

## Speakers' Biographies for the 21<sup>st</sup> Annual North Carolina Workers' Compensation Educational Conference

**Wednesday, October 5, 2016**

### Welcome

*Charlton L. Allen, Chairman, NCIC, Raleigh, NC*

Governor Pat McCrory designated Charlton L. Allen as Chairman of the North Carolina Industrial Commission, effective February 1, 2016. Governor McCrory initially appointed Mr. Allen to serve as a Commissioner in 2014. After confirmation by the North Carolina House of Representatives and Senate, Allen was sworn in by Supreme Court Justice Paul Newby on July 1, 2014.

Chairman Allen was previously in private practice as an attorney in North Carolina from 1997 until 2014. He has prior experience in the field of workers' compensation, in addition to other areas of the law. His workers' compensation practice focused primarily on the representation of injured workers. In 2006, Chairman Allen became certified as a mediator by the North Carolina Dispute Resolution Commission.

Chairman Allen is a graduate of the University of North Carolina at Chapel Hill and attended the University of North Carolina School of Law, obtaining his Juris Doctor.

### Kids' Chance of North Carolina, Inc.

*Dana P. Genheimer, Assistant Vice President of Marketing, Key Risk, Greensboro, NC; President, Kids' Chance of North Carolina, Greensboro, NC; and Marketing Chair, Kids' Chance of America, Pottstown, PA*

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. A board member since 2011, Ms. Genheimer currently serves in the role of President for the North Carolina chapter and previously served as the Vice President. For the national organization of Kids' Chance of America, Ms. Genheimer is a current member of the board of directors and marketing chair.

With a focus on strategic marketing initiatives and corporate communications, Ms. Genheimer is currently the Assistant Vice President of marketing for Key Risk (a W. R. Berkley Company). With a 100% focus on workers' compensation services and insurance, Dana is responsible for brand development and communication strategies on behalf of Key Risk.

### Perspectives from the North Carolina Supreme Court

*Justice Robin E. Hudson, Raleigh NC*

Justice Hudson graduated from Page High School in Greensboro, obtained her Bachelor of Arts from Yale University in 1973, and her Juris Doctor from UNC Chapel Hill School of Law in 1976. She began law practice in 1976 and handled a wide variety of cases – both civil and criminal, as well as workers' compensation – across the state in all levels of court. Justice Hudson was elected to the Court of Appeals in 2000, as the first woman in North Carolina elected to the appellate level without having been appointed first, and began 6 years of service in January 2001. In January 2007, Justice Hudson began her first term on the Supreme Court and she was re-elected in 2014. Her current term runs through 2022.

### The CDC Opioid Guidelines: Where We Are Now and Where Do We Go From Here?

*Dr. David Zub, MD, Interventional Pain Management, EmergeOrtho, Wilmington, NC*

Dr. Zub completed his pain management fellowship in 2010 from Carolinas Pain Institute at Wake Forest-Baptist Medical Center. He graduated from the University of Missouri-

Columbia School of Medicine and came to Wake Forest-Baptist Medical Center to do his internship and residency with the Department of Anesthesiology. He attended Indiana University-Purdue University in Ft. Wayne, Indiana for his undergraduate studies and played Division I men's volleyball while there. Dr. Zub opened and managed a satellite office of Carolinas Pain Institute in Brunswick County for two years prior to joining Orthopaedic Specialists in 2012. In 2015, Orthopaedic Specialists merged with OrthoWilmington to become a 23-physician group and in July 2016, OrthoWilmington joined together with three other independent orthopaedic physician groups across North Carolina to form EmergeOrtho, which has 49 office locations in 21 counties statewide.

Dr. Zub is Board Certified with the American Board of Anesthesiology, with an additional certification in pain management. He is currently a speaker for Depomed Pharmaceuticals as well. In his free-time, he likes to fish, paddleboard, and hang out at the beach with his wife and two children.

#### Communications with Medical Providers Pursuant to N.C. Gen. Stat. § 97-25.6: What's Allowed and What's Not

*Stewart Poisson, Poisson, Poisson & Bower, PLLC, Wilmington, NC*

Ms. Poisson is a partner with Poisson, Poisson & Bower, PLLC. She practices in the firm's Wilmington and Wadesboro offices in the areas of workers' compensation and personal injury. Ms. Poisson received her Bachelor of Arts from the University of North Carolina in 2001. She received her Juris Doctor, with honors, from the University of North Carolina School of Law in 2004, where she was an editor on the *North Carolina Law Review* and received the William T. Joyner Award for Excellence in Journal Writing. Ms. Poisson joined her father and grandfather at Poisson, Poisson & Bower, PLLC in 2004. She opened a branch office for the firm in Wilmington in 2006 and, in doing so, became the fifth generation of her family to practice law in Wilmington since 1857.

Ms. Poisson has litigated numerous cases before juries and the Industrial Commission and has also handled many cases before the Supreme Court and Court of Appeals. The North Carolina State Bar certified her as a workers' compensation specialist in 2009 and re-certified her in 2014. Ms. Poisson now serves as Chair of the Workers' Compensation Section of the North Carolina Advocates for Justice. She is also an advisory member on the North Carolina State Bar Ethics Committee and is on the State Bar subcommittee for Workers' Compensation Board Specialization.

*Tonya Davis, Hedrick Gardner Kincheloe & Garofalo, LLP, Raleigh, NC*

Ms. Davis is a partner in the Raleigh office of Hedrick Gardner Kincheloe & Garofalo, LLP. She graduated from the University of North Carolina at Chapel Hill, earning a degree in English in 1996. She earned her Juris Doctor from the University of North Carolina School of Law in 2001 and joined Hedrick Gardner in September of that year. While in law school, Ms. Davis was a member of the Holderness Moot Court, for which she served as the Treasurer of the Bench, and was a member of the Negotiation Team. Ms. Davis is also a member of The Order of the Barristers, a national honorary organization which provides national recognition for individuals who excelled in advocacy and service in law school. Ms. Davis' practice focuses exclusively in and involves all areas of workers' compensation defense. She has extensive experience defending employers, insurance carriers, and third-party administrators, having practiced for years before the North Carolina Industrial Commission and handled appeals to the North Carolina Court of Appeals and North Carolina Supreme Court.

Ms. Davis has given numerous continuing education presentations to clients on various topics of interest in the area of workers' compensation. She is a member of the North Carolina State Bar, North Carolina Bar Association, North Carolina Association of Defense Attorneys, Wake County Bar Association, and the Defense Research Institute. Ms. Davis is a native of Plymouth, North Carolina.

Workers' Compensation Subrogation: A Practitioner's Viewpoint of N.C. Gen. Stat. § 97-10.2

*Roy Pettigrew, Cranfill, Sumner & Hartzog, LLP, Raleigh, NC*

Mr. Pettigrew is a partner with Cranfill Sumner & Hartzog, LLP practicing out of the firm's Raleigh office. He received his undergraduate degree from the University of North Carolina at Chapel Hill, and his law degree from Wake Forest University. Early in his career, Mr. Pettigrew enjoyed a general litigation practice, in various areas of law, which included representing injured employees in workers' compensation matters. Since joining Cranfill Sumner & Hartzog, LLP in 2002, Mr. Pettigrew has concentrated his practice almost exclusively in defense of employers, businesses, insurers, and administrators in workers' compensation claims. A significant part of his practice also involves subrogation claims arising under N.C. Gen. Stat. § 97-10.2, and defense of employers in third-party civil actions arising out of workplace accidents. Mr. Pettigrew has litigated such claims before the Industrial Commission, in all State and Federal Courts in North Carolina, and before the Fourth Circuit. He has also spoken extensively on workers' compensation subrogation at continuing legal education seminars.

**Thursday, October 6, 2016**

Industrial Injuries of the Hand: Mild to Mangled

*Christopher Chadderdon, MD, OrthoCarolina, Charlotte, NC*

Dr. Chadderdon is an orthopaedic surgeon, practicing at OrthoCarolina in Charlotte. After graduating from Bowdoin College, he attended Dartmouth Medical School and completed his residency at Virginia Commonwealth University Health System, Department of Orthopaedic Surgery. Dr. Chadderdon also completed a fellowship at the Philadelphia Hand Center at Thomas Jefferson University. He is Board Certified in orthopaedic surgery and specializes in surgery of the hand, wrist, and elbow, as well as congenital differences of the hand and upper extremity. Dr. Chadderdon has served as a consultant for the Charlotte Hounds, UNC-Charlotte 49ers, and Queens University Royals. He has co-authored six peer-reviewed publications and has presented both regionally and nationally on the topic of the upper extremity. Dr. Chadderdon is a member of the American Academy of Orthopaedic Surgeons, the North Carolina Orthopaedic Association, and the North Carolina Medical Society.

Tell Me More!: Ethical and Professionalism Issues in Discovery

*Gina Cammarano, Farah & Cammarano, PA, Raleigh, NC*

Ms. Cammarano of Farah & Cammarano, PA is a Board Certified Workers' Compensation Specialist and a Dispute Resolution Commission Certified Mediator. Ms. Cammarano 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. Ms. Cammarano began her legal career as a Special Deputy Commissioner at the Industrial Commission. In 2001, she entered private practice and began representing injured workers. She graduated from the UNC-Chapel Hill School of Law with Honors, and received her undergraduate degree from the University of Notre Dame.

*Lori Allen, Young Moore & Henderson, PA, Raleigh, NC*

Ms. Allen is an attorney with Young Moore and Henderson, PA. She grew up in eastern North Carolina before attending undergraduate school at The University of North Carolina at Chapel Hill, where she graduated Phi Beta Kappa and earned her Bachelor of Arts degree in English with highest distinction. Ms. Allen attended The University of North Carolina School of Law, where she was on the Dean's list each semester and won the Gressman-Pollitt Award for her skills in appellate oral advocacy. She also served as a Chair of the Graduate Honor Court, was a Dean's Fellow and served on the Pro Bono Innocence Project. Ms. Allen lives in Raleigh with her husband, Landon. As a double Tar Heel, it is safe to say that Lori enjoys all things Carolina.

#### Shoulder Problems: Injury or Affliction?

*Louis C. Almekinders, MD, Managing Partner of North Carolina Orthopaedic Clinic and Professor, Department of Orthopaedic Surgery, Duke University Health System, Durham, NC*

Dr. Almekinders is a native of the Netherlands, where he attended Erasmus University in Rotterdam for both undergraduate and medical studies. Following the completion of his studies he moved to the United States. While in North Carolina, Dr. Almekinders completed a residency in orthopaedic surgery at the University of North Carolina and a research fellowship at Duke University Medical Center. In 1989, he joined the faculty of the Department of Orthopaedic Surgery of the University of North Carolina at Chapel Hill. In the ensuing 14 years, Dr. Almekinders worked as a team physician for the UNC varsity athletic teams and became a tenured, full professor at UNC. In addition, Dr. Almekinders spent a considerable amount of his time in basic, orthopaedic research focusing on acute and chronic soft tissue injuries.

In 2002, Dr. Almekinders resigned from his position in order to start the North Carolina Orthopaedic Clinic in Durham, NC as part of the Duke University Health System. The clinic has continued to grow and currently operates with 7 surgeons, 1 podiatrist, 1 rehabilitation specialist, and 5 physician assistants.

Dr. Almekinders is also a professor in the Department of Orthopaedic Surgery at Duke University and continues to be active in teaching and clinical research. The focus of his clinical practice is the full spectrum of shoulder and knee problems. As such, he treats worker's compensation patients with all types of knee and shoulder problems including all workers' compensation patients with shoulder conditions generated within the Duke University Health System.

Dr. Almekinders is a board examiner of the American Board of Orthopaedic Surgery and member of the editorial boards of several national, peer-reviewed orthopaedic publications. In his time off, Dr. Almekinders is an avid triathlete competing in both regional, national, as well as international competition including age group Triathlon World Championships.

#### Issues with Handling Claims by Undocumented and/or Non-English Speaking Workers: Perspectives from Plaintiff, Defendant, and the Industrial Commission

*Francisco Bricio, The Bricio Law Firm, PLLC, Cary NC*

Mr. Bricio is an attorney practicing workers' compensation law in Cary, NC, representing injured workers and the families of deceased workers. Mr. Bricio graduated from Davidson College in 1989 and from the law school at The Catholic University of America in 1993. He has successfully represented his clients in workers' compensation matters before the North Carolina Industrial Commission, the Court of Appeals and the Supreme Court.

Mr. Bricio was born in and lived in Guadalajara, Mexico before moving to North Carolina. He has developed a practice focusing on representing clients from Mexico and other Spanish-speaking countries and has gained in-depth of knowledge and experience on issues unique to these clients.

*Jack S. Holmes, McAngus Goudelock & Courie, LLC, Raleigh, NC*

Mr. Holmes is a partner in the Raleigh office of McAngus, Goudelock & Courie, LLC. After receiving his undergraduate degree from the University of North Carolina at Chapel Hill, Mr. Holmes attended the College of William and Mary and received his Juris Doctor degree. Mr. Holmes is a Board Certified Specialist in Workers' Compensation Law by the State Bar and practices exclusively in workers' compensation defense. He is a member of the Workers' Compensation Section of the North Carolina Bar Association, the North Carolina Association of Defense Attorneys, and the Defense Research Institute.

#### Rehabilitating Voc: Effects of the 2011 Amendments

*Victor Farah, Farah & Cammarano, PA, Raleigh NC*

Mr. Farah of Farah & Cammarano, PA is a Board Certified Workers' Compensation Specialist and a Dispute Resolution Commission Certified Mediator. Since 1990, he has been representing injured workers in North Carolina. Mr. Farah has served on several North Carolina Industrial Commission committees involving medical and vocational rehabilitation issues, including the committee that helped draft the first Industrial Commission Rules for Utilization of Rehabilitation Professionals in Workers' Compensation Claims. He also has served as a member and Chair of the Medico-Legal Liaison Committee of the North Carolina Bar Association, a member and Chair of the North Carolina Board of Massage and Bodywork Therapy, and a member of the North Carolina Dispute Resolution Commission. Mr. Farah graduated from Wayne State University Law School in Detroit, Michigan, and received his undergraduate degree from the University of Michigan in Ann Arbor, Michigan.

*Joy Brewer, Brewer Defense Group, Raleigh, NC*

Ms. Brewer is the owner and founder of Brewer Defense Group. Upon graduating from law school, Ms. Brewer served as law clerk to the Honorable Robert F. Orr on the North Carolina Supreme Court. She has since focused her practice exclusively in the area of workers' compensation defense, with over eighteen years of experience representing clients before the North Carolina Industrial Commission. During that time, Ms. Brewer has handled all types of legal issues in this area, including compensability, medical causation, occupational disease, fraud, disability, and coverage issues. In addition, Ms. Brewer has significant experience in handling claims before both the Court of Appeals and Supreme Court. Ms. Brewer graduated from UNC-Chapel Hill in 1992 and received her Juris Doctor from Campbell University School of Law in 1996. She has served on the Board of Directors for the North Carolina Association of Defense Attorneys, is a member of the North Carolina Association of Self-Insureds, and was recognized by NC Lawyers Weekly as a 2013 Women in Law Designee. In addition, she is the past President of Kids Chance of North Carolina.

#### The Provider in the Middle: Cost effective 7/365 approach to WC in the UC space

*Stacey R. Gouzenne MD, FACEP, Chief Medical Officer, North Carolina, FastMed Urgent Care, Clayton, NC*

Dr. Gouzenne serves as the Chief Medical Officer of North Carolina for FastMed Urgent Care. Since joining FastMed in 2013 she has served as a clinic provider, Regional Medical

Director and the Clinical Director for Occupational Health Services. Prior to joining FastMed, Dr. Gouzenne served as the Regional Medical Director of the Carolinas for Concentra Urgent Care, the Medical Director of Emergency Services for Piedmont Medical Center in Rock Hill, SC and as the EMS Medical Director for Rowan County, NC. She is a graduate of the University of Texas Medical School in Galveston and completed her residency at the University of Texas Health Sciences Center. In 1982, while in residency at UTHSC, Dr. Gouzenne participated in the first ever telemedicine program “*Space Bridge to Moscow*” a joint venture between UTHSC and NASA.

### Navigating the Ethics of Mediation and Settlement

*Jacqueline R. Clare, Attorney at Law, Raleigh, NC*

After practicing law with Womble Carlyle Sandridge & Rice, Ms. Clare became a Dispute Resolution Commission Certified Superior Court Mediator in 1993 and since that time has devoted her professional career to a full time mediation practice. Ms. Clare has mediated over three thousand cases, primarily in the areas of workers’ compensation, personal injury, business, bankruptcy, and medical malpractice. Ms. Clare, who has a Martindale-Hubbell AV Preeminent peer review rating, is a recipient of the 2013 Lawyers’ Weekly Women of Justice Litigation Practitioner Award, which recognizes women across the state who have “demonstrated leadership, integrity, service, sacrifice and accomplishment in improving the quality of justice and exemplifying the highest ideals of the legal profession.”

In addition to her mediation practice, Ms. Clare has served as a member of the Alternative Dispute Resolution Subcommittee of the State Judicial Council; member of the Eastern District of North Carolina ADR Subcommittee of the Local Rules Committee of the US District Court; and member of the NC Bar Association Women in the Profession Committee. Ms. Clare was editor of the first edition of Alternative Dispute Resolution in North Carolina: A New Civil Procedure, a publication of the NC Bar Association and the NC Dispute Resolution Commission. She is a past recipient of the Peace Award, which is an NC Bar Association Dispute Resolution Section award granted in recognition of exceptional commitment to peaceful resolution of disputes.

Ms. Clare is an adjunct professor at Campbell Law School, teaching Mediation Advocacy, and has been a speaker at many NC Bar Association and NC Advocates for Justice seminars on mediation, ethics, workers’ compensation, and bankruptcy. She received her Bachelor of Arts degree from East Carolina University in 1977 and her Juris Doctor with honors from the University of North Carolina School of Law in 1982.

*Thomas M. Clare, Attorney at Law, Raleigh, NC*

Mr. Clare is a certified mediator based in Raleigh. From 1987 to 2007 he practiced insurance defense law with Teague Campbell Dennis & Gorham LLP in Raleigh, and from 2008 to 2011 was the resident partner in the Raleigh office of Oxner Thomas + Permar, where he represented plaintiffs in workers’ compensation cases. Mr. Clare received his Bachelor of Arts degree from East Carolina University in 1975 and his Juris Doctor from the University of North Carolina School of Law in 1982. Mr. Clare is a Board Certified Specialist in Workers’ Compensation Law, and currently mediates full-time statewide, primarily in workers’ compensation cases.

In 2014, Mr. Clare was appointed to the North Carolina Dispute Resolution Commission and serves as a member of the Commission’s Standards and Advisory Opinions Committee.

*Hugh Bennett, Key Risk Management Services, Greensboro, NC*

Mr. Bennett is a Senior Claims Adjuster with Key Risk Management Services of Greensboro, NC. He is a 1982 graduate of the University of North Carolina at Chapel Hill. Mr. Bennett has an extensive history handling a variety of claims, with the last 15 years focused on workers' compensation. Mr. Bennett has achieved the Associate in Claims designation and is currently working toward his Chartered Property and Casualty Underwriter designation.

#### What You Don't Know About Facebook (and Twitter and Instagram . . .) Could Hurt You

*Dan Pope, Brookes, Stevens & Pope, PA, Raleigh, NC*

Mr. Pope is the president of Brooks, Stevens & Pope, PA, a workers' compensation defense firm in Raleigh, where he has practiced since 1989. Prior to joining the firm, Mr. Pope served as law clerk to two Industrial Commission Chairs, Ernest Pearson and William Stephenson. He is Board Certified by the North Carolina State Bar as a Specialist in Workers' Compensation Law and concentrates his practice in the representation of employers. He is a member of the Workers' Compensation Section of the North Carolina Bar Association, the 10th North Carolina Judicial District Bar, the North Carolina State Bar, the Bar of the Supreme Court of the United States, and the Eastern and Western District of North Carolina United States District Court Bars. Mr. Pope has lectured on employment law issues for the North Carolina Bar Association, the Florida Workers' Compensation Institute, and the National Business Institute. He has served as an adjunct faculty member of the North Carolina Occupational Safety & Health Education Resource Center, School of Public Health, University of North Carolina at Chapel Hill. Mr. Pope received his undergraduate degree in English Literature from North Carolina State University in 1985 and his law degree from the University of North Carolina at Chapel Hill in 1988.

*Leto Copeley, Copeley Johnson & Groninger, PLLC, Durham, NC*

Ms. Copeley is a partner of the law firm Copeley Johnson & Groninger, PLLC in Durham. She represents primarily individuals in personal injury, workers' compensation, wrongful death, sex abuse, and employment claims. She is a North Carolina Board Certified Specialist in Workers' Compensation Law. Ms. Copeley has been recognized in the Best Lawyers in America from 2005 to the present and in the list of North Carolina Super Lawyers from 2006 to the present. She holds an AV – Preeminent rating from Martindale Hubbell, and was named as one of the top 50 women lawyers in North Carolina by Super Lawyers Magazine, from 2006 through 2009 and in 2014. Ms. Copeley has successfully tried cases to verdict in the North Carolina courts and has argued before the North Carolina appellate courts and the United States Court of Appeals for the Fourth Circuit. She is a former Chair of the Workers' Compensation Section of the North Carolina Advocates for Justice and has served as President of the North Carolina Association of Women Attorneys. Ms. Copeley currently serves on the advisory board of the National Crime Victim Bar Association. Ms. Copeley is a graduate of Harvard Law School and served as a law clerk to the Honorable James B. McMillan of the United States District Court for the Western District of North Carolina.

#### Professional Ethics in Medical and Vocational Case Management

*Beverly Jeter, M.Ed., CRC, Case Management Supervisor at Genex Services, LLC, Charlotte, NC*

Ms. 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 of 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 Bachelor of Arts degree in Psychology from Winston-Salem State University.

*Caron Cross, Director, Medical Rehabilitation Nurses Section, NCIC, Raleigh, NC*

Ms. Cross is the Director of the Industrial Commission's Medical Rehabilitation Nurses Section. She has 16 years of experience in worker's compensation and medical case management. Ms. Cross also serves as the Chair of the NCIC Rehabilitation Advisory Board and is responsible for the provision of NCIC Mandatory Rehabilitation Professional Training. She has been a Certified Occupational Health Nurse-Specialist since 2006. Ms. Cross received her Bachelor of Science in Nursing from UNC-Chapel Hill in 2003.

#### Substance Abuse Disorders and Recovery

*Amanda Blue, MSW, LCSW, LCAS Director of Specialized Services, Healing Transitions, Raleigh, NC*

Ms. Blue joined Healing Transitions (formerly The Healing Place of Wake County) as the Director of Specialized Services in July of 2010. Healing Transitions is a homeless shelter with an innovative long-term addiction recovery program. Their mission and passion is to expand the availability and accessibility of recovery. Ms. Blue is a Licensed Clinical Social Worker (LCSW) and a Licensed Clinical Addictions Specialist (LCAS). She received her Bachelor of Arts in Applied Psychology from North Carolina State University in 2005 and her Masters in Social Work, also from North Carolina State University, in 2008. Ms. Blue has worked with the homeless population throughout her career and is integrally involved in the community. She serves on the Board of Directors for the Raleigh/Wake Partnership to End and Prevent Homelessness and chairs several committees dedicated to creating an effective and efficient service system.

#### Take Five: A Review of N.C. Gen. Stat. § 97-2(5) and Recent Developments on Average Weekly Wage

*Paul C. McCoy, Lewis & Roberts, PLLC, Raleigh, NC*

Mr. McCoy is a partner with the firm of Lewis & Roberts, PLLC, where he focuses his practice on defending employers and insurers in workers' compensation claims of all varieties. He graduated from UNC-Chapel Hill in 1998 with a Bachelor of Arts in History. He graduated *cum laude* from the Norman Adrian Wiggins School of Law at Campbell University in 2002 where he served as Business Editor of the Campbell Law Review. In 2012, Mr. McCoy was recognized as a Young Gun in the Legal Elite edition of Business North Carolina magazine. He has been recognized by Super Lawyers magazine since 2012 through the present as a Rising Star. Mr. McCoy currently maintains the highest (AV-Rated) ranking awarded by Martindale-Hubbell. He is admitted to practice before state and federal courts in North Carolina. Mr. McCoy is a member of the Workers' Compensation Section Council where he currently serves as editor of the Course and Scope magazine

*Barry C. Jennings, Law Offices of James Scott Farrin, PLLC Durham, NC*

Mr. Jennings is a shareholder with the Law Offices of James Scott Farrin, PLLC, where he focuses his practice on representing injured workers in workers' compensation claims of all varieties. He graduated *cum laude* from NC State University in 2000 with a Bachelor of Science in Animal Science. He graduated with honors from the UNC School of Law in 2003 and was



elected to the Order of the Barristers. Mr. Jennings has been recognized by Super Lawyers magazine in 2011, 2012, and 2013 as a Rising Star. He currently maintains the highest (AV-Rated) ranking awarded by Martindale-Hubbell. He is admitted to practice before state and federal courts in North Carolina. He was a member of the Workers' Compensation Section Council of the NC Bar from 2013-2015 and was the editor of the Course and Scope magazine.

#### Work Conditioning: Putting the Work Back into Rehabilitation

*Debra Lord, PT, President, Job Ready Services, Raleigh, NC*

Ms. Lord is the president and CEO of Job Ready Services, an Industrial Rehabilitation practice in Raleigh, NC, specializing in Job Analysis, Functional Employment Testing, Work Conditioning, Functional Capacity Exams and Ergonomic Assessments. Ms. Lord received her degree in Physical Therapy from the University of North Carolina at Chapel Hill in 1976 and holds certifications in functional testing, job analysis, and ergonomics. Ms. Lord has been a member of the NC Worker's Compensation Research Institutes' Medical Advisory Board since 2007 and has presented at local, statewide and national venues on her areas of expertise. She continues to be an active learner both in her role as a physical therapist and functional testing provider.

#### **Friday, October 7, 2016**

#### NCIC Version.2016

*Meredith Henderson, Executive Secretary, NCIC, Raleigh, NC*

Ms. Henderson was named the Executive Secretary of the North Carolina Industrial Commission in 2011. She has also served as General Counsel and Rulemaking Coordinator for the Commission. Ms. Henderson began her career at the Industrial Commission as a Special Deputy Commissioner in the Executive Secretary's Office in 2005. In 2008, she began working with former Commission Chair Pamela T. Young as a law clerk and Counsel to the Chair. Ms. Henderson received her Bachelor of Arts from North Carolina 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.

*William "Bill" Peaslee, Chief Deputy Commissioner, NCIC, Raleigh, NC*

On May 18, 2016, Chairman Charlton L. Allen appointed Mr. Peaslee to serve as a Deputy Commissioner of the North Carolina Industrial Commission, and designated him as Chief Deputy Commissioner effective June 1, 2016. Mr. Peaslee comes to the Industrial Commission from the North Carolina Department of Administration, where he served as General Counsel. Prior to serving the State, Mr. Peaslee was in private practice in Cary, North Carolina. Mr. Peaslee earned a Bachelor of Art from the University of North Carolina at Chapel Hill and a Juris Doctor from Campbell University. He is the current Chairman of the North Carolina Property Tax Commission, a former Chairman of the Constitutional Rights & Responsibilities Section of the North Carolina Bar Association, and a former member of the North Carolina State Board of Elections.

*Emily Baucom, Clerk, NCIC, Raleigh, NC*

Ms. 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 Bachelor of Arts in History in 1995. She received her Juris Doctor 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. In January 2016, Ms. Baucom was appointed Clerk of the Industrial Commission.

*Bradley L. Hicks, Director, Employee Classification Section, NCIC, Raleigh, NC*

Mr. Hicks was born and raised in Oxford. He received his Bachelor of Science degree in Finance with a concentration in Risk Management and Insurance from the University of North Carolina at Charlotte. Upon completing his undergraduate studies, Mr. Hicks enrolled at North Carolina Central University, where he obtained his Juris Doctor and Masters in Business Administration. Governor McCrory signed Executive Order 83, entitled the "Employee and Employer Fairness Initiative" on December 18, 2015. Mr. Hicks was appointed to serve as the Director of Employee Classification Section pursuant to this Executive Order in January 2016. Prior to his current role, Mr. Hicks served as the Deputy Director within the North Carolina Department of Administration's Office for Historically Underutilized Businesses. His other professional experiences include private legal practice in Chapel Hill and serving as Director of Operations for a boutique business management firm in Cary.

*Bryan Strickland, Director, Compliance and Fraud Investigative Division, Raleigh, NC*

Mr. 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. Mr. Strickland has been in State government in various capacities over the past 27½ 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, Mr. Strickland served as a Fraud Investigations Supervisor for the Office of the State Auditor.

#### The Status of the Medicare Secondary Payer Act, Including Regulatory and Legislative Developments

*Henry N. Patterson, Jr., Patterson, Harkavy, LLP, Chapel Hill, NC*

Mr. Patterson has practiced with Patterson Harkavy in Chapel Hill, and the firm's predecessor since 1970. Prior to entering private practice, he served as law clerk to the Honorable J. Braxton Craven, Jr. of the US Court of Appeals for the Fourth Circuit and as an attorney with the National Labor Relations Board. Mr. Patterson has practiced principally workers' compensation law for more than 30 years and is certified by the State Bar as a Workers' Compensation Specialist. Mr. Patterson is a former union co-chair of the Workers' Compensation Committee of the ABA Labor and Employment Section, chair of the Workers' Rights Section of the NC Advocates for Justice and a co-chair of the former Workers' Compensation Committee of the Litigation Section of the NC Bar Association. Mr. Patterson is a Fellow of the College of Workers' Compensation Lawyers and is a member of NOSSCR, the National Academy of Social Insurance, AFL-CIO Lawyers Coordinating Committee, American Association for Justice, National Employment Lawyers Association, and Workers' Injury Law & Advocacy Group and its Medicare task force. Mr. Patterson graduated from the University of North Carolina at Chapel Hill and its law school.

*Tracey L. Jones, Teague Campbell Dennis & Gorham, LLP, Raleigh, NC*

Ms. Jones is a partner and practices in the Raleigh office of Teague Campbell Dennis & Gorham, LLP. Ms. Jones focuses her practice exclusively in the field of workers' compensation, and has extensive experience defending both insurance companies and employers throughout North Carolina. Ms. Jones also specializes in defending asbestosis and other occupational disease claims. In addition to her trial practice before the North Carolina Industrial Commission, she has significant appellate practice, having defended numerous workers' compensation claims before the North Carolina Court of Appeals and North Carolina Supreme Court.

Ms. Jones is certified as a Medicare Set-Aside Consultant by the International Commission on Health Care Certification. She currently serves as Chair of the Workers' Compensation Section of the North Carolina Association of Defense Attorneys and is a member of the North Carolina State Bar, North Carolina Bar Association, and Wake County Bar Association. She has also been a member of the North Carolina Bar Association's Workers' Compensation Section Council. In 2010, Ms. Jones was designated a "Rising Star" in the North Carolina edition of *Super Lawyers* and from 2013 through 2016 she was listed with *Best Lawyers in America* for Workers' Compensation-Employers. Ms. Jones has also earned the highest (AV-Rated) ranking awarded by Martindale-Hubbell.

#### Case Law Update 2015-2016

*Bruce Hamilton, Teague Campbell Dennis & Gorham, LLP, Raleigh, NC*

Mr. Hamilton has developed a special expertise in the field of workers' compensation. He has lectured about workers' compensation law at the North Carolina Bar Association's Workers' Compensation Seminars annually since 1997. 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, Mr. Hamilton has lectured at each of the North Carolina Industrial Commission's Annual Educational Conferences since 2001, 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 2015, and has been listed in *Best Lawyers in America* since 2001. Most recently, Mr. Hamilton received the unique honor of being named by *Best Lawyers* as its 2013 Raleigh Workers' Compensation-Employers "Lawyer of the Year," a distinction he also held in 2016. Mr. Hamilton has earned the highest (AV-Rated) ranking awarded by Martindale-Hubbell. He graduated from Tulane University with a Bachelor of Science degree, and received his Juris Doctor degree from the University of Virginia School of Law.

Mr. Hamilton 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, Mr. Hamilton was elected to the Board of Directors for the NC Association of Self-Insurers.

*Vernon Sumwalt, Sumwalt Law Firm, Charlotte, NC*

Mr. Sumwalt likes to try cases. He works at the Sumwalt Law Firm in Charlotte, North Carolina, in cases involving personal injuries, occupational diseases, and wrongful deaths. Mr.

Sumwalt is a Board Certified Specialist in both appellate practice and workers' compensation law by the North Carolina State Bar, and he has served as the Chair of the Bar's Workers' Compensation Specialization Committee for the past three years. Mr. Sumwalt has also served on the Executive Committee of the North Carolina Advocates for Justice (NCAJ) since 2013, and the NCAJ's Board of Governors since 2010. He is a past Chair of the workers' compensation sections of both the NCAJ and the North Carolina Bar Association.

Mr. Sumwalt has talked at more than one hundred national and state seminars. Since 2007, he has been on the Larson's National Workers' Compensation Advisory Board for LexisNexis®. Among other articles, Mr. Sumwalt has written chapters in *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. 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, upcoming 3<sup>rd</sup> ed. 2017), *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)).

Mr. Sumwalt has been recognized by *The Best Lawyers in America*® since 2009, *North Carolina Super Lawyers* since 2010 (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