

ACKNOWLEDGMENTS

We are grateful to the members of the Commission on Health and Safety and Workers' Compensation (CHSWC) for their support of this research. We would also like to express our thanks to Christine Baker, the Executive Director of the Commission, who works tirelessly to ensure that the research is informed by the input of the stakeholders in the workers' compensation community, while also providing invaluable comments. In addition, we thank the members of the CHSWC Permanent Disability Advisory Group, whose comments, criticism, questions, and research advice have been extremely helpful.

We are grateful for the support of the California Department of Industrial Relations (DIR) and its Director, Stephen Smith. In addition, we would like to thank Suzanne Marria, the Assistant Director of the DIR for her support and insightful comments and questions.

We would also like to thank Mark Ashcraft, the Manager of the California Self-Insured Plans (SIP). The SIP provided financial assistance to the project, and Mr. Ashcraft assisted with the survey, while also answering questions, and providing additional data.

During this period, Dr. Reville has also been supported by the National Institute of Occupational Safety and Health (NIOSH) under Grant Number 1 R01 ON03751 01.

We would like to thank the self-insured employers that provided data. The response of the self-insured community in California has been extraordinary. They have devoted considerable staff time and resources to preparing databases and answering questions; clearly, the study would not have been possible without their cooperation. Particular gratitude is due to Joe Markey, from the California Self-Insurers Association, Theresa Muir (Southern California Edison), Mary Garry (Hewlett-Packard), and Jill Dulich (Marriott) for their efforts. We should note that the latter three individuals provided support as representatives of the self-insured community, but their companies may not have been included in the survey. We would also like to thank the Employment Development Department (EDD) and the Workers' Compensation Insurance Rating Bureau (WCIRB) for their data. At EDD, Rich Kihlthau and Michelle Bunds were very helpful. Mr. Kihlthau's understanding of the complex EDD data, excellent documentation, and helpful suggestions were invaluable. In addition to facilitating use of the data, Dave Bellusci from the WCIRB answered many questions about the data and about workers' compensation insurance.

Several colleagues have provided excellent advice and support. Frank Neuhauser (UC Berkeley) assisted in the sampling and has provided comments and advice throughout the research. We have benefited from the comments and ideas of Les Boden (Boston University),

Jeff Biddle (Michigan State University), Guido Imbens (UCLA), and Ed Woodward (CWCI). Dr. Biddle provided formal and helpful comments during the review of the document.

At RAND, Craig Martin provided expert programming, and Dan McCaffrey provided statistical advice. Bob Schoeni provided formal comments that improved the report. We would also like to thank Erik Moller, Joanna Nelsen, Alan Charles, and Lloyd Dixon for their contributions to the project.

Any errors that remain are our responsibility.