goodwin three times to serve them in the North Carolina House of Representatives. Following her legislative service, she relocated to Raleigh with her spouse Wayne Goodwin, who serves as the elected N.C. Insurance Commissioner, and their two children.

**Bryant Paris** is currently an Attorney at Law at Bryant Duke Paris III Professional Limited Liability Company, in Raleigh. He received his B.A. in Political Science from UNC- Chapel Hill, and his J.D. from the University of Mississippi School of Law.

**Joseph Houchin** is a criminal defense attorney representing clients in both State and Federal court. Through trial, motions practice, and negotiation he has successfully defended clients charged with felonies and misdemeanors including drug offenses, violent crimes, DWI, and traffic violations. Joe also maintains a business law practice representing the needs of North Carolina employers and entrepreneurs in civil courts and before the North Carolina Industrial Commission. Before joining Dysart Law, he was an associate at a civil litigation firm where he defended employers and insurers in general liability, workers' compensation, and commercial matters. In addition to being admitted to practice in all state courts and federal district courts in North Carolina, Joe has successfully represented clients before a variety of administrative bodies and professional licensing boards

including the United States Department of Labor, the North Carolina Industrial Commission, the North Carolina Code Qualifications Board, and at public university hearings. A graduate of the University of Mississippi School of Law, Joe served as Chairman of the Ole Miss Moot Court Board where he was a member of the National Moot Court team and received honors for written and oral advocacy. Upon graduation, he was inducted into the Order of the Barristers. He received his undergraduate degree in Government and International Policy from George Mason University where he was a four year student-athlete and captain of the Swimming & Diving team. Joe served as a judicial intern for Justice Paul M. Newby of the Supreme Court of North Carolina. He is a certified Blackstone Fellow, following successful completion of the Blackstone Legal Fellowship, conducted by Alliance Defending Freedom. He maintains memberships with the North Carolina Bar Association, the Wake County Bar Association, the North Carolina Association of Defense Attorneys, and gratefully serves on the Board of Directors and as General Counsel for Love INC of Raleigh.

**Kevin Bunn** is a life-long resident of North Carolina. In 1986, Kevin received a Bachelor of Arts degree from the University of North Carolina at Chapel Hill, and in 1989, he earned his Master's degree in Public Administration from UNC. In 1993, Kevin received his Juris Doctor from the UNC School of Law. He has practiced law in Cary since 1993. Kevin is a Board Certified Specialist in Workers' Compensation Law, and is "AV" rated by Martindell-Hubbell. He is a member of the Board of Governors of the North Carolina Advocates for Justice, and is a past Chair of the Advocate's Workers' Compensation Section. He regularly teaches continuing legal education classes on NC workers' compensation and is the author of a chapter in North Carolina Workers' Compensation Law: A Practical Guide to Success at Every Stage of a Claim.

**Warren Savage** joined Lawyers Mutual as claims counsel in 2005. He focuses on litigation, insurance law, appellate advocacy, criminal matters and professional responsibility in his work with Lawyers Mutual. A former partner with the law firm of Bailey & Dixon, Warren graduated from the University of Virginia and earned a Master of Arts in Teaching at the University of North Carolina at Chapel Hill before graduating magna cum laude from Campbell University School of Law. Warren currently serves as an advisory member of the State Bar Ethics Committee and speaks frequently at CLEs around the state about professional responsibility and malpractice claims avoidance.

**Camille Stell** serves as Vice President of Client Services for Lawyers Mutual. She is a graduate of Meredith College and the Meredith College Paralegal Program and has law firm experience as a paralegal and as a recruiting and marketing professional. She is a past Chair of the Law Practice Management Section of the North Carolina Bar Association and is the immediate past Chair of the

Legal Marketing Association Raleigh City Group. In 2011, Camille was recognized by *North Carolina Lawyers Weekly* as a member of the inaugural class of “Leaders in the Law.”

**Wallace Franklin Andrew, Jr., MD** currently serves as an Orthopaedic Surgeon at Raleigh Orthopaedic Clinic, a team Orthopaedist at NC State University, and an attending physician at WakeMed Health and Hospitals. He is a graduate of University of Virginia with a B.A. with honors. He also received his Doctor of Medicine degree from the University of Virginia School of Medicine in 1975. Dr. Andrew has past served as a Board Member for Wake Medical Foundation, Dameron Orthopaedic Education Foundation, and University of Virginia Medical School Alumni Association. Other notable leadership positions include currently being the WakeMed Health and Hospitals Medical Staff President and the Past President of the Southeastern Hand Club. He is a recipient of the Harry E. Dascomb M.D. Award for significant contributions to Clinical Teaching and Care Wake Med and Wake AHEC, along with being named Clinical Faculty Teacher of the Year on multiple occasions for outstanding contributions for the Medical Education of Residents of the WakeMed Department of Orthopaedics.

**Judge Robert Neal "Bob" Hunter, Jr.** is a North Carolina lawyer and jurist who currently serves on the North Carolina Court of Appeals. He has also served on the North Carolina Supreme Court. A graduate of the University of North Carolina at Chapel Hill and its law school, Hunter is a former chairman of the state board of elections and a former deputy Attorney General of North Carolina. He was elected to the Court of Appeals in 2008. Hunter has also served as an adjunct professor at North Carolina Central University School of Law, Wake Forest University School of Law, Elon University School of Law, and the University of North Carolina at Greensboro. Hunter received the McNeill Smith Constitutional Rights and Responsibilities Section Award from the North Carolina Bar Association in 2013. In 2014, he received an LLM Degree from Duke University Law School in Judicial Studies.

**Moira Artigues, MD**, received her BA degree in English at the College in Charleston and her MD degree from the Medical University of South Carolina. She is certified by the American Board of Psychiatry and Neurology in General and Forensic Psychiatry. She has a private practice in Cary, North Carolina, in General and Forensic Psychiatry. She consults on forensic cases in both criminal and civil arenas, and provides IMEs for Worker's Compensation. She is a member of many professional organizations including the North Carolina Psychiatric Association, the American Academy of Psychiatry and the Law, the Carolinas Groups Psychotherapy Society, and is a Fellow of the American Psychiatric Association.

**Keven Wilberding** has over thirty years of experience navigating culturally diverse situations and ten years in the workman’s compensation industry. He is a former US Army Field Artillery Officer



with BA's in Business Administration, Management, and Theology. Keven has been a college instructor and has also served as a certified English as a Second Language teacher. He has held various positions in sales and marketing with multinational companies focused on Latin American markets. Currently, Keven is the Vice President of Ambassador Service Group- an interpretation, translation and transportation agency headquartered in Raleigh, North Carolina.

**Erin Collins**, is an attorney at the Hedrick Gardner firm's Wilmington office. Her practice focuses in the areas of civil litigation, Medicare compliance, and workers' compensation. She is an active member of the North Carolina State Bar, North Carolina Bar Association, North Carolina Association of Defense Attorneys, New Hanover County Bar Association, Mecklenburg County Bar Association, and the American Bar Association. Erin received the highest grade award in Judicial Writing, while attending Campbell University. Additionally, she was a member of two National Moot Court Teams, the Law Review's Business Editor, and had an academic comment published in March 2005.

**Gina Cammarano** is a Dispute Resolution Commission Certified Mediator and a Board Certified Workers' Compensation Specialist. Gina is the co-editor of *North Carolina Workers' Compensation Law: A Practical Guide to Success at Every Stage of a Claim*, and she serves on the North Carolina State Bar Workers' Compensation Specialization Committee. Gina began her legal career as a Special Deputy Commissioner at the Industrial Commission. In 2001, she entered private practice and began representing injured workers. Gina graduated from the UNC-Chapel Hill School of Law with Honors, and she received her undergraduate degree from the University of Notre Dame.

**George Dennis**, a certified mediator since 2012, is the retired Senior Partner of Teague, Campbell, Dennis & Gorham, LLP, a large civil litigation firm in Raleigh, N.C. In addition to serving as legal advisor and member of the Board of Directors of The V Foundation and the Jimmy V Celebrity Golf Classic, he served as a member of the Board of Directors of the North Carolina Association of Defense Attorneys, as a Trustee of the North Carolina Bar Association Health Benefit Trust, and as a member of the Select Drafting Committee of the North Carolina State Bar. Dennis had an active trial and appellate practice in North Carolina's state and federal courts from 1976 through 2012 and has been a faculty member and lecturer at numerous continuing education seminars throughout the Southeast, including those offered by North Carolina Industrial Commission, North Carolina Bar Association, Wake Forest University, North Carolina Association of Defense Attorneys, North Carolina Advocates for Justice, North Carolina Association of Self-Insurers, Occupational Safety and Health Educational Research Institute, American Academy of Industrial Hygiene, and North Carolina Claim Managers Association. In recognition of his professional accomplishments, Dennis has been annually listed in the *The Best Lawyers in America* since 1994, was chosen by his peers as a North Carolina Super Lawyer in 2006 and 2008-2013, and was selected for membership in The Outstanding Lawyers of America in 2003.

**Meredith Henderson** was named the Executive Secretary of the North Carolina Industrial Commission in 2011. She also serves as General Counsel and Rulemaking Coordinator for the Commission. Ms. Henderson started out at the Industrial Commission as a Special Deputy Commissioner in the Executive Secretary's Office in 2005. In 2008, she began working for then Commission Chair Pamela T. Young as a law clerk and Counsel to the Chair. Ms. Henderson received her B.A. from N.C. State University in 1993 and her law degree from the University of North Carolina at Chapel Hill in 2002. Prior to joining the Industrial Commission, Ms. Henderson clerked for Chief Judge John C. Martin of the North Carolina Court of Appeals and also practiced law in Raleigh, focusing primarily on workers' compensation and contract litigation.

**Emily Baucom** first joined the Industrial Commission as a Special Deputy Commissioner in 2004. Ms. Baucom graduated with honors from the University of North Carolina at Chapel Hill with a B.A. in History in 1995. She received her JD from the University of North Carolina at Chapel Hill School of Law in 2001, and was admitted to the North Carolina State Bar in August 2001. Prior to joining the Industrial Commission, Ms. Baucom practiced law in Durham. Ms. Baucom returned to the Commission as a Special Deputy Commissioner in October 2008 following her family's temporary relocation to Charleston, South Carolina from 2005 to 2008.

**Sumit Gupta** was sworn in as Deputy Commissioner of the North Carolina Industrial Commission on October 16, 2014. He previously served as General Counsel of the Commission. Before joining the Commission, he was a partner at the law firm of Stewart, Schmidlin, Bullock & Gupta in Smithfield, NC. His practice focused in the areas of criminal law and general civil litigation. From 2008 to 2012, he served as an Assistant District Attorney in North Carolina's 11th Prosecutorial District where he prosecuted cases in Johnston County, Harnett County, and Lee County. Mr. Gupta grew up in Smithfield, NC and graduated from Smithfield-Selma High School in 1997. He received his B.A. degree in Political Science from the University of North Carolina at Chapel Hill and earned his Juris Doctor and Master's in Business Administration degrees from Wake Forest University.

**Jeffrey Misenheimer** practices exclusively in the area of workers' compensation. Mr. Misenheimer received his undergraduate degree from Hampden-Sydney College and his law degree from Cumberland School of Law of Samford University. Mr. Misenheimer was admitted to the Bar in 1999. Mr. Misenheimer is a past chair of the Workers' Compensation Practice Group of the North Carolina Association of Defense Attorneys, a member of Defense Research Institute, and is currently a member of the Workers' Compensation Section Council of the North Carolina Bar Association as well as a member of the Board of Directors of the North Carolina Association of Defense Attorneys. Mr. Misenheimer has taught numerous classes/seminars in the field of Workers' Compensation Law.

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**Bryan Strickland** has been the Director of the Compliance and Fraud Investigation Section of the North Carolina Industrial Commission since July of 2013. He is a Certified Fraud Examiner and received his undergraduate degrees in Economics and Business Management, and his Master of Public Administration from North Carolina State University. He has been in State government in various capacities over the past 26 ½ years. Most of that time has been spent regulating private businesses, ensuring compliance by State agencies, or auditing State agencies or any entity that received state funding. Prior to coming to the Industrial Commission, he served as a Fraud Investigations Supervisor for the Office of the State Auditor.

**Vernon Sumwalt** practices at the Sumwalt Law Firm in Charlotte, North Carolina, primarily in the areas of workplace torts, personal injury, and disability advocacy. He is a board certified specialist in both appellate practice and workers' compensation law by the North Carolina State Bar and currently serves the Bar as the Chair of its Workers' Compensation Specialization Committee. Mr. Sumwalt is also the current Vice President of Membership of the North Carolina Advocates for Justice (NCAJ), where he has served on its Executive Committee since 2013 and its Board of Governors since 2010. He is also a past Chair of the workers' compensation sections of both the NCAJ (2012-2013) and the North Carolina Bar Association (2008-2009). Mr. Sumwalt has presented at over one hundred continuing legal education seminars and has contributed to numerous publications, including *The Law of Workers' Compensation in South Carolina* (S.C. Bar, 2<sup>nd</sup> ed. 1998, 3<sup>rd</sup> ed. 2003, and 4<sup>th</sup> ed. 2005, 5<sup>th</sup> ed. 2008, 6<sup>th</sup> ed. 2012), *The Law of Automobile Insurance in South Carolina* (S.C. Bar, 4<sup>th</sup> ed. 2000, 5<sup>th</sup> ed. 2002, 6<sup>th</sup> ed. 2009, 7<sup>th</sup> ed. upcoming 2015), *The South Carolina Law of Damages* (workers' compensation chapter) (S.C. Bar, 1<sup>st</sup> ed. 2004, 2<sup>nd</sup> ed. 2009), *The Complete Guide to Medicare Secondary Payor Compliance* (Chapter 6.11, North Carolina) (Lexis-Nexis® 2011-present), and *North Carolina Workers' Compensation Law: A Practical Guide to Success at Every Stage of a Claim* (Chapter 13, Credits Under the North Carolina Workers' Compensation Act (Lexis-Nexis® 1<sup>st</sup> ed. 2012, 2<sup>nd</sup> ed. 2014)). Since 2007, Mr. Sumwalt has been a member of the Larson's National Workers' Compensation Advisory Board for LexisNexis®. He has been recognized by *The Best Lawyers in America*® (2009-present), *North Carolina Super Lawyers* ([www.superlawyers.com](http://www.superlawyers.com)) (2009 as a "Rising Star" and from 2010-present), and in *Top Attorneys in North Carolina* by Charlotte Magazine (2011-present). He received his law degree from the University of South Carolina in 1998.

**Bruce Hamilton** has developed a special expertise in the field of workers' compensation. Bruce has lectured about workers' compensation law at the North Carolina Bar Association's Workers' Compensation Seminars annually from 1997 through 2012. He has also been a member of the faculty and speaker at continuing legal education programs produced by the North Carolina Association of Self-Insurers, North Carolina Academy of Trial Lawyers, Wake Forest University, North Carolina Institute of Government, and Lorman Institute, as well as at the 2007 seminar entitled "Professionalism for Workers' Compensation Attorneys" jointly sponsored by the North Carolina Association of Defense Attorneys and North Carolina Association of Trial Attorneys. In addition, Bruce has lectured at each of the North Carolina Industrial Commission's Annual Educational Conferences from 2001 through 2012, was a council member of the Workers' Compensation Section of the North Carolina Bar Association from 2001 through 2004, was selected by his peers to be included in the North Carolina Edition of Super Lawyers from 2006 through 2013 and has been listed in Best Lawyers in America since 2001. Most recently Bruce received the unique

honor of being named by Best Lawyers as its 2013 Raleigh Workers' Compensation-Employers "Lawyer of the Year." He has earned the highest (AV-Rated) ranking awarded by Martindale-Hubbell since 2009. Bruce graduated from Tulane University with a Bachelor of Science degree, and received his Juris Doctor degree from the University of Virginia School of Law. Bruce is a member of the North Carolina Association of Defense Attorneys, North Carolina State Bar, North Carolina Bar Association, and Wake County Bar Association. He is a Fellow in the College of Workers' Compensation Attorneys, and served as member of the legislative negotiations team for the 2011 Workers' Compensation Reform Bill (House Bill 709) and the 2012 Amendments (House Bill 237). In 2013 Bruce was elected to the Board of Directors for the N.C. Association of Self-Insurers. Bruce is admitted to practice before all State and Federal courts in North Carolina.

**Mike Pross** practices in the areas of workers' compensation, asbestos litigation, civil litigation, occupational disease and product liability. He has been admitted to practice in the following State and Federal jurisdictions: Maryland (1997), New York (1997), North Carolina (1999), U.S. Court of Appeals, Fourth Circuit (1999), U.S. District Court, District of Maryland (1997), U.S. District Court, Middle and Western Districts, North Carolina (2000). He is a member of the North Carolina State Bar and the New York State Bar Association. Mike Pross has tried numerous cases for North Carolina work-related injury victims suffering from occupational diseases and injuries. He has extensive experience before the North Carolina Industrial Commission, as well as in the State and Federal Courts. Mr. Pross has vast experience in various aspects of injury law, including litigating work-related injuries, settling toxic asbestos exposure lawsuits, and forcefully negotiating defective medical device claims. As a skilled North Carolina toxic exposure, work injury and products liability lawyer, Mr. Pross has extensive experience advancing the rights of injury victims.

**Henry C. Byrum, Jr.** - born Monroe, North Carolina, July 17, 1953. Admitted to bar, 1981, North Carolina and Georgia. *Education:* Univ. of North Carolina at Charlotte (B.A., with honors, 1975); Auburn Univ. (M.A., 1977); Mercer Univ. (J.D., cum laude, 1981). Phi Theta Kappa, Pi Sigma Alpha. Member, North Carolina and Mecklenburg County Bar Assns., North Carolina State Bar; Member, North Carolina Association of Defense Attorneys; Defense Research Institute. Chair, 2003 - 2004, Advisory Council, Workers Compensation Section of the North Carolina Bar Association: Best Lawyers in America, Workers' Compensation. Martindale-Hubbell Peer Review Rating: AV. PRACTICE AREAS: Workers' compensation and related matters. Mr. Byrum has written and lectured extensively on workers' compensation issues to employers, insurance, medical, and legal groups, including the North Carolina State Bar, the North Carolina Bar Association, the North Carolina Superior Court Judges Conference, the North Carolina Industrial Commission's Annual Education Seminar, and the Continuing Legal Education Program for the Wake Forest University School of Law. Mr. Byrum has mediated over one thousand cases for the North Carolina Industrial Commission.

**Kurt Timothy Hegmann, MD, MPH, FACP, FACOEM** is Center Director of the University of Utah's Rocky Mountain Center for Occupational and Environmental Health, one of the 18 NIOSH-sponsored Education and Research Centers in the US. Dr. Hegmann's primary area of research interest is musculoskeletal disorders. This includes both epidemiological research as well as the development of high-quality evidence based treatment guidelines. Dr. Hegmann is the current Chair of the American College of Occupational and Environmental Medicine's (ACOEM) Practice Guidelines Committee. He leads efforts on behalf of the College to develop the ACOEM treatment guidelines, having recently completed work on the Third Edition that incorporated over 15,000 references.

**Caron Cross** is the Director of the NC Industrial Commission's Medical Rehabilitation Nurses Section. Her primary area of practice is in medical rehabilitation for complicated Workers' Compensation cases and she is also responsible for the provision of NCIC Mandatory Rehabilitation Professional Training. She has been a Certified Occupational Health Nurse- Specialist since 2006. Her 17 years of nursing practice have focused on Occupational Health and Workers' Compensation. She received her Bachelor of Science in Nursing from UNC-Chapel Hill in 2003.

**Barbara Armstrong** is owner of Armstrong & Associates, Inc., a case manager company located in Charlotte, NC serving NC and SC. Barbara has over 40 years' experience as a Registered Nurse, including 36 years' experience in rehabilitation, to include: Manager in the Rehabilitation/Worker's Compensation Industry; Certified Disability Management Specialist; Certified Case Manager; Certified Life Care Planner from the University of Florida in affiliation with the Rehabilitation Training Institute; Past President of the Rehabilitation Professionals of the Carolinas; past President of the North Carolina Association of Rehabilitation Professionals (NCARP), Charlotte Chapter, serving a 4 year term; Advisory Board appointments in different areas of health care to include pain management and rehabilitation hospitals; member of the statewide committee which formulated the Rehabilitation Guidelines for the State of North Carolina. Her specialties include 19 years expertise in the preparation, writing, and reviewing of Life Care Plans for adult catastrophic cases, special interest and expertise in spinal cord and traumatic brain injuries and chemical dependency, experience as an expert medical witness for testimony, and medical/legal review expertise.

**Beverly P. Jeter** is a Case Management Supervisor for GENEX Services, LLC in Charlotte, North Carolina. She has over 30 years of experience in case management, rehabilitation and counseling. Ms. Jeter has served as a member for the NCIC Rehabilitation Advisory Board since 2005. She is a Certified Rehabilitation Counselor and is a member of the International Association of Rehabilitation Professionals. Ms. Jeter received her Master's degree in Counseling Education from Wake Forest University and her BA degree in Psychology from Winston Salem State University.