



ARKANSAS

Workers' Compensation Commission Fall Forum

Sponsored By

The Arkansas Workers' Compensation Commission



October 19 & 20, 2009
The Arlington Hotel
Hot Springs, Arkansas

In association with the International Workers' Compensation Foundation,
a non-profit corporation dedicated to workers' compensation research and education.

Arkansas Workers' Compensation Commission Fall Forum

AGENDA & PROGRAM

Monday, October 19, 2009

10:00 a.m. - 1:00 p.m.	Registration/Exhibitor Move-In	ROOMS A & B
10:30 a.m. - 11:30 a.m.	Pre-Conference Session: Legal Ethics <i>Watson Bell, Chairman, AWCC</i>	ROOM C
12:45 p.m. - 1:00 p.m.	Welcome & AWCC Update <i>Alan McClain, CEO; A. Watson Bell, AWCC Chairman; Karen H. McKinney, Commissioner; Philip A. Hood, Commissioner</i>	ROOM C
1:00 p.m. - 2:00 p.m.	Innovative Medical Procedures: Reasonable? Necessary? What you need to know to see the best outcomes. <i>Tim Burson, M.D., Neurosurgery Arkansas; Brian Watkins, Synthes</i>	ROOM C
2:00 p.m. - 3:00 p.m.	Medical Cost Containment in Arkansas Workers' Compensation An AWCC update regarding the impact of the Arkansas Workers' Compensation Fee Schedule as well as the change of physician process. <i>Jeffrey L. Steiner, Director of Workers' Compensation and Managed Care, Tyson Foods; Nathan Culp, Director, Public Employee Claims, Arkansas Insurance Department; Doney Williams, Bill Review Manager, Systemedic Corporation; Pat Hannah, Director, AWCC Medical Cost Containment Division</i>	ROOM C
3:00 p.m. - 3:15 p.m.	BREAK	ROOMS A & B
3:15 p.m. - 4:15 p.m.	BREAK-OUT SESSIONS	
	Track 1 Attorney Panel discussion: Impact of Act 327 of 2009 on Second Injury Fund claims Undocumented Workers and Return to Work Other Recent Court Cases <i>David L. Pake, AWCC Special Funds Division, Moderator; Zan Davis, Esq.; William C. Frye, Frye Law Firm PA; Eddie H. Walker, Jr., Walker, Shock & Harp PLLC; Carol Worley, Worley, Wood & Parrish PA</i>	ROOM C
	Track 2 Basic Forms Training for Claims Administrators How to properly file AWCC forms in order to assure timely compliance with AWCC rules and procedures. Additionally AWCC Report Card compliance will be emphasized, along with helpful information to assist employers and claims representatives. <i>Dorothy Jackson, Clerk of the Commission; Cary Ross, Program Manager</i>	CYPRESS
	Track 3 Fatal Driving Mistakes: How to Avoid Them Up to date information and instruction on how to avoid deadly mistakes that lead to motor vehicle accidents, the number one cause of all Arkansas work related fatalities. <i>Richard Tibbitts, Arkansas Insurance Department, Risk Management Division</i>	HICKORY
4:15 p.m. - 5:15 p.m.	BREAK-OUT SESSIONS	
	Track 1 Administrative Law Judge Panel The AWCC ALJs will discuss the hearing process and offer suggestions and insight into how all parties can better navigate the adjudication process. <i>Moderator: David Greenbaum, Chief ALJ; Andrew L. Blood, ALJ; Mark Churchwell, ALJ; Dale Douthit, ALJ; Michael Eellig, ALJ; Milton Fine, ALJ; Chandra Hicks, ALJ; Elizabeth W. Hogan, ALJ; Linda K. Marshall, ALJ; Gregory K. Stewart, ALJ; Barbara Webb, ALJ; Eric Paul Wells, ALJ</i>	ROOM C
	Track 2 Forms Training Part 2 <i>Dorothy Jackson, Clerk of the Commission; Cary Ross, Self-Insurer Program Manager</i>	CYPRESS
	Track 3 Fatal Driving Mistakes: How to Avoid Them (Part 2) <i>Richard Tibbitts, Arkansas Insurance Department, Risk Management Division</i>	HICKORY
5:15 p.m. - 6:15 p.m.	RECEPTION	CRYSTAL BALLROOM

Tuesday, October 20, 2009

7:00 a.m. - 8:30 a.m.	BUFFET BREAKFAST	CRYSTAL BALLROOM
8:30 a.m. - 9:30 a.m.	BREAK-OUT SESSIONS Track 1 Medicare Claims Reporting Changes ROOM C How to comply with the new federal mandate to report workers' compensation claims under Medicare Section 111. <i>Peter Foley, American Insurance Association</i> Track 2 ADA, FMLA & Workers' Compensation CYPRESS Understand the employer's obligations under the ADA, the FMLA and workers' compensation statutes. <i>John D. Davis, Partner, and Johnathan Horton, Attorney at Law, Wright, Lindsey & Jennings, LLP</i> Track 3 Medicare Set-Asides: The Nuts & Bolts HICKORY A panel of experts will explain the Medicare set-aside process and discuss important points to remember and the team approach. <i>Guy Wade, Attorney at Law; Friday, Eldridge, & Clark, LLP; Jeff Johnson, Crockett Adjustment; Karen Miller, RN, CCM, MSCC, Systemedic Corporation; David W. Smith, John Hancock Financial Network</i>	
9:30 a.m. - 9:45 a.m.	BREAK	ROOMS A & B
9:45 a.m. - 10:45 a.m.	BREAK-OUT SESSIONS Track 1 ADA, FMLA & Workers' Compensation (repeat) CYPRESS Understand the employer's obligations under the ADA, the FMLA and workers' compensation statutes. <i>John D. Davis, Partner, and Johnathan Horton, Attorney at Law, Wright, Lindsey & Jennings, LLP</i> Track 2 Medicare Claims Reporting Changes (repeat) ROOM C How to comply with the new federal mandate to report workers' compensation claims under Medicare Section 111. <i>Peter Foley, American Insurance Association</i> Track 3 Medicare Set-Asides: The Nuts & Bolts (repeat) HICKORY A panel of experts will explain the Medicare set-aside process and discuss important points to remember and the team approach. <i>Guy Wade, Attorney at Law; Friday, Eldridge, & Clark, LLP; Jeff Johnson, Crockett Adjustment; Karen Miller, RN, CCM, MSCC, Systemedic Corporation; David W. Smith, John Hancock Financial Network</i>	
10:45 a.m. - 11:00 a.m.	BREAK	ROOMS A & B
11:00 a.m. - 12:00 p.m.	System Induced Disability Syndrome: Taking the Silliness out of Workers' Compensation Prescriptions ROOM C <i>Tom Files, My Matrixx</i>	
12:00 p.m. - 1:00 p.m.	LUNCHEON	CRYSTAL BALLROOM
1:00 p.m. - 2:00 p.m.	Technology Initiatives at the AWCC: How use of electronic communication is changing the way we conduct business. ROOM C <i>Dorothy Jackson, Clerk of the Commission; David Greenbaum, Chief ALJ Carl Bayne, Operations/Compliance Director; Pat Burge, Health & Safety Director Mike Baker, Self-Insurance Director</i>	
2:00 p.m. - 3:00 p.m.	Disability Management & Return to Work: Learn effective tools to make return to work a win-win for everyone ROOM C <i>Patricia Burge, Director, AWCC Health & Safety Division</i>	
3:00 p.m. - 3:15 p.m.	BREAK	ROOMS A & B
3:15 p.m. - 4:15 p.m.	Workers' Compensation Case Law Update ROOM C <i>David Schneider, AWCC Legal Advisor</i>	
4:15 p.m. - 4:30 p.m.	CLOSING REMARKS	ROOM C
4:30 p.m.	ADJOURN	

CONFERENCE SPEAKERS

MIKE BAKER — Director of the Self-Insurance Division

Mike Baker was appointed Director of the Self-Insurance Division of the Arkansas Workers' Compensation Commission in January 2005. Before joining the Commission, he was the Workers' Compensation Operations Director of Arkansas for Reciprocal of America. Previously he was Vice President of Claims Management Services for Sedgwick of Arkansas. He earned his B.S. degree from Arkansas Tech University in Russellville, Arkansas, and earned his M.S. degree from Central Missouri State University in Warrensburg, Missouri.

CARL BAYNE — Division Director of Operations and Compliance

Carl Bayne is the Division Director of Operations and Compliance for the Arkansas Workers' Compensation Commission, a position he has held for 4 1/2 years. Prior to joining the AWCC, Carl served on the staff of Governor Mike Huckabee, and served for six years in the Arkansas Employment Security Department, where he was Assistant Director. Carl has a degree in Political Science from the University of Arkansas at Little Rock, where he is currently working on a Masters Degree in Taxation.

A. WATSON BELL — Chairman

A. Watson Bell, of Searcy, Arkansas, was appointed by Governor Mike Beebe to be Chairman of the Arkansas Workers' Compensation Commission effective January 15, 2009, for a six-year term. By law, the Chairman must be an attorney, and Bell has been a practicing attorney in Searcy, White County, Arkansas for over thirty years. Before being named Chairman of the Commission, he was a partner in the Lightle Law Firm and has represented both claimants and employer/respondents before the Commission. He has also spent thirty years hearing cases as a City Court Judge, ten years as a Juvenile Court Judge, and ten months as a District Court Judge. He is licensed to practice before the U. S. District Courts and the 8th Circuit U. S. Court of Appeals. He has been appointed to serve as Special Justice on the Arkansas Supreme Court on three occasions by Governors Clinton, Tucker, and Huckabee. He is currently a member of the Arkansas Bar Association and is past President of the White County Bar Association. Chairman Bell has served as Chairman of the State Board of Law Examiners, the Searcy Planning Commission, the White County Election Commission, the White County Democratic Party, the Searcy Chamber of Commerce, and the Board of Arkansas Baptist Family and Child Care Services. He has also served on the Board of the United Network for Organ Sharing, the Searcy Kiwanis Club, and the Executive Committee of the State Democratic Committee. He is currently serving on the Board of Baptist Memorial Health Care Corporation, Memphis, Tennessee. He is also currently on the Board of Trustees and Sunday school teacher at First Baptist Church in Searcy. His wife of 39 ½ years is Jean Ann Bell, a retired educator. His children are Betsy Bailey of Searcy and Art Bell of Little Rock.

ANDREW L. BLOOD — Administrative Law Judge

Andrew L. Blood has been an Administrative Law Judge with the Arkansas Workers' Compensation Commission since 1985. His undergraduate degree is from Transylvania University, Lexington, Kentucky. He has a J.D. from the University of Arkansas School of Law, Fayetteville. He served as Assistant Administrator, Self Insured Division, Arkansas Workers' Compensation Commission 1979-1981; Deputy Prosecuting Attorney, Sixth Judicial District 1981-1982; Assistant Little City Attorney 1982-1984.

PATRICIA BURGE — Director, Health and Safety Division

Patricia Burge is Director of the Health and Safety Division of the Arkansas Workers' Compensation Commission. She has been with the Commission since 1997. She has been active in the occupational health, safety and environment profession in Arkansas since the early 1970's, working for a number of companies as an industrial hygienist and environmental manager. She is a Certified Industrial Hygienist and has a Master's Degree in toxicology from the University of Arkansas for Medical Sciences. She is currently serving as president of the American Industrial Hygiene Association's Arkansas Local Section, for which she has also been a past board member. She has also served on the national AIHA's Toxicology Committee. She is a life-long Arkansan. She grew up on her family's farm near Batesville in Independence County.

G. TIMOTHY BURSON, MD. — Neurosurgery Arkansas

Dr. Timothy Burson has been with Neurosurgery Arkansas in Little Rock since 2004. He is an Arkansas-licensed neurosurgeon. He attended Louisiana Tech University and the University of Arkansas (B.A. 1989), the University of Arkansas for Medical Sciences (M.D. 1993 – class rank 1/135 with 4.0 GPA). His surgical internship was at the University Medical Center and Arkansas Children's Hospital in Little Rock (1993-1994). His residency in neurosurgery and Chief Residency (1994-1999) were at the University Medical Center, McClellan Veterans Administration Medical Center and Arkansas Children's Hospital. His pediatric neurosurgery fellowship was at LeBonheur Children's Medical Center and St. Jude's Children's Research Hospital in Memphis (1999-2000). From 2000-2004 he served as Chief of Pediatric Neurosurgery at Arkansas Children's Hospital. He has been active on numerous committees; has been involved in numerous international, national and local services; and has had teaching responsibilities including Advanced Traumatic Life Support for the American College of Surgeons, Head Injury and Spinal Cord Injury lecture series. He has received numerous awards and a member of many medical and community organizations. He is the author of many medical publications and is frequently interviewed. He is married to Cindy Sanderson Burson and his children are Ethan Luke Berson, Grant Isaac Burson, and Benjamin Levi Burson. He is an active member of Geyser Springs First Baptist Church and enjoys cycling and golf.

MARK CHURCHWELL – Administrative Law Judge

Mark Churchwell has been an Administrative Law Judge since June of 2003 and was the 2006-2007 President of the Arkansas Association of Administrative Adjudicators. Prior to becoming an ALJ, he was the Chief Law Clerk to the Chairman of the Arkansas Workers' Compensation Commission for seven years. Mark received a B.S. in chemistry from Arkansas Tech University in 1977, and worked as an analytical and environmental chemist in a research institute and state government before attending law school. He received his J.D. degree with honors from the University of Arkansas at Little Rock School of Law in 1994. After working in the legal office of the Arkansas Department of Education from 1993 to 1995, he joined the Arkansas Workers' Compensation Commission staff in 1995.

JOHN D. DAVIS – Partner, Wright, Lindsey & Jennings LLP

John Davis is a partner at Wright, Lindsey & Jennings LLP, where he focuses on representing employers in the areas of labor and employment law and workers' compensation defense. He spends a considerable amount of his time advising clients in connection with a variety of employment-related matters, including union avoidance, union negotiations, arbitrations, terminations, severance agreements, personnel policies, and compliances with federal, state, and local employment laws. In addition he frequently appears before the Arkansas Workers' Compensation Commission on behalf of insurance carriers and self-insured employers. He was admitted to practice in Arkansas in 1980 and in the United States District Courts for the Eastern and Western Districts of Arkansas and the United States Court of Appeals for the Eighth Circuit. He was born in Miami, Florida and received his B.S. degree from Auburn University in 1975 and J.D. degree from the University of Arkansas at Fayetteville in 1980. He is a member of the American Bar Association and its Labor and Employment Law Section, the Arkansas Bar Association and its Labor Law and Workers' Compensation Sections, the Pulaski County Bar Association and the Arkansas Human Resources Association. He was formerly an attorney at Coleman, Gantt, Ramsay & Cox in Pine Bluff from 1980 to 1989. He is a frequent seminar speaker on employment law and workers' compensation topics, including employment discrimination, the Americans with Disabilities Act, the Family and Medical Leave Act, the Fair Labor Standards Act and the defense of workers' compensation claims. He is the author of *Indigency: What Test?*, 33 Ark. L. Rev. 544 (1980). He has been listed in the Labor and Employment Law and Workers' Compensation sections in *The Best Lawyers in America* from 1995 through 2010.

ZAN DAVIS – Attorney At Law

Zan Davis has been engaged in the practice of claimant's workers' compensation law since 1983. Prior to entering private practice, he was employed as the Workers' Compensation Commission's first Second Injury Fund Administrator. He has also worked as a law clerk for the Full Commission. He has chaired the Arkansas Bar Association's Workers' Compensation Section and earned the Bar Association's Golden Gavel Award for his work while chairman. He edited and authored portions of the last edition of the *Workers' Compensation Desk Book* published by the Arkansas Bar Association. He served on the Arkansas Legislature's Ad Hoc Study Committee responsible for the study of Act 796 of 1993 prior to its passage. He has been listed in *The Best Lawyers in America* in the area of workers' compensation law and has been named by the *Arkansas Times* as one of the best workers' compensation attorneys. He graduated from the University of Arkansas School of Law at Fayetteville.

DALE DOUTHIT – Administrative Law Judge

Dale Douthit serves as Administrative Law Judge for the Sixth District of the AWCC, covering Sevier, Howard, Pike, Hempstead, Little River, Miller, Lafayette, Columbia, Union, Nevada, Ouachita and Calhoun Counties. Judge Douthit received his JD from the University of Arkansas at Fayetteville Law School. Following law school, Judge Douthit was in private practice for over 10 years with the Eddy Law Firm and the Phillips and Douthit Law Firm of Russellville, Arkansas. Judge Douthit also served as Deputy Prosecuting Attorney for the Fifth Judicial District of Arkansas and as counsel for the Fifth Judicial District Drug Task Force. Judge Douthit has served as an ALJ for the Worker's Compensation Commission for five years.

MICHAEL ELLIG – Administrative Law Judge

Michael Ellig has been an Administrative Law Judge for the Arkansas Workers' Compensation Commission since January 1, 1978. He holds a B.S. Degree in Mathematics from the University of Arkansas (1970) and a J.D. Degree from the University of Arkansas School of Law (1974).

TOM FILES – Vice President, myMatrixx

Tom Files has been the Vice President of myMatrixx since 2006. In this position he developed and managed prescription program for un/under-insured individuals, managed implementation of Official Disability Guidelines in Workers' Compensation pharmacy benefits management programs, and was responsible for development of a Medicare Set-Aside pharmacy program and drug utilization review program. He previously served as EVP of The Intel Group, where he presented and secured formal Special Investigations Unit Programs to third party administrators and insurance carriers; EVP of AccessOnTime, where he developed a national network to provide transportation and translation services for injured workers nation-wide; National Director, CSIS, for Crawford Investigations; Director of Corporate Development for Black Diamond; Consultant for Total Medical Solutions and AWPx and Exothermal Technologies; Vice President of Premier Companies; and District Manager of International Therapeutic Corporation and Rotech Medical Corporation. He served in the United States Navy 1975-1985. His education includes 3M Managers Training (1978), Paramedic Sciences, Lake City Community College, Pre-Physician Assistant Science Classes (1985), and All Lines Adjuster Valencia Community College (2007). He has had extensive teaching experience, including adjunct professor for the University of Florida's Medicare Set-Aside certification program. He is a frequent public speaker and is a member of NAMSAP (Ethics Committee), the Florida Association of Self-Insured, the Louisiana Association of Self-Insured Employers (LASIE), the Oklahoma Association of Self-Insured and The Texans. His hobbies include stringed instruments, sailing, writing, boudin, and martial arts.

MILTON FINE – Administrative Law Judge

Milton Fine is an Administrative Law Judge for the Arkansas Workers' Compensation Commission in District 3. He has served in this capacity since October 2006. He previously worked in the administration of Governor Mike Huckabee, beginning in July 2002, where he served as Assistant Legal Counsel before becoming Chief Legal Counsel in December 2003. In that capacity, he served on the office management team, advised the governor on all matter of legal issues, including legislation, and oversaw the Criminal Justice sector of the office. Prior to joining the Governor's Office, he worked in the Arkansas Attorney General's Office beginning in March 1992, serving in the administrations of Winston Bryant and Mark Pryor. He first served in the office's Medicaid Fraud Unit and was hired to begin a first-of-its-kind program in the country to seek civil redress from purveyors of Medicaid fraud. He transferred to the Habeas Corpus Section of the office in July 1996 and handled, *inter alia*, numerous death penalty cases in post-conviction proceedings in state and federal court. He was Attorney General Pryor's representative on the Arkansas Alcohol and Drug Abuse Coordinating Council. He began his legal career as an associate with Mitchell, Williams, Selig Gates & Woodyard in August 1990, where he was in the Corporate Department, dealing with securities, real estate, corporate and banking issues. He holds a J.D. from Vanderbilt University and a B.A. from the University of Tulsa. He is a native of Fort Smith and has been a member of the Editorial Advisory Board of the *Arkansas Lawyer Magazine* since 2002. He is a deacon at Immanuel Baptist Church in Little Rock and past president of the Little Rock Metro Rotary Club. He and his wife Laura are proud the parents of son Bennett.

PETER R. FOLEY — Vice President, Claims Administration

Peter R. Foley joined the American Insurance Association in November 2007, when he was elected to his current position as vice president, claims administration. In this capacity, he provides advice on public policy and claims issues affecting the insurance industry at both the state and federal levels. He represents member companies with the media, governmental bodies and other organizations. Prior to joining AIA, Mr. Foley spent 35 years in insurance claims the last 20 with the Hanover Insurance Company. Throughout his management career he was responsible for a wide variety of claim duties including automobile physical damage, subrogation, special investigations, and claim technology. For the past ten years he assumed all responsibilities associated with liability claims. He represented the claims organization on Hanover's enterprise risk management committee. He held a variety of field and home office claims positions with The Travelers. He serves on the boards of directors of Highway Loss Data Institute and the Coalition Against Insurance Fraud. He received his B.A. from Merrimack College, M.B.A. from Southern New Hampshire University and has earned both his C.I.C. and C.P.C.U. designations. The American Insurance Association is a trade association representing the interests of over 380 major property-casualty insurers before Congress, state legislatures, federal and state regulatory agencies, and federal and state courts.

WILLIAM C. FRYE – President and CEO, Frye Law Firm, P.A.

William C. Frye is the President and Chief Executive Officer of Frye Law Firm, P.A. Mr. Frye received a BA in Political Science, with honors, in 1980, from the University of Arkansas at Fayetteville, and received his JD degree in 1983 from the School of Law at the University of Arkansas at Fayetteville. In 1983, he was admitted to practice in Arkansas and in the U.S. District Courts for the Eastern and Western Districts of Arkansas. He is also admitted to practice before the Arkansas Court of Appeals for the Eighth Circuit and practices before the Arkansas Workers' Compensation Commission. He is rated "A V" by *Martindale-Hubbell*. He is a member of the American Bar Association, the Arkansas Bar Association (Workers' Compensation Section, for which he was the chair-elect), the Pulaski County Bar Association, Delta Theta Phi Legal Fraternity, Greater Little Rock Chamber of Commerce, and First United Methodist Church of North Little Rock. He is also a member of the Arkansas Association of Defense Counsel and Defense Research Institute. He was an associate in the Walter A. Murray Law Firm, where his duties included the defense of workers' compensation claims, auto and tractor-trailer accident claims, and construction and OSHA willful violation litigation. In 1989 he formed his own practice specializing in the defense of workers' compensation claims and related third party subrogation claims. He chaired the Arkansas Bar Association Workers' Compensation Law seminar in 1994. From 1987-99, He was a Captain in the U.S. Army Reserve, Judge Advocate General Corps, 353rd Headquarters Engineering Battalion in Oklahoma City, and is admitted to practice before the Court of Military Review. He is married to Beverly Frye and has four children: Jason, Thomas, Marsh, and Mollie.

DAVID GREENBAUM — Chief Administrative Law Judge

David Greenbaum is the Chief Administrative Law Judge of the Arkansas Workers' Compensation Commission. He has been head of the Adjudication Division since 1996. He joined the Commission in May, 1978, as a Law Judge. He previously worked as an Assistant Attorney General for the State of Arkansas, his primary work in administrative law representing numerous state regulatory and licensing agencies. He received his B.S. degree from UALR in 1970 and his Juris Doctorate from the University of Arkansas in 1973. He has served as Special Chairman and Special Commissioner by appointment of the Governor. He is active in various civic and professional organizations.

PAT HANNAH — Division Head, Medical Cost Containment

Patricia "Pat" Hannah is a Division Head for the Arkansas Workers' Compensation Commission Medical Cost Containment. She joined the Commission in 1987 and held the positions of Law Librarian and Program Manager before becoming Division Head of Medical Cost. She received her AA degree from Arkansas State University in Beebe, her BS from Harding University in Searcy, and her Juris Doctor from the University of Arkansas at Little Rock School of Law. She has been an adjunct professor for Webster University, Arkansas State Beebe and UALR. She is a member of the IAIABC Medical Cost Containment Committee, the Southern Association of Workers' Compensation Administrators Medical Committee, and the Arkansas Bar Association.

CHANDRA HICKS – Administrative Law Judge

Chandra Hicks has been an Administrative Law Judge with the State of Arkansas Workers' Compensation Commission since January 2007. She joined the Commission in March 2004, and served as a law clerk for Chairman Olan W. Reeves until her appointment as an Administrative Law Judge. Before joining the Commission, she worked as a Hearing Officer for the Arkansas Appeal Tribunal. She received her undergraduate degree from the University of Central Arkansas at Conway, and her J.D. from the University of Arkansas-Little Rock.

ELIZABETH W. HOGAN—Administrative Law Judge

Beth Hogan is an Administrative Law Judge with the Arkansas Workers' Compensation Commission hearing cases in District Five, a territory comprised of seventeen counties: Arkansas, Ashley, Bradley, Chicot, Cleveland, Desha, Drew, Grant, Jefferson, Lee, Lincoln, Lonoke, Monroe, Phillips, Prairie, Woodruff. She has been employed in private practice and was a staff attorney with the Department of Human Services. She joined the Workers' Compensation Commission in 1984, and has served as Law Librarian, Law Clerk to Commissioner Tatum and Legal Advisor before becoming an Administrative Law Judge in 1989. She earned a B.A. degree in 1978 from Hendrix College in Conway and a J.D. degree in 1983 from the University of Arkansas at Little Rock. She was the recipient of the 1982 American Jurisprudence Award in the study of Trial Advocacy. In 1988 she received certification by the International Association of Industrial Accident Boards and Commissions' Workers' Compensation College (with a course taught by the late Professor Arthur Larson). She is a member of the Arkansas Bar Association and the Workers' Compensation Section. She is licensed to practice law in Arkansas, the Eastern and Western Divisions of Federal District Court, and the U.S. Eighth Circuit Court of Appeals. She resides in North Little Rock with her husband, Rick D. Hogan, Chief Legal Counsel for the Department of Health, and Molly and Ellie, two Dalmatians.

PHILIP A. HOOD — Commissioner

Philip Alan Hood, was appointed Commissioner by Governor Mike Beebe on January 9, 2007, as the labor representative for the Arkansas Workers' Compensation Commission. Commissioner Hood was appointed by the governor to a six-year term after serving an appointment at another state agency, the Workforce Investment Board, which links employers and jobseekers through a statewide delivery system. He had been there since 2004. Commissioner Hood is a product of the Little Rock public school system. He earned a Bachelor of Science degree in marketing from Grambling State University in Louisiana. Returning to Arkansas after graduation, Commissioner Hood obtained several licenses and certifications, including a multi-line insurance license and a Series 7 Securities license. He had operated as a professional in the insurance and financial services industry in the state of Arkansas since 1995. Commissioner Hood is a member of the Office Professional Employees International Union Local 105, where he presently serves as president. Previously, while affiliated with the air transportation industry, he was a member of the International Association of Machinist and Aerospace Workers where he served as president for more than a thousand members of his local. He currently serves the membership of the Arkansas AFL-CIO as an executive board member and committee member for both the Pension and Legislative committees. Commissioner Hood is active in his church and community. He resides in Little Rock with his wife and two children.

JOHNATHAN D. HORTON – Associate, Wright, Lindsey & Jennings LLP

Johnathan D. Horton is an associated at Wright, Lindsey & Jennings LLP, where his practice areas are business and commercial litigation, civil litigation, bankruptcy, employment and labor and corporate law matters. He was admitted to practice in Oklahoma in 2001; Arkansas in 2002; and in the United States District Courts for the Northern, Eastern and Western Districts of Oklahoma and the Eastern and Western Districts of Arkansas and the United States Court of Appeals for the Tenth Circuit. He was born in Harrison, Arkansas, holds a B.A. *magna cum laude* from Lyon College (1998) and a J.D. *magna cum laude* from the University of Arkansas School of Law (2001). Prior to his current position he was with Doerner, Saunders, Daniel & Anderson, L.L.P. (2001-2007) and Kutak Rock, L.L.P. (2007). He is a member of the American Bar Association; Arkansas Bar Association; Pulaski County Bar Association; Oklahoma Bar Association (Vice Chairperson, Young Lawyers Division High School Mock Trial Committee (2004-2007); Tulsa County Bar Association (2001-2007); and American Inns of Court (Associate). He is a frequent presenter at seminars on litigation and employment law topics. He is also the author of *Oklahoma Shareholders and Director Inspection Rights: Useful Discovery Tools?*, 56 OKLA. REV. 105 (2003); and a contributing author, *Oklahoma Employment Law Letter* (2001-2007).

DOROTHY JACKSON – Clerk of the Commissions

Dorothy Jackson currently serves as the Clerk of the Arkansas Workers' Compensation Commission. The Clerk's office is a conduit for the filing, processing and routing of legal pleadings. Her office is responsible for case assignment to Adjudication and Legal Advisor Divisions and coordinating cases for appellate reviews. She also oversees the Commission's claim records and claims payment auditing processes. She joined the AWCC in 1979 as the Deputy Executive Director and served in that capacity for more than 12 years. Prior to joining the AWCC, she worked as an insurance claims adjuster and subrogation specialist. She is a graduate of Philander Smith College and is active in her church and community.

ALAN MCCLAIN – Chief Executive Officer

Alan McClain has been the Chief Executive Officer of the Arkansas Workers' Compensation Commission since January 15, 2005. He had been with the AWCC since July, 2000, serving as Director of the Self-Insurance Division until being named CEO. McClain had workers' compensation experience dating to 1987 prior to becoming CEO. He was Assistant Director of the Public Employee Claims Division at the Arkansas Insurance Department from 1998-2000, Claims Determination Manager at the Arkansas Insurance Department from 1993 to 1998, and worked in the private sector from 1987 to 1992 in the Claims Management Services Division for Sedgwick James of Arkansas. The Monticello native received his bachelor's degree in political science in 1987 from Hendrix College in Conway, Arkansas, and a master of public administration from the University of Arkansas at Little Rock in 1993. He previously served as chair of the Self-Insurance Committee of the Southern Association of Workers Compensation Administrators (SAWCA) and of the International Association of Industrial Accident Boards & Commissions (IAIABC). Currently he serves on the Executive Committees of each of those organizations. He has been involved with the board activities of the Self-Insurance Guaranty Funds of America and serves on the faculty of the IAIABC Workers' Compensation College, teaching courses on claims administration and self-insurance. McClain lives in Little Rock with his wife, Johnna, and two sons, Andrew and Nathan. He attends Fellowship Bible Church.

DUSTIN MCDANIEL – Arkansas Attorney General

Dustin McDaniel is completing his first term as Attorney General. He has focused on law enforcement and consumer protection issues, continuing the fight against meth labs and ridding our state of payday lenders. He is now taking on telemarketers who call our homes, cell phones and even hospital rooms trying to sell shoddy car warranties. Although he is the youngest Attorney General in the United States, he is a leader among his peers. He is a Southern Regional Chairman of the National Association of Attorneys General and National Co-Chair of the Democratic Attorneys General Association.

KAREN H. MCKINNEY — Commissioner

Karen H. McKinney was reappointed on December 3, 2004, to a full six-year term as a Commissioner for the Arkansas Workers' Compensation Commission (AWCC) by Governor Mike Huckabee. Her term began officially on December 5, 2004. She had been appointed as a commissioner on September 17, 2003, to complete a previous commissioner's term. Commissioner McKinney joined the AWCC staff in April, 1996, where she served as a law clerk for the Full Commission until her appointment as an Administrative Law Judge in June, 1999. Commissioner McKinney served as an attorney for the Barber McCaskill Amsler Jones & Hale firm of Little Rock from May, 1992, until joining the AWCC in 1996. While she was in private practice, McKinney specialized in insurance defense litigation with an emphasis on tort liability, product liability, and workers' compensation. She was the valedictorian at Hazen High School in 1984, was graduated magna cum laude from Henderson State University in Arkadelphia in 1989, and received her law degree from the University of Arkansas at Little Rock in 1992. She resides in Little Rock with her husband Kevin and daughters Taylor and Bailey.

LINDA K. MARSHALL—Administrative Law Judge

Linda K. Marshall has been an Administrative Law Judge with the Arkansas Workers' Compensation Commission since 1995 and is currently assigned to Territory No. 1, which is comprised of eight counties in central Arkansas. She has also served as a Legal Advisor and Chief Legal Advisor since joining the Commission in 1991. She received a Bachelor of Science degree and her Juris Doctor degree from the University of Arkansas at Little Rock and a Masters Degree from the University of Arkansas at Fayetteville. Prior to joining the Commission, she was a Deputy Prosecuting Attorney in Pulaski County. She is a member of the Arkansas Bar Association and a member of the Workers' Compensation Section.

CARY ROSS — Self Insurer Program Manager

Cary Ross has been employed with the Commission's Self-Insurance Division since December 1994. Responsibilities include: analysis of self-insurer financial statements, security deposits, excess insurance retentions and limits. Assists with the maintenance of the self-insurance data base information. Assists with the processing and clearing of Loss Summary Data Reports. Assists with the implementation of Commission Rule 099.39 for self-insurers. Assists with the processing of self-insurer Report Card Correction Requests. Implements Commission Rule 099.38 providing for the authorization of third party administrators as well as the annual renewal of that authorization. Maintains the TPA database information. Provides Forms Training and Report Card Training for self-insurers and TPAs.

DAVID L. SCHNEIDER — Legal Advisor

David L. Schneider received a degree in History/Political Science from Arkansas Tech University in Russellville, Arkansas, in 1980. He was awarded a Juris Doctor degree from the University of Arkansas School of Law in Fayetteville, Arkansas, in 1983 and later that year was admitted to the practice of law in Arkansas. Upon admission to the bar, he began a private law practice in the City of Fort Smith. He served as Assistant City Attorney and Prosecutor for the City of Fort Smith. He has also been a part-time instructor at Westark Community College in its Law Enforcement and Paralegal Education programs. He is also a football official with the Arkansas Officials Association. An experienced mediator, he has been involved in the development and conduct of the Commission's alternate dispute resolution program since its inception. Certified as a civil mediator by the Arkansas Supreme Court, he has conducted dozens of mediations in disputed workers' compensation claims. A Legal Advisor with the Arkansas Workers' Compensation Commission since 1989, Mr. Schneider is now his third decade of dealing with workers' compensation issues.

GREGORY K. STEWART — Administrative Law Judge

Greg Stewart is a native of Crossett, Arkansas. He received his B.S. in Business Administration from Louisiana Tech University, Ruston, Louisiana, in 1982. He received his Juris Doctor degree from the University of Arkansas - Little Rock School of Law in 1985. After serving as Law Clerk to Associate Justice George Rose, Arkansas Supreme Court, he was employed in private practice. He joined the Commission in 1987 and was appointed Administrative Law Judge in 1993. He is a member of the Arkansas and American Bar Associations. He resides in Rogers, Arkansas, with his wife Tami and their daughter Mary.

RICHARD TIBBITTS — Arkansas Insurance Department, Risk Management Division

Richard Tibbitts holds a Masters of Science Degree from the University of Arkansas in Operations Management and a Bachelors Degree from the University of Maryland in Technical Management. He started providing the AAA Driver Improvement Training Program in 1987 while still in the Marine Corps. That program was so effective it won national recognition and resulted in the complete re-writing of the Marine Corps Order concerning the Driver Safety Program. He has presented Driver Improvement Programs to more than 10,000 drivers since then. Seeing the need for a shorter program, he developed a one-hour program that you will see today using the National Safety Council's *Injury Facts* and some high points from the AAA Program.

GUY ALTON WADE – Partner, Friday, Eldredge & Clark

Guy Alton Wade is a partner with the law firm of Friday, Eldredge & Clark in Little Rock and concentrates his practice in the areas of workers' compensation insurance regulation and general litigation. He received his B.A. degree in political science from Ouachita Baptist University and his J.D. degree from the University of Arkansas School of Law. Mr. Wade is admitted to practice in Arkansas, the U.S. District Courts for the Eastern and Western Districts of Arkansas and the U.S. Court of Appeals for the Eighth Circuit. He is a member of the American, Arkansas and Pulaski County Bar Associations, Arkansas Association of Defense Counsel and the Defense Research Institute. Mr. Wade has lectured to hospital staffs, doctors, nurses, trade associations, personnel managers and attorneys on numerous issues.

EDDIE H. WALKER, JR. — Walker, Shock & Harp, P.L.L.C.

Eddie H. Walker, Jr. is a member of the Fort Smith law firm of Walker, Shock & Harp, P.L.L.C., where his practice is limited primarily to workers' compensation law. He is a Fellow in the American College of Trial Lawyers and is listed in *The Best Lawyers in America*. Walker has chaired the Supreme Court of Arkansas Committee on Professional Conduct. He is an active member of the Arkansas Bar Association, and he has chaired the Workers' Compensation Institute, the Workers' Compensation Law Section and the Board of Governors. Prior to entering private practice, Walker was an Administrative Law Judge for the Workers' Compensation Commission for several years. Subsequent to entering private practice, Walker has served as a Special Commissioner and as a Special Justice of the Arkansas Supreme Court. He has also taught the Workers' Compensation course as an Adjunct Professor of Law at the University of Arkansas at Fayetteville.

BARBARA WEBB — Administrative Law Judge

Barbara Webb is an Administrative Law Judge with the Arkansas Workers' Compensation Commission. She is assigned to District 5 (Southeast Arkansas) and also presides in compliance cases involving uninsured employers. She is the immediate past President (2008) and Parliamentarian (2009) of the Arkansas Association of Administrative Adjudicators (ArkAAA). She also currently serves as a member of the Legislative Task Force and the Public Information Committee of the Arkansas Bar Association. She graduated from the University of Arkansas in 1979 and received her Juris Doctorate in 1982 from UALR School of Law. From 1982-1987, she worked as a staff attorney for Southwestern Bell Telephone Co. in Arkansas and Oklahoma. From 1987-1997, she was associated with and became a partner in the law firm of Eichenbaum, Scott, Miller, Liles & Heister, P.A., in Little Rock. From 1997-2002, she served as the elected Prosecuting Attorney for the 7th and 22nd Judicial Districts. In 2003, she returned to private practice with the law firm of Quattlebaum, Grooms, Tull & Burrow, PLLC, in Little Rock, until her appointment as an Administrative Law Judge in 2005. She has served as a Special Associate Justice of the Arkansas Supreme Court, Benton City Council Alderman and Shannon Hills City Court Judge. In addition, she served as Commissioner on the Arkansas Ethics Commission and on the Arkansas State Crime Lab Board, Arkansas Coalition for Juvenile Justice, Prosecuting Attorney's Association Board, and the U.S. Department of Justice Anti-Terrorism Task Force. She is a board member of the State Child Abuse and Neglect Prevention Board. She serves as Legal Counsel to the Ouachita Area Boy Scout Council. She is a member of the Little Rock Rotary Club and board member and past-president of the Royal Players, Inc., a local community theater. She is an Elder at First Presbyterian Church in Benton and served as Moderator of the Presbytery of Arkansas in 2006.

ERIC PAUL WELLS — Administrative Law Judge

Judge Wells is 33 years old and resides in his hometown of Paris, Arkansas, with his wife and two children with a third child on the way. He graduated from Arkansas Tech University with a B.S. majoring in economics. He received his MBA from the University of Arkansas at Little Rock and attended the University of Arkansas at Little Rock William H. Bolden School of Law, where he received his J.D. and was shortly thereafter admitted to the Arkansas Bar. Currently, he is employed by the Arkansas Workers' Compensation Commission as an Administrative Law Judge in the 2nd District. He previously served as Deputy Prosecuting Attorney for Logan and Yell Counties, supervised the 15th Judicial District Drug Task Force, served as City Attorney for Ola, Arkansas, and served as the attorney for Scott County.

CAROL WORLEY — Principal, Worley, Wood & Parrish, P.A.

Carol Worley is a principal in the firm of Worley, Wood & Parrish, P.A. Her practice is devoted primarily to workers' compensation defense, representing employers through all levels of the administrative and judicial process. She received her undergraduate degree from Arkansas State University in 1985 and her J.D. from the University of Arkansas at Little Rock School of Law in 1989. She is a frequent speaker at workers' compensation seminars and recently published the *Desktop Guide to Arkansas Workers' Compensation Law*. Worley, Wood & Parrish, P.A., was formed in 2007. She was previously a shareholder at Huckabay, Munson, Rowlett & Moore, P.A., for 14 years, handling primarily workers' compensation defense cases. After law school, she worked with Ivester, Henry, Skinner & Camp, where her practice included commercial litigation. She is currently a member of the Pulaski County, Arkansas and American Bar Associations, the Arkansas Self-Insurers Association (ASIA), the Defense Research Institute, the Federation of Defense & Corporate Counsel and the Defense Counsel Bar. She has also been selected for inclusion in *The Best Lawyers of America* in the area of workers' compensation law for the past five years. She is past chairman of the Workers' Compensation Section of the Arkansas Bar Association; was a member of the Board of Directors, Maumelle Chamber of Commerce, from 1991-1995, serving as President from 1993-1994; and was a member of the William R. Overton Inns of Court from 1988-1993.

AWCC FALL FORUM EXHIBITORS

(as of October 5, 2009)

ARKANSAS NEUROSURGERY BRAIN & SPINE CLINIC

5800 West 10th, Suite 205
Little Rock, AR 72204
Contact: Neil Pennington, CEO
Phone: 501-661-0818

ARKANSAS SELF INSURERS ASSOCIATION

PO Box 22805
Little Rock, AR 72212
Contact: Anna Bryant
Phone: 501-227-6570

CORVEL CORP.

Specialty: Managed Care Company
10800 Financial Center Parkway, Suite 485
Little Rock, AR 72211
Contact: Chuck McCauley, Arkansas District Manager
Phone: 501-255-6200

CROSS, GUNTER, WITHERSPOON & GALCHUS, P.C.

Specialty: Workers' Compensation Defense Law
500 President Clinton Avenue, Suite 200
Little Rock, AR 72201
Contact: Kelly Davenport, Business Development Manager
Phone: 501-371-9999

EVANS & DIXON, L.L.C.

Specialty: Legal/Law
1717 E. Republic Drive, Suite C
Springfield, MO 65804
Contact: Catherine Goodnight, Attorney
Phone: 417-882-4700

EXPRESS DENTAL CARE

5100 W. Lemon Street, Suite 109
Tampa, FL 33609
Contact: Dali Feagan, Marketing Director
Phone: 888-539-0577

HSI

Specialty: Bill Review, RX, DME, MSA's
453 St. Luke's Drive
Montgomery, AL 36117
Contact: Shawn Duncan, Regional Sales Executive
Phone: 931-982-2660

KIDS' CHANCE OF ARKANSAS

Specialty: Scholarship program for children whose parent has been killed or left permanently and totally disabled from a job-related injury or illness covered under the Arkansas workers' compensation laws
P.O. Box 950
Little Rock, AR 72203
Contact: Lisa Underwood, Board Member
Phone: 501-683-5741

MEDTRONIC CORPORATION

Specialty: Chronic Pain Therapies
108 Snapdragon Court
Franklin, TN 37067
Contact: Brent Sperlich, Health Economics Manager
Phone: 615-428-8520

myMATRIX

Specialty: PBM
PO Box 274070
Tampa, FL 33688
Contact: Nici Biddle, Executive Assistant
Phone: 813-425-9655

RISK MANAGEMENT RESOURCES

Specialty: Third Party Administrator
PO Box 251770
Little Rock, AR 72225
Contact: Linda Collins, Chief Operating Officer
Phone: 501-614-1108

S.B. HOWARD & COMPANY, INC.

Specialty: Workers' Compensation Claims Administration
120 S. 2nd Street
Rogers, AR 72756
Contact: Leesa Davis, President
Phone: 479-636-0612

SYSTEMEDIC CORPORATION

Specialty: WC Managed Care Services
10809 Executive Center Drive, Suite 105
Little Rock, AR 72211
Contact: Tom Strickland, President
Phone: 501-227-5553

TIMBER RIDGE RANCH

Specialty: Brain Injury Rehabilitation Services
PO Box 17067
Little Rock, AR 72222
Contact: Betty Barnhardt, Marketing Coordinator
Phone: 501-868-8986