

Speakers' Biographies for the 23rd Annual North Carolina Workers' Compensation Educational Conference

Wednesday, October 10, 2018

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., Raleigh, NC

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

Sumit Gupta, Interim Chief Deputy Commissioner, NCIC, Raleigh, NC

Chairman Charlton Allen named Mr. Gupta as interim Chief Deputy Commissioner on April 15, 2018. Gupta was sworn in as Deputy Commissioner of the North Carolina Industrial Commission on October 16, 2014. He had previously served as General Counsel of the Commission. Gupta served as interim Chief Deputy Commissioner from May 12 to May 31, 2016. Before joining the Commission, Gupta 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. Sumit 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. He lives in Raleigh, NC with his wife and daughter.

Ashley M. Moore, Deputy Commissioner, NCIC, Raleigh, NC

On July 3, 2018, Chairman Charlton L. Allen appointed Ashley M. Moore as a Deputy Commissioner in the Raleigh office. Moore has served most recently as Law Clerk to Chairman Allen. Previously, she served as Law Clerk to former Commissioner Linda Cheatham and as Law Clerk to Vice-Chairman Yolanda K. Stith. In addition to her work at the Commission, Moore has practiced law in Wake County. She is a graduate of the University of North Carolina and earned her J.D. from North Carolina Central University School of Law.

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 5 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 29 years.

The Nuts & Bolts of Obtaining Independent Medical Examinations and Second Opinions

Annemarie Pantazis, Pantazis Law Firm, Charlotte, NC

Ms. Pantazis is a Board-Certified workers' compensation specialist with the Pantazis Law Firm in Charlotte. Her practice consists solely of representing injured workers. She earned her undergraduate degree from William & Mary and her law degree from Wake Forest, where she was a published member of the Law Review and Chief Justice of the Moot Court Board. She is the Chair of the NCAJ workers' compensation section. She serves on the NC Bar Association Workers' Compensation Council and NC State Bar Workers' Compensation Specialization Committee. She is a Vice President of the Workplace Injury Law & Advocacy Group (WILG), a nationwide organization of workers' compensation advocates. She also serves on the NCAJ Board of Governors. Ms. Pantazis received WILG's rising star award, the *Lanyers Weekly* Leaders in the Law Award, *Charlotte Business Journal's* 40 Under 40 Award, *Super Lanyers* Top 100 Lawyers in N.C. 2016, 2018, Top 50 Women Lawyers in N.C. from 2015-2018, Top 25 Lawyers in Charlotte 2018, and *Best Lanyers* in NC recognition in workers' compensation.

Jeff Kadis, Hedrick Gardner, Charlotte, NC

A partner in Hedrick Gardner's Charlotte office, Jeff is the Chair of the firm's Workers' Compensation Practice Group. He focuses on workers' compensation, with an emphasis on defending occupational disease and chemical exposure claims. He has extensive experience representing business clients at hearings and at the appellate level before the North Carolina Industrial Commission, the North Carolina Court of Appeals, and Supreme Court. Jeff regularly presents continuing education courses on best practices and workplace policies adhering to North Carolina's Workers' Compensation Act. He was listed as one of Business Leader's 2011 Movers & Shakers, and has been selected to the North Carolina Super Lawyers list in Workers' Compensation from 2008 – 2018. Jeff was selected by his peers for inclusion in The Best Lawyers in America 2013-2019 in the field of Workers' Compensation Law – Employers. In addition to being a member of the North Carolina State Bar, Mecklenburg County Bar Association, and Defense Research Institute (DRI), Jeff served on the Board of Directors of the North Carolina Association of Defense Attorneys (NCADA) from 2010 to 2013, and served as the Chair of the NCADA's Workers' Compensation Practice Group from 2003 to 2006. He was a board member of the North Carolina Bar Association's Workers' Compensation Section from 2002 until 2005.

Jeff was recognized in 1996 for his exemplary service to children by the Mecklenburg County Bar and the Children's Law Center. He continues to remain active volunteering for the Council for Children's Rights

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.

Jesse M. "Jay" Tillman, Deputy Commissioner, NCIC, Raleigh, NC

Mr. Tillman was appointed as a Deputy Commissioner of the North Carolina Industrial Commission in August of 2015. Before joining the Commission, he practiced with The Bond Helping Law Group in Charlotte, NC and spent eight years in both the Raleigh and Charlotte offices of Cranfill, Sumner, and Hartzog, LLP, concentrating in the areas of personal injury, products liability, and real property liability. He is admitted to practice law in both North Carolina and South Carolina. Mr. Tillman is also a Captain in the United States Navy (reserve component) and recently served as the Occupational Safety and Operations Risk Management Officer to the Commander of Fifth Fleet in Bahrain. He has been active in Operations Desert Shield, Desert Storm, Southern Watch, Iraqi Freedom, Enduring Freedom, and Inherent Resolve. Mr. Tillman grew up in Durham, North Carolina. He received his B.A. in English from the University of North Carolina and earned his law degree from the Campbell University School of Law. He lives in Charlotte with his wife, Carolyn, and his two sons, James and Joshua.

Use of Opioids and Other Pain Management Treatment under the New Rules

Christopher Grubb, M.D., East Carolina Anesthesiologists, Greenville, NC

Dr. Grubb is an anesthesiologist and pain management specialist affiliated with Vidant Health and is an Affiliate Associate Professor of Anesthesiology at Brody School of Medicine. He served in the U.S. Army at Fort Bragg, NC, where he cultivated a unique pain management program to minimize opioid medication use among soldiers. He's also very active in combating the opioid epidemic statewide in North Carolina — he has educated healthcare providers as part of Project Lazarus, and conducts safe opioid prescribing programs on behalf of the NC Medical Board and numerous medical societies. He has also worked at a national level with the American Board of Pain Medicine to design the Safe Opioid Prescribing Examination (SOPE).

Victor Farah, Farah & Cammarano, P.A, 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.

Dan Pope, Wilson Ratledge, PLLC, Raleigh, NC

Mr. Pope is Of Counsel with Wilson Ratledge, PLLC in Raleigh, NC. Prior to joining Wilson Ratledge, he was the president of Brooks, Stevens & Pope, PA, a workers' compensation defense firm in Raleigh, NC. Prior to joining Brooks, Stevens & Pope, 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 North Carolina Bar Association (Workers' Compensation Section), 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. He was admitted as a Fellow of the College of Workers' Compensation Lawyers in 2017. He has lectured on workers' compensation and related issues for the North Carolina Bar Association, the Florida Workers' Compensation Institute, and the National Business Institute. He served on the North Carolina Industrial Commission's Opioid Task Force in 2017 and 2018. He has also 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. He 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.

Thursday, October 11, 2018

Best Practices for Drafting and Submitting Proposed Opinion and Awards to the Commission

Gina Cammarano, Farah & Cammarano, P.A, 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.

Bryan L. Cantley, Lewis & Roberts, PLLC, Raleigh, NC

Mr. Cantley received his Bachelor of Arts Degree from the University of North Carolina at Chapel Hill and his Juris Doctor from Campbell University Norman Adrian Wiggins School of Law. Mr. Cantley was admitted to the North Carolina Bar in 2014, and practices exclusively in the area of workers' compensation defense.

Tom Perlungher, Deputy Commissioner, NCIC, Greenville, NC

Mr. Perlungher was appointed as a Deputy Commissioner on April 23, 2015. He is a Phi Beta Kappa graduate of the University of Vermont and earned his J.D. from Wake Forest University School of Law in 2002. He had previously served as a Law Clerk at the Industrial Commission since 2010 for Commissioner Danny Lee McDonald and, most recently, for Chairman Andrew T. Heath. Before joining the Commission, Mr. Perlungher was a Hearing Officer at the Division of Employment Security; and from 2004 to 2008, he served as an Assistant District Attorney in North Carolina's 8th District, where he prosecuted cases in Wayne, Lenoir, and Greene counties. Prior to his work as an Assistant District Attorney in North Carolina, he practiced real estate law in Massachusetts from 2002 to 2004.

Layla Santa Rosa, Law Clerk, NCIC, Raleigh, NC

Ms. Santa Rosa is Senior Law Clerk to Chairman Charlton L. Allen at the Industrial Commission. She graduated magna cum laude from Peace College and received her Juris Doctor degree from the University of North Carolina School of Law, where she was a member of the North Carolina Journal of International Law and Commercial Regulation. Ms. Santa Rosa first joined the Industrial Commission in 2005, first as a Special Deputy Commissioner in the Executive Secretary's Office, and then as a Law Clerk to former Commissioner Dianne C. Sellers. In 2009, Ms. Santa Rosa left the Commission to practice workers' compensation law with a law firm in Raleigh, North Carolina, where she was a Senior Associate for six years. In 2015, Ms. Santa Rosa returned to the Commission and served as Senior Law Clerk to former Commissioners Linda Cheatham and Tammy Nance before taking on her current role.

Diabetes and How It Can Adversely Affect Recovery

Eric Patten, RN, BSN, Executive Clinical Director, 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.

Administrative, Expedited, or Emergency: Navigating the Medical Motion Process through N.C. Gen. Stat. § 97-25(f) and Rule 609A

Sumit Gupta, Interim Chief Deputy Commissioner, NCIC, Raleigh, NC

Chairman Charlton Allen named Mr. Gupta as interim Chief Deputy Commissioner on April 15, 2018. Gupta was sworn in as Deputy Commissioner of the North Carolina Industrial Commission on October 16, 2014. He had previously served as General Counsel of the Commission. Gupta served as interim Chief Deputy Commissioner from May 12 to May 31, 2016. Before joining the Commission, Gupta 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. Sumit 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. He lives in Raleigh, NC with his wife and daughter.

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.

Kevin Bunn, Kevin Bunn Attorney at Law, Cary, NC

Mr. Bunn graduated from the University of North Carolina with a Bachelor of Arts in 1986, and received his Masters of Public Administration degree from UNC in 1989. He graduated from the UNC School of Law in 1993. Kevin has been a Board-Certified Specialist in North Carolina Workers' Compensation Law since 2013. He is a contributing author to *North Carolina Workers' Compensation Law: A Practical Guide to Success at Every Stage of a Claim*. Kevin is a frequent presenter at workers' compensation continuing education programs, including the 2015 North Carolina Industrial Commission's Workers' Compensation Educational Conference. Kevin is a Fellow of the National College of Workers' Compensation Lawyers. Kevin is a former Chair of the Workers' Compensation Section of the North Carolina Advocates for Justice, and currently serves on the Section's Executive Committee and as Co-Chair of the Section's Legislative Committee. He also serves on the NCAJ's Board of Governors. Kevin has practiced law in Cary, North Carolina, for more than 20 years. He holds an AV Rating from Mardindale-Hubbell. Kevin serves as Committee Chair of Boy Scout Troop 346, in Raleigh.

Webster Harrison, McAngus Goudelock & Courie, Raleigh, NC

Mr. Harrison's practice focuses on workers' compensation defense and employment and labor law. Outside of the office, Webster enjoys spending his time with his wife, Elizabeth, their two children, Webb and Manly, and their dog, Scout. He also enjoys playing tennis, sailing, hiking the Appalachian Mountains and traveling. Mr. Harrison received his B.A. degree from Davidson College

and earned his Juris Doctor degree from Campbell University Norman Adrian Wiggins School of Law.

Analytics to Improve Outcomes and Identify Best Providers to Treat Injured Workers

Linda Lane, President, Harbor Health Systems, Newport Beach, CA

Linda Lane is President of Harbor Health Systems, a company that is revolutionizing workers' compensation by identifying the best performing physicians for better outcomes at lower overall costs. Linda also leads strategic initiatives with customers, improving both access to care and overall medical outcomes. Her career in workers' compensation spans more than 20 years of innovation, helping move the industry from a focus on cost containment and transactions to one which brings true medical management. Linda is also one of the founders of a leadership training program for women, founder and chair of the Business Insurance Women To Watch Foundation, and a graduate of Radford University.

Finding Resilience in Your Life and Career

Jim Blackburn, Jim Blackburn Seminars, LLC, Raleigh, NC

Growing up in Wake Forest and Winston-Salem, North Carolina, Jim graduated from Wake Forest University with a Bachelor of Arts degree with a major in Political Science and a Juris Doctor degree from the University of North Carolina law school at Chapel Hill. Jim became an Assistant Attorney General with the North Carolina Justice Department upon graduation from law school serving as an advisor to multiple state agencies, the Director of the Consumer Protection Division and finally as a Special Deputy Attorney General in the office's Special Prosecutions Section, prosecuting various criminal cases across North Carolina.

In the fall of 1977, Jim joined the office of the United States Attorney for the Eastern District of North Carolina as the First Assistant United States Attorney and the chief of the Criminal Division. In 1979, he served as the lead prosecutor in the triple murder case of U.S. v. Jeffrey MacDonald, a case that is still going on in the federal courts to this day.

In the spring of 1980, Jim was appointed United States Attorney where he served until September 1981, before leaving on a career in private practice, doing so in a small law firm, in a solo practice and ultimately in a large multi city law firm.

During the twenty plus years that Jim was a practicing attorney, he was fortunate to know great success and accomplishment, primarily as a trial attorney. Then, in the winter of 1993, it all stopped as his career crashed with bad decisions, misconduct, and a serious depression. The subsequent surrender of Jim's law license, guilty pleas to state charges, and a three and one-half month stint in state prison were well publicized in the media. He was also then diagnosed with a major depression and placed under a psychiatrist's care for over three years. It has now been many years since those initial events. It took time to rebuild Jim's life. Coming back was a long process that took him to a well-known restaurant in Raleigh where he hosted and waited tables for several years, the state Treasurer's office, and finally the writing of a book called Flame-Out which is Jim's story of that time. Over several years, Jim started making speeches and talks to many groups and subsequently built a new career as a teacher in Continuing Education on Ethics, Professionalism and Mental Health, as well as a motivational speaker to many various groups outside the practice of law. He has traveled to many states, to business and law groups including law schools, law enforcement agencies, businesses and trade associations, talking about how to keep from making mistakes and how to come back if you do. It is possible to start over, but it takes time, persistence, faith and many friends. It takes learning to be resilient.

Finally, Jim talks candidly about depression in many of its forms...the harm that it can do, and the consequences for those who have it in its most serious forms. But, and this is important, many

people can get better. Depression does not have to steal your life forever. Jim talks about how he did this, and what you can do. Every person can start over today. Every person can beat the pressure of perfection. Every person can make the most of now. As Gracie Allen wrote to George Burns just before her death, “George, do not put a period where God has only placed a comma.”

Integrating Claims Handling & Case Management on Catastrophic Claims

Judith Luebke, Claims Manager, CorVel, Raleigh, NC

Ms. Luebke has thirty plus years of experience handling and managing workers’ compensation claims in 45 states. She currently manages day-to-day operations of a 30 plus person claim office handling CorVel’s largest accounts, and developed CorVel’s standards on transitional and modified return to work. Ms. Luebke is designated as a Senior Claims Law Associate by American Educational Institute.

Kari Altman, Case Management Manager, CorVel, Raleigh, NC

Ms. Altman currently manages a staff, which includes medical, vocational field case managers and legal nurse reviewers in all case management arenas. She is experienced in Workers’ Compensation programs, Integrated Disability models, short and long-term disability, medical-legal file analysis for liability services, and cost projections. Ms. Altman possesses over 30+ years of varied nursing experience, and has specialized in Catastrophic injuries. Ms. Altman received her Bachelors of Science degree in Nursing from Northeastern University and is a registered nurse in North Carolina, as well as a Certified Rehabilitation Nurse and a Certified Case Manager.

Ethical Boundaries in Medical and Vocational Case Management and the Opioid Utilization Rules

Caron Cross, RN, BSN, COHN-S, Owner/President, Cross Case Management, Inc., New Hill, NC

Ms. Cross has been a registered nurse since 1998 with 16 years of experience in worker’s compensation and medical case management. She is currently an independent nurse case manager and owner of Cross Case Management. Caron previously served as the Director of the NC Industrial Commission Nurses Section and remains a member of the NCIC Rehabilitation Advisory Board. 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.

Keven Wilberding, Vice President, Ambassador Service Group, Raleigh, NC

Keven is currently the Vice President of Ambassador Service Group a full service provider of interpretation, translation and non-emergency transportation based in Raleigh, North Carolina. Current responsibilities include business development and operational oversight of Ambassador’s growing network of service providers. Keven’s diverse background and experience allow him to communicate effectively with people from all walks of life. He has the ability to bridge the gap between individuals and cultures. He is just as at home talking to the person cleaning the building as he is talking with the one who owns the building. Keven sees the value of service and works diligently to ensure the team at Ambassador Service Group adds value while servicing their customers in an exceptional manner.

Keven is a gifted teacher and communicator who has spoken to groups from around the globe. He has traveled in various capacities throughout the world observing cultures first hand. Keven has been an instructor at Living Word Ministry University. As the assistant to the Director of an English as Second Language program Keven has gained great insight into the challenges of cultural diversity and the vital role language plays in our lives.

Recent News from Industrial Commission Filers: Update from the Clerk's Office and Claims Administration Section

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.

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 4 years.

Leveraging the New Neuroscience of Pain for Injured Workers

Dr. Jeff Hathaway, CEO, BreakThrough Physical Therapy, Cary, NC

Jeff Hathaway, PT, DPT, is the founder and CEO of BreakThrough Physical Therapy which has 16 locations throughout NC/SC. He is a founding partner in Confluent Health a national healthcare holding company. Dr. Hathaway has extensive training in business development, conflict management, change dynamics and has had a focus in workers' compensation/industrial consulting. He is a recognized national speaker and an author on business and physical therapy related topics. He has been a Physical Therapist for 34 years, a certified business coach, and is dedicated to a being primary player in the healthcare continuum and moving healthcare toward more value-based and affordable care.

Dr. John Groves, CEO, Fit for Work, San Antonio, TX

John Groves, PT, DPT, is CEO and partner with Fit For Work, the nation's leader in onsite injury prevention and pre-employment testing which provides companies with preventative solutions in over 500 locations across North America addressing the incidence and costs associated with musculoskeletal sprains and strains. Dr. Groves received his Degree in Physical Therapy in 2002 at the Mayo Clinic. He went on to receive his Doctorate in Physical Therapy as well as his Post-Doctoral Fellowship in Manual Therapy from Regis University in Denver CO. Additionally, he is Board Certified as an Orthopedic Specialist by the American Physical Therapy Association Board of Specialty Practice. Originally starting several evidence-based clinics in Minneapolis area that focused on rehab after an injury, Dr. Groves sold those clinics and partnered with Fit For Work with understanding

that he could impact employees well-being and their employer's bottom line to a much great degree if he was able to work with the employees prior to becoming "patients."

Friday, October 12, 2018

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.

Best Practices and Strategies for Investigating a Workers' Compensation Claim

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.

Holland Ferguson, Oxner + Permar, Charlotte, NC

Holland is a North Carolina board certified workers' compensation specialist. She grew up in Greensboro, North Carolina and graduated from Duke University with a degree in environmental science and policy in 2002. She earned her J.D. from the University of Miami and moved back to North Carolina in 2005 to be closer to family.

She began her career as an attorney defending insurance companies and employers in workers' compensation claims. Holland has successfully handled thousands of workers' compensation claims over her thirteen years as a practicing attorney and she has appeared before many Deputy Commissioners, the Full Commission, and the North Carolina Court of Appeals. She has experience with all types of workers' compensation cases including traumatic injury by accidents, occupational diseases, and other catastrophic injuries. Holland is now representing injured workers and helping them obtain all of the benefits to which they are entitled. Her prior experience and knowledge of the workers' compensation system help her achieve outstanding results for her clients. Holland presently serves as the Chair of the North Carolina Bar Association Workers' Compensation Section Council.

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.

The Physician's Role in the Return to Work Process

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.

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.

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.

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.