

Speakers' Biographies for the 22nd Annual North Carolina Workers' Compensation Educational Conference

Wednesday, October 4, 2017

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, President and Marketing Chair, Kids' Chance of North Carolina, Inc.

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, Ms. Genheimer is responsible for brand development and communication strategies on behalf of Key Risk.

Executive Secretary Section Update & Practical Tips

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 former 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.

Michael Kelly, Special Deputy Commissioner, NCIC, Raleigh, NC

Special Deputy Commissioner Kelly graduated with a Bachelor of Arts in History and Theatre from Wake Forest University in 2005. He graduated law school from Elon University School of Law in 2009 and is a proud member of the law school's charter class. After graduating from law school,

Special Deputy Commissioner Kelly practiced as a family law attorney in courts across the state from 2009 until 2012. He has worked at the Commission as a Special Deputy Commissioner since 2012.

Deputy Commissioner Section Update & Practical Tips

William W. "Bill" Peaslee, Chief Deputy Commissioner, NCIC, Raleigh, NC

On May 18, 2016, Chairman Charlton L. Allen appointed William W. "Bill" 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 his Bachelor of Arts from the University of North Carolina at Chapel Hill and his Juris Doctor from Campbell University Law School. He is a Member of the N.C. Property Tax Commission, a former Chairman of the Constitutional Rights & Responsibilities Section of the N.C. Bar Association, and a former member of the North Carolina State Board of Elections.

Myra L. Griffin, Deputy Commissioner, NCIC, Raleigh, NC

Deputy Commissioner Griffin was appointed as a Deputy Commissioner in February 2005. She received her Bachelor of Arts degree in Political Science from the University of North Carolina at Chapel Hill in 1994. She received her Juris Doctor, with honors, from North Carolina Central University School of Law in 1997, where she also received the Clifton E. Johnson Award for Outstanding Service to the Moot Court Board and the School of Law Student of the Year Award.

Deputy Commissioner Griffin was previously a law clerk at the Industrial Commission to former Commissioner Renee C. Riggsbee. She then worked as a Special Deputy Commissioner in the Office of the Executive Secretary. Prior to her appointment as a deputy commissioner, she served as an Assistant Attorney General/Agency Legal Counsel with the Office of the Attorney General, where she was assigned to represent the Industrial Commission in civil litigation matters in the General Courts of Justice and to prosecute noninsured employers before the Commission.

Deputy Commissioner Griffin currently handles workers' compensation and civil penalty enforcement and N.C.G.S. § 97-94(b) hearings for the Industrial Commission.

Fraud & Compliance Unit Update & Initiatives

Bryan Strickland, Director, Fraud & Compliance, NCIC, Raleigh, NC

Mr. Strickland has served as the Director of the Compliance and Fraud Investigation Section of the North Carolina Industrial Commission for the past 4 years. 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 regulatory capacities for the past 28 years.

The Intersection of Employment Law & Workers' Compensation

Jamie Ratledge, Wilson & Ratledge, PLLC, Raleigh, NC

Mr. Ratledge graduated from the University of North Carolina at Chapel Hill in 1984, where he received a Bachelor of Arts degree. While in college he received the President's Scholarship and was a Lyndon Baines Johnson Scholar. He received his Juris Doctor degree from the University of North Carolina at Chapel Hill School of Law in 1987.

After graduating from college, but prior to attending law school, Mr. Ratledge worked for United States Representative James McClure Clarke, D-NC, in Washington, D.C. After graduating from law school, Mr. Ratledge practiced with the law firm of Hafer, Day & Wilson, P.A., where he concentrated in commercial litigation, products liability defense and insurance defense litigation. In

1994 Mr. Ratledge joined the law firm of Teague Campbell Dennis & Gorham, L.L.P., where he became a partner and his practice included the defense of products liability, and workers' compensation claims. In 2001 Mr. Ratledge co-founded Wilson Ratledge, P.L.L.C. where he specializes in commercial, civil and workers' compensation defense litigation and heads the litigation section. Mr. Ratledge is also a DRC Certified Mediator.

Mr. Ratledge is a member of the American Bar Association, The North Carolina Bar Association, the North Carolina State Bar and the Wake County Bar Association, the North Carolina Association of Defense Attorneys and the Defense Research Institute. He is licensed to practice before the Eastern, Middle and Western Federal District Courts of North Carolina, the Fourth Circuit Court of Appeals and the United States Supreme Court. Since 2006 he has repeatedly been named as a "*Super Lawyer*" in North Carolina. Mr. Ratledge routinely speaks on workers' compensation issues to state and local governments, industrial and manufacturing associations, medical professionals, business owners and management, and risk management professionals.

William Barrett, Barrett Law Offices, PLLC, Raleigh, NC

Mr. Barrett is an attorney focused on labor and employment law with 27 years' experience representing employers of all sizes and industries, executive teams and employees in all aspects of labor and employee relations, and with all civil rights statutes. Mr. Barrett has extensive experience in daily counseling of HR professionals and operational management with hiring, firing, discipline and litigation risk avoidance. He has trial and appellate court experience before federal administrative agencies and State and Federal courts. He also has significant experience with collective bargaining and union contract arbitration.

Mr. Barrett began his career as a trial attorney with the National Labor Relations Board in St. Louis, Missouri. After four years of work for the US government, he moved into private practice in North Carolina, where he has spent the last 25 years representing employers, but also numerous executives and individual employees in a large law firm environment.

Mr. Barrett has specific experience in union avoidance and representation of companies before the NLRB, litigation of discrimination charges before the EEOC and federal courts. He counsels employers and executives on employment agreements, non-competition provisions, severance and compensation, and related issues.

Hungry for a new challenge, Mr. Barrett founded his own boutique practice in 2014 to leverage this experience at a better fee value for clients. Barrett Law Offices, PLLC concentrates its work on:

- Representation of employers in all areas of labor and employment law
- Representation of executives in compensation, severance and non-compete matters
- Third party workplace investigations of misconduct, harassment, and background checks
- Representation of interesting and carefully selected individuals in employment matters
- Certified North Carolina Mediation

Causation from the Physician's Perspective

Richard S. Moore, Jr., M.D., EmergeOrtho, Wilmington, NC

Dr. Moore is a native of eastern North Carolina - born in Morehead City and raised in Jacksonville. He graduated from The University of North Carolina at Chapel Hill with a BS in Biology and went on to graduate with Honors from the UNC School of Medicine. While a medical student at UNC, he completed a longitudinal study on the effect of exercise on rate of peri menopausal bone loss in women and was elected into Alpha Omega Alpha - the national medical honor society.

Dr. Moore then completed his internship and residency in orthopaedic surgery at The Hospital of the University of Pennsylvania in Philadelphia. While a resident, he was co-author of a scientific paper that was awarded the Charles S. Neer award for excellence in research on the shoulder and elbow. He

was elected as a chief administrative resident and was awarded the DeForest Willard award for outstanding performance by the faculty and residents.

After completing his residency, Dr. Moore returned to North Carolina where he completed a fellowship in Hand, Upper Extremity & Microvascular Surgery at Duke University. He subsequently completed a traveling preceptorship in Pelvic & Acetabular trauma in Los Angeles prior to returning to Durham as a Duke Faculty member. He was Director of the Orthopaedic Trauma Service and a member of the Hand and Microvascular team for replantation and reconstruction. He was awarded the Frank H. Bassett teaching award by the resident staff.

Dr. Moore has remained active in educational endeavors and has lectured nationally and internationally. He has been a visiting professor at the UNC School of Medicine Department of Orthopaedics and has been the Invited International Speaker at the Taiwan Society for Surgery of the Hand meeting. He has also spoken in Japan, South Korea, Portugal, Greece and Sweden.

Dr. Moore is Board Certified in Orthopaedic Surgery and holds a Certificate of Added Qualifications in Hand Surgery. He is a fellow of the American Academy of Orthopaedic Surgery and a member of the American Society for Surgery of the Hand, the Orthopaedic Trauma Association and was recently elected into the American Orthopaedic Association. He is a Past President of the NC Society for Surgery of the Hand and the Duke Hand Club. Dr. Moore has been named a Best Doctor by his peers since 2003.

Dr. Moore resides in Wilmington with his wife, a native of Wilmington, and their three children. He enjoys the coastal lifestyle and is an avid outdoorsman.

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

Victor Farah of Farah & Cammarano, P.A. 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. Victor 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. Victor graduated from Wayne State University Law School in Detroit, Michigan, and he received his undergraduate degree from the University of Michigan in Ann Arbor, Michigan.

Michael W. Ballance, Dickie, McCamey & Chilcote, PC, Raleigh, NC

Mr. Ballance is a defense attorney with over 20 years of experience in workers' compensation law. He currently serves as the Managing Partner of the Raleigh office of Dickie, McCamey & Chilcote, a multi-state defense law firm with 16 offices in 9 states. He also serves as an Adjunct Professor at both UNC Chapel Hill and Campbell Law Schools where he teaches *Workers' Compensation Law and Practice*. Mr. Ballance is a Raleigh native who attended undergraduate school at NC State University and law school at UNC Chapel Hill. He is married to his Sanderson High School sweetheart Jennie, and they will soon be celebrating their 25th wedding anniversary. He and Jennie have three teenaged-sons and one very special girl, a golden retriever named Carlie.

Thursday, October 5, 2017

Rules, EDFP, & Clerk's Office Update & Practical Tips

Emily Baucom, Clerk of the Industrial Commission, 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 of 2016, Ms. Baucom was appointed the first Clerk of the Industrial Commission.

Kendall Bourdon-Smith, Rulemaking Coordinator and Legislative Liason, NCIC, Raleigh, NC

Kendall Bourdon-Smith graduated with a Bachelor of Arts degree in political economy and psychology from Georgetown University in 2012. She received her Juris Doctor, graduating Summa Cum Laude, from Charlotte School of Law in 2015. After law school, she came to work at the Industrial Commission where she serves as the Rulemaking Coordinator and Legislative Liaison. In her role, she assists with legal, administrative, and legislative matters involving the Industrial Commission.

Ergonomics – Stressors for Musculoskeletal Disorders & Prevention

Tim McGlothlin, Executive Director, The Ergonomics Center, North Carolina State University, Raleigh, NC

Mr. McGlothlin currently serves as the Executive Director for The Ergonomics Center of North Carolina. Reporting to North Carolina State University, the center provides occupational ergonomics consulting, training programs and cost-effective ergonomic solutions to corporate clients worldwide.

Mr. McGlothlin holds a Bachelor of Science degree in industrial engineering from Virginia Tech and a master's degree in industrial engineering from the University of Tennessee. He is also certified by the Board of Certification in Professional Ergonomics (CPE).

Prior to his current assignment, Mr. McGlothlin spent over 24 years in the fields of engineering and ergonomics, having worked at Motorola, Eastman Kodak, and Eastman Chemical Company.

Mr. McGlothlin also serves on the faculty of the North Carolina Occupational Safety and Health Education and Research Center at the University of North Carolina and is a frequent speaker at the regional and national level on successful ergonomic process implementation.

Mr. McGlothlin was installed as a Fellow of the Institute of Industrial and Systems Engineers (IISE) in 2016. He served four years as the Co-Chair for IISE's annual *Applied Ergonomics Conference* and was recently elected President-Elect on IISE's Board of Trustees.

Best Practices for Appeals to the Full Commission

Tammy Nance, Commissioner, NCIC, Raleigh, NC

Governor Beverly Perdue appointed Tammy R. Nance to serve as a Commissioner at the North Carolina Industrial Commission on June 23, 2011. Commissioner Nance was previously employed by the Industrial Commission as a Deputy Commissioner from January 1, 1987 to September 30, 1995. After leaving the Commission, she was in private practice for 15 years, during which time she represented employees while working for Martin & Jones and employers while working for Teague Campbell Dennis & Gorham, LLP.

Commissioner Nance graduated from Ohio State with a Bachelor of Arts in Economics in 1979. She then attended law school at Ohio State and received her Juris Doctor in 1982. She resides in Raleigh with her husband and two children.

E. Stewart Poisson, Poisson, Poisson & Bower, PLLC, Wadesboro, NC

Ms. Poisson is a partner with Poisson, Poisson & Bower, PLLC. She practices in the firm's Wilmington and Wadesboro offices, representing plaintiffs in workers' compensation and personal injury matters. She received her Bachelor of Arts from the University of North Carolina in 2001 and received her Juris Doctor with honors from the University of North Carolina School of Law in 2004. In law school, she was an editor on the North Carolina Law Review and received the William T. Joyner Award for Excellence in Journal Writing.

The North Carolina State Bar certified Ms. Poisson as a workers' compensation specialist in 2009 and recertified her in 2014. She serves as an advisory member of the North Carolina State Bar Ethics Committee and as a member of the Workers' Compensation Specialization Subcommittee.

Ms. Poisson presents each year on various topics in the field of workers' compensation for North Carolina Advocates for Justice CLE programs and is a former Chair of that organization's Workers' Rights Section. Ms. Poisson has presented at the North Carolina Industrial Commission's Educational Conference on two prior occasions. She is the author of the chapter on "Course and Scope" in the first, second and third editions of *North Carolina Workers' Compensation Law: A Practical Guide to Success at Every Stage of a Claim*.

Ms. Poisson has litigated numerous cases before juries and the Industrial Commission and has also handled cases before the Supreme Court of North Carolina and the North Carolina Court of Appeals. She is the fifth generation of her family to practice law in Wilmington since 1857.

Stephen Kushner, Rudisill White & Kaplan, PLLC, Charlotte, NC

Mr. Kushner is a native of North Carolina. He earned his undergraduate degree in economics from Duke University in 1995. He obtained his Juris Doctor degree from the University of North Carolina at Chapel Hill in 1998. He received Certification as a North Carolina Superior Court Mediator in 2005. Mr. Kushner currently resides in Matthews with his two children.

Forms Compliance: The Who, What, When, Where, Why & How of Filing Industrial Commission Forms

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 former 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.

Asia Prince, Director of Claims Administration, NCIC, Raleigh, NC

Mr. Prince currently serves as the Director of Claims Administration for the North Carolina Industrial Commission. Prior to being promoted to Director of Claims, Mr. Prince served as a Special Deputy Commissioner in both the Executive Secretary's Office and Deputy Commissioner's Section with the Industrial Commission. Mr. Prince is a *cum laude graduate* of the University of North Carolina at Greensboro, where he was a member of the Beta Gamma Sigma business honor society. He received his Juris Doctor from the University of North Carolina at Chapel Hill. Mr. Prince is heavily involved in his community; he is a board member for ReEntry, Inc. and serves as a volunteer Judge with the Capital Area Teen Court Program. Additionally, in his local church, he serves as the President of the Young Men of Valor, a ministry designed for young men between the ages of 13-18, teaching

them to be mightily men of God. He was a 2016 fellow in the E.A. Morris Fellowship for Emerging Leaders. He is currently a fellow in the NC Institute of Political Leadership Program. Mr. Prince has a passion and desire to help others reach their God given potential. He has been married to the love of his life Chanel, for 3 years.

Lucy Tatum Austin, Special Deputy Commissioner, NCIC, Raleigh, NC

Ms. Austin has been a Special Deputy Commissioner in the Executive Secretary's Office since 2014. She graduated from N.C. State University in 2004 with a Bachelor of Arts in Psychology and graduated *cum laude* from the Norman Adrian Wiggins School of Law at Campbell University in 2008. Prior to joining the Industrial Commission, Ms. Austin clerked for the Honorable Robert N. Hunter, Jr. at the North Carolina Court of Appeals and practiced law in Raleigh.

Getting Lost in Our Own Lives: Identifying Areas of Control to Increase Happiness & Emotional Resilience

Lanée Borsman, Hutchens Law Firm, Fayetteville, NC

Ms. Borsman practices in the areas of real property title and foreclosure litigation as an attorney with Hutchens Law Firm in the Fayetteville office. She received her undergraduate degree from the University of North Carolina — Chapel Hill and her law degree from the Wake Forest University School of Law. Ms. Borsman serves on the Board of Directors for the Lawyers' Assistance Program of the NC State Bar and is also a volunteer with that program's outreach and education efforts to help lawyers who struggle with substance abuse and mental health issues. Throughout the year, Ms. Borsman participates in speaking engagements and mortgage servicing seminars across the country. She does onsite client visits, conducts continuing legal education training for paralegals and bank employees, and speaks at recovery related events around the State.

Ms. Borsman is a member of the North Carolina Bar Association, the Cumberland County Bar Association, the New York State Bar Association and the Title Insurance Litigation Committee of the American Bar Association. She also serves on the LAP Foundation Board of Directors and the Myrover-Reese Fellowship Homes, Inc. Board of Directors.

Managing the Pandora's Box of Comorbid Conditions

Eric Patten, RN, BSN, Senior Director of Clinical Services, One Call Care Management, Jacksonville, FL

Mr. Patten is senior director of clinical services at One Call Care Management. He has over 24 years of nursing experience in critical care, emergency care, diabetes education and catastrophic case management. Prior to joining One Call in 2011, Mr. Patten served as a catastrophic nurse case manager for 12 years. This position provided him with a rich understanding of the daily challenges workers' compensation adjusters and nurse case managers face and a unique ability to offer them support on complex, high-exposure files.

As Senior Director of Clinical Services, Mr. Patten oversees teams of RN and PT Clinical Specialists, as well as Clinical Specialists managing hearing aid and dental injury claims. He and his team review large-loss complex files, helping to address issues related to comorbid conditions and identify opportunities for savings and improved care. Through this review process, they work closely with centers of excellence in rehabilitation to enhance claimant recovery and return-to-work results, and they proactively evaluate and coordinate the needs of the injured workers prior to discharge from the hospital to ensure a seamless transition of care to in-patient facilities or to home. As a thought leader in the industry, Mr. Patten regularly delivers continuing education courses and presents at various insurance, workers' compensation, risk management and nursing conferences, including RIMS, CSMA, CAJPA, SEAK, IWCF, and PRIMA.

Ethical Interplays between Attorneys and Claims Adjusters

Julia E. Dixon, Young Moore and Henderson, P.A, Raleigh, NC

Ms. Dixon is a shareholder at Young Moore and Henderson, P.A. who defends employers throughout North Carolina in all aspects of workers' compensation litigation before the North Carolina Industrial Commission. She received an AV Preeminent Peer Review Rating from Martindale-Hubbell in 2013. She was named a *Super Lawyer* in the area of workers' compensation in 2016 and 2017. She focuses on the defense of occupational disease claims involving asbestos exposure.

Ms. Dixon previously served on the Board of Directors and as the Workers' Compensation Section Chair for the North Carolina Association of Defense Attorneys. Ms. Dixon received the inaugural Outstanding Volunteer Award from the Association for her service as the primary bill drafter for several significant pieces of legislation to reform the Workers' Compensation Act and Industrial Commission rules.

Ms. Dixon is an avid Carolina Hurricanes and N.C. State fan. When she is not doting on her niece and nephew, Julia enjoys spending time with her two Portuguese Water Dogs, Pepper and Clancy, on the North Carolina coast.

John M. McCabe, The Law Offices of John M. McCabe, Cary, NC

Mr. McCabe is the founder and president of The Law Offices of John M. McCabe, P.A., which is located in his hometown of Cary, North Carolina. He received his undergraduate degree in Economics from the University of North Carolina at Chapel Hill in 1991, and he graduated, cum laude, from Campbell University School of Law in 1994.

Over the last 23 years, Mr. McCabe has developed a statewide practice, devoted largely to representing the victims of on-the-job accidents, trucking and auto collisions, animal attacks, premises liability, nursing home neglect, and dangerous products. He has been named one of the top lawyers in America by U.S. News & World Report. For many years running, he also has been recognized as one of *The Best Lawyers in America*, a North Carolina *Super Lawyer*, one of North Carolina's *Legal Elite*, one of North Carolina's Top 100 Trial Lawyers, and one of the *Nation's Top Injured Workers' Attorneys*. For more than 10 years, he has been AV-rated by Martindale-Hubbell.

Mr. McCabe is an active member of the North Carolina Advocates for Justice (NCAJ). For the last four years, he has served on NCAJ's Executive Committee, holding the positions of Legislative Vice-President, Membership Vice-President, PAC Chair, and Fundraising and Development Officer. He previously served as Chair of the NCAJ Auto Torts Section and Young Lawyers Division. He is also a member of the American Advocates for Justice, Workers' Injury & Advocacy Group, the Association of Plaintiff Interstate Trucking Lawyers of America, the Academy of Truck Accident Attorneys, and the Wake County Bar Association. He frequently speaks at continuing legal education seminars and teaches trial skills across the State. In his spare time, he enjoys coaching youth basketball, traveling, music, and spending time with his wife, Rebecca.

Stephanie Gay, Vice President, Claims Manager, Aegis Administrative Services, Inc., Raleigh, NC

Ms. Gay is a co-founder and Vice President of Aegis Administrative Services, Inc., which began in Raleigh in January of 1992. Aegis is a multi-line third-party adjusting firm specializing in Property and Casualty claims with an emphasis on workers' compensation. She has approximately 29 years of claims experience in the insurance industry.

Prior to her employment with Aegis, she worked as a Claims Adjuster with a third-party administrator managing self-insured employers. Before entering the insurance industry, she began her professional career as a Financial Analyst with Dun & Bradstreet.

She is a graduate of Meredith College with a Bachelor of Science degree in Business Administration, concentrating in Accounting and Management.

Ethics in Case Management

Caron Cross, RN, BSN, COHN-S, Director, Medical Rehabilitation Nurses Section, NCIC, Raleigh, NC

Ms. Cross is currently the Director of the NC Industrial Commission's Medical Rehabilitation Nurses Section. She has been a registered nurse for 19 years with 16 years of experience in workers' compensation and medical case management. Ms. Cross also serves as the Chair of the NCIC Rehabilitation Advisory Board and is also responsible for the provision of NCIC Mandatory Rehabilitation Professional Training. She has been a Certified Occupational Health Nurse- Specialist since 2006 and received her Bachelor of Science in Nursing from UNC-Chapel Hill in 2003.

Vicki Hewitt, RN, MSN, CCM, Vice President, Southern Rehab Network, Raleigh, NC

Ms. Hewitt has been a registered nurse for more than 25 years and has been a certified case manager advocating for injured workers in the workers' compensation arena for more than 10 years. She is also certified in working with traumatic brain injuries and other catastrophic injuries. She is currently Vice President of Southern Rehabilitation Network, Inc., and also functions as the Senior Nurse Consultant with oversight of the company's compliance with URAC Accreditation, Quality Management Program, Safety Program, HIPAA, and Nursing Education.

Depositions: Getting the Evidence You Need

James C. Gillen, Deputy Commissioner, NCIC, Asheville, NC

Deputy Commissioner Gillen has been with the Industrial Commission since 1994 and has been a Deputy Commissioner since 2005. Prior to being named a Deputy, he worked as an agency legal specialist under numerous Commissioners and as a Special Deputy Commissioner in the Executive Secretary's Office.

He received his Bachelor of Arts degree in English from North Carolina State University in 1991 and his Juris Doctor degree from Campbell University in 1994.

Deputy Commissioner Gillen works out of the Industrial Commission's Regional Office in Asheville.

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.

Larry M. Baker, Wilson Jones Carter & Baxley, PA, Charlotte, NC

Mr. Baker practices in the firm's Charlotte, North Carolina office. He received his Bachelor of Arts degree from Alma College in Alma, MI and his Juris Doctor from Wake Forest University School of Law, where he served as Chief Justice of the Moot Court Board. Mr. Baker was admitted to the North Carolina Bar in 1990, and is admitted in the Eastern and Western Districts of Federal Court in North Carolina.

Mr. Baker serves on the Executive Committee of the North Carolina Association of Defense Attorneys as President-Elect. He holds an AV Preeminent rating from Lexis Nexis Martindale-Hubbell indicating the highest level of ethical and professional excellence and serves on the North Carolina Industrial Commission's Chairman's advisory council. He is a certified mediator.

Industrial Injuries of the Hand: Mild to Mangled

Christopher Chadderdon, M.D., 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.

Friday, October 6, 2017

A View from the Chairman

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.

The Impact of Overall Health and Employee Wellbeing on Workers' Compensation

Brian Caveney, MD, JD, MPH, Chief Medical Officer, Blue Cross Blue Shield of North Carolina, Durham, NC

As Chief Medical Officer, Dr. Caveney leads healthcare program design and strategy, customer group consulting, medical expense management, care management, network provider contracting and relationships, health delivery redesign, plan and network quality initiatives, medical and reimbursement policy, and pharmacy for Blue Cross & Blue Shield of North Carolina.

Prior to joining Blue Cross, Dr. Caveney was a practicing occupational medicine physician at Duke University and provided benefit and employee health consulting to several companies in North Carolina.

Best Practices through the Appellate Process

The Honorable Paul M. Newby, Associate Justice, North Carolina Supreme Court, Raleigh, NC

Justice Newby was born in Asheboro, N.C. He received his Bachelor of Arts 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. He 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 rip tide, 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.

The Honorable Richard Dietz, Judge, North Carolina Court of Appeals, Raleigh, NC

Judge Dietz is a judge 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, a large international law firm.

During his legal career, Judge Dietz argued appeals in federal and state appellate courts across the country in a wide range of subject areas. He is the only state appellate judge who has personally argued in the U.S. Supreme Court and the only sitting judge in the state who is a board certified specialist in appellate practice. He has served on the North Carolina Courts Commission, Equal Access to Justice Commission, and as Vice Chair of the Bar Association's Appellate Practice Section.

Before beginning his career as an appellate lawyer, Judge Dietz served as a research fellow in comparative law at Kyushu University in Japan. He also served as a law clerk for two federal judges, Judge Emory Widener on the U.S. Court of Appeals for the Fourth Circuit and Judge Samuel Wilson on the U.S. District Court in Virginia.

Case Law Update

Vernon Sumwalt, The Sumwalt Law Firm, Charlotte, NC

Mr. Sumwalt 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. Between 2010 and 2017, he was on the Bar's Workers' Compensation Specialization Committee, serving as the committee's Chair for three years. Mr. Sumwalt also serves on the Executive Committees of the South Carolina Injured Workers' Advocates (2016-present) and the North Carolina Advocates for Justice (NCAJ) (2013-present), and on the Board of Governors of the NCAJ since 2010. He has chaired the workers' compensation sections of both the NCAJ and the North Carolina Bar Association.

Mr. Sumwalt has presented at more than one hundred national and state seminars. He has been on the Larson's National Workers' Compensation Advisory Board with LexisNexis® for over ten years, and he has contributed chapters to *The Law of Workers' Compensation in South Carolina* (S.C. Bar, 2nd ed. 1998, 3rd ed. 2003, and 4th ed. 2005, 5th ed. 2008, 6th ed. 2012), *The Law of Automobile Insurance in South Carolina* (S.C. Bar, 4th ed. 2000, 5th ed. 2002, 6th ed. 2009, 7th ed. 2015), *The South Carolina Law of Damages* (workers' compensation chapter) (S.C. Bar, 1st ed. 2004, 2nd ed. 2009), *The Complete Guide to Medicare Secondary Payor Compliance* (Chapter 6.11, North Carolina) (Lexis-Nexis® 2011-present), *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® 1st ed. 2012, 2nd ed. 2014, 3rd ed. 2017)), and the *North Carolina Workers' Compensation Lexis-Nexis® Practice Guide* scheduled for publication in October 2017.

In 2013, 2016, and 2018, *Best Lawyers in America*® has recognized Mr. Sumwalt as the workers' compensation "Lawyer of the Year" for claimants in Charlotte. In 2016, *Super Lawyers* recognized him as a "Top 25" attorney in Charlotte and a "Top 100" attorney in North Carolina. Charlotte Magazine has also recognized him in its *Top Attorneys in North Carolina* since 2011.

Bruce A. 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 from 1997 through 2017. 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 from 2001 through 2016, 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 2016 and has been listed in Best Lawyers in America since 2001. Mr. Hamilton received the unique honor of being named by Best Lawyers as its 2013 Raleigh Workers' Compensation-Employers "Lawyer of the Year," a recognition he again was awarded in 2016. He has earned the highest (AV-Rated) ranking awarded by Martindale-Hubbell since 2009.

Mr. Hamilton 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. In 2013, he was also elected to the North Carolina Industrial Commission Chairman's Informal Advisory Council.