

State of California Division of Workers' Compensation

The 17th Annual Educational Conference

Los Angeles Sheraton Gateway
Oakland Marriott City Center

February 25-26, 2010
March 1-2, 2010



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

Serving the People of California Since 1911.

DWC 17th Annual Educational Conference

| | | |
|--------------------------------|---|--------------------|
| Day 1 | February 25, 2010 | Los Angeles |
| | March 1, 2010 | Oakland |
| 9:30 a.m. to 12:30 p.m. | Registration | |
| 12:30 p.m. to 1:00 p.m. | Welcome/General Session | |
| 1:00 p.m. to 4:30 p.m. | Breakout Sessions (See Day 1 Grid) | |
| 4:30 p.m. to 6:00 p.m. | Reception – No Host Bar | |

*This conference is held in cooperation with the
International Workers' Compensation Foundation, Inc.
(A non-profit organization)*



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| Day 2 | February 26, 2010 March 2, 2010 | Los Angeles Oakland |
| 7:30 a.m. to 8:30 a.m. | Continental Breakfast | |
| 8:30 a.m. to 12:00 p.m. | Breakout Sessions (See Day 2 Grid) | |
| 12:00 p.m. to 1:30 p.m. | Lunch and Keynote Presentation | |
| 1:45 p.m. to 4:00 p.m. | Breakout Sessions (See Day 2 Grid) | |

*Continuing Education Unit (CEU) Credits are
available at the registration counter*



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DWC 17th Annual Educational Conference

Los Angeles Airport Sheraton February 25-26, 2010

| Feb. 25, 2010 | Gateway Ballroom | Hermosa-Laguna | Grand Ballroom | Malibu-Redondo |
|-----------------|--|---|--|--|
| 12:30 to 1:00PM | *** Grand Ballroom ***Welcoming/opening presentation <i>Carrie Nevans</i> *** Grand Ballroom *** | | | |
| 1:00 to 2:00PM | How to Petition for Change of Treating Physician <i>Robbins</i> | UR and MPN Best Practices <i>LA: Overpeck, Wu, Marria, Peplowski, & Douglas</i> <i>Oak: Overpeck, Wu, Marria, Searcy, & Weir</i> | AMA Guides & Substantial Evidence to Determine Medical Treatment and PD <i>Casey & Rassp</i> | PD Rating I <i>Megowan, Snaer, Faina, Patterson, & Knight</i> |
| 2:15 to 3:15PM | RTW Cross-Over with ADA/FEHA I <i>Byrd, Cortes, Etcheverry, & Harlan</i> | EAMS Filing <i>Ellison</i> | Case Law Update I <i>Foust, Kutz, & Kahn</i> | PD Rating II <i>Megowan, Snaer, Faina, Patterson, & Knight</i> |
| 3:30 to 4:30PM | The Top Ten Ways to Attract Audit Unit Attention <i>King, Lee, & Faragasso</i> | Commutations: SAWW & COLA <i>Megowan</i> | Case Law Update II <i>Foust, Kutz, & Kahn</i> | Medicare Set-Asides <i>Rassp</i> |

| Feb. 26, 2010 | Gateway Ballroom | Hermosa-Laguna | Malibu-Redondo | Catalina-Clemente |
|------------------|---|--|--|---|
| 8:30 to 9:30AM | E-Billing <i>Honor-Vangerov</i> | PD Rating I <i>Megowan, Snaer, Faina, Patterson, & Knight</i> | Case Law Update I <i>Foust, Kutz, & Kahn</i> | Top Ten Litigation Tips from Judicial Perspective <i>LA : Casey, Frank, & Quiel, Oak : Casey, Clarke, & Rados</i> |
| 9:45 to 10:45AM | The Top Ten Ways to Attract Audit Unit Attention <i>King, Lee, & Faragasso</i> | PD Rating II <i>Megowan, Snaer, Faina, Patterson, & Knight</i> | Case Law Update II <i>Foust, Kutz, & Kahn</i> | MTUS: Delayed Recovery, Early Intervention & Functional Restoration <i>Feinberg & Belsky</i> |
| 11:00 to 12:00PM | E-Billing <i>Honor-Vangerov</i> | Commutations: SAWW & COLA <i>Megowan</i> | Reconsiderations, Removals, & Disqualification 101 <i>Miller & Caplane</i> | Top Ten Litigation Tips from Judicial Perspective <i>LA : Casey, Frank, & Quiel Oak : Casey, Clarke, & Rados</i> |
| 12:00 to 1:30PM | *** Grand Ballroom *** LUNCH – Keynote Speaker: John Duncan, Director, Department of Industrial Relations *** Grand Ballroom *** | | | |
| 1:45 to 2:45PM | MTUS: Delayed Recovery, Early Intervention & Functional Restoration <i>Feinberg & Belsky</i> | QME Update <i>Honor-Vangerov & Marria</i> | RTW Cross-Over with ADA/FEHA II <i>Byrd, Cortes, Etcheverry & Hanlan</i> | WCIS Issues & Medical Data <i>Jones & Henderson</i> |
| 3:00 to 4:00PM | UR and MPN Best Practices <i>LA: Overpeck, Wu, Marria, Peplowski, & Douglas</i> <i>Oak: Overpeck, Wu, Marria, Searcy, & Weir</i> | Apportionment <i>Correio & Kahn</i> | AMA Guides & Substantial Evidence to Determine Medical Treatment and PD <i>Casey & Rassp</i> | Workers' Comp Market Trends <i>Shor, Bellusci, Allen, Neary, Valdivia, & Hauge</i> |



DWC 17th Annual Educational Conference

Oakland Marriot City Center March 1-2, 2010

| March 1, 2010 | SIMMONS 1-4 | JEWETT E-F-G-H | EAST HALL | JEWETT A-B-C-D |
|-----------------|---|--|---|---|
| 12:30 to 1:00PM | ***EAST Hall***Welcoming/opening presentation <i>Carrie Nevans</i> ***EAST HALL*** | | | |
| 1:00 to 2:00PM | How to Petition for Change of Treating Physician <i>Robbins</i> | UR and MPN Best Practices <i>LA: Overpeck, Wu, Marria, Peplowski, & Douglas</i> <i>Oak: Overpeck, Wu, Marria, Searcy, & Weir</i> | AMA Guides & Substantial Evidence to Determine Medical Treatment and PD <i>Casey & Rassp</i> | PD Rating I <i>Megowan, Snaer, Faina, Patterson, & Knight</i> |
| 2:15 to 3:15PM | RTW Cross-Over with ADA/FEHA I <i>Byrd, Cortes, Etcheverry, & Harlan</i> | EAMS Filing <i>Ellison</i> | Case Law Update I <i>Foust, Kutz, & Kahn</i> | PD Rating II <i>Megowan, Snaer, Faina, Patterson, & Knight</i> |
| 3:30 to 4:30PM | The Top Ten Ways to Attract Audit Unit Attention <i>King, Lee, & Faragasso</i> | Commutations: SAWW & COLA <i>Megowan</i> | Case Law Update II <i>Foust, Kutz, & Kahn</i> | Medicare Set-Asides <i>Rassp</i> |

| March 2, 2010 | SIMMONS 1-2 | JEWETT E-F-G-H | JEWETT A-B-C-D | SIMMONS 3-4 |
|------------------|--|---|---|---|
| 8:30 to 9:30AM | E-Billing <i>Honor-Vangerov</i> | PD Rating I <i>Megowan, Snaer, Faina, Patterson, & Knight</i> | Case Law Update I <i>Foust, Kutz, & Kahn</i> | Top Ten Litigation Tips from Judicial Perspective <i>LA : Casey, Frank, & Quiel</i> <i>Oak : Casey, Clarke, & Rados</i> |
| 9:45 to 10:45AM | The Top Ten Ways to Attract Audit Unit Attention <i>King, Lee, & Faragasso</i> | PD Rating II <i>Megowan, Snaer, Faina, Patterson, & Knight</i> | Case Law Update II <i>Foust, Kutz, & Kahn</i> | MTUS: Delayed Recovery, Early Intervention & Functional Restoration <i>Feinberg & Belsky</i> |
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| 12:00 to 1:30PM | ***WEST HALL***LUNCH – <i>Keynote Speaker: John Duncan, Director, Department of Industrial Relations</i> ***WEST HALL*** | | | |
| 1:45 to 2:45PM | MTUS: Delayed Recovery, Early Intervention & Functional Restoration <i>Feinberg & Belsky</i> | QME Update <i>Honor-Vangerov & Marria</i> | RTW Cross-Over with ADA/FEHA II <i>Byrd, Cortes, Etcheverry & Hanlan</i> | WCIS Issues & Medical Data <i>Jones & Henderson</i> |
| 3:00 to 4:00PM | UR and MPN Best Practices <i>LA: Overpeck, Wu, Marria, Peplowski, & Douglas</i> <i>Oak: Overpeck, Wu, Marria, Searcy, & Weir</i> | Apportionment <i>Correio & Kahn</i> | AMA Guides & Substantial Evidence to Determine Medical Treatment and PD <i>Casey & Rassp</i> | Workers' Comp Market Trends <i>Shor, Bellusci, Allen, Neary, Valdivia, & Hauge</i> |

Meet Keynote Luncheon Speaker

John Duncan, Department of Industrial Relations Director



John C. Duncan, for the second time in his career, has been appointed Director of the California Department of Industrial Relations (DIR).

Duncan has had a distinguished career in both state and federal service including an appointment as special assistant to former U.S. Secretary of Defense, Caspar Weinberger. He assisted the Secretary in writing “Fighting for Peace,” an autobiographical account of the Secretary’s years at the Pentagon. In 1987, he received the Secretary of Defense Award for Outstanding Public Service.

His current state government appointment – by Governor Arnold Schwarzenegger on August 9, 2007 – follows previous service to DIR that included chief deputy director and then DIR director from 1995 to 1999. From 1991, he was DIR deputy director of communications.

As DIR Director, Duncan oversees a department with 2,700 employees and a \$382 million budget. He also serves as the administrator of apprenticeship and as an ex-officio member of the State Compensation Insurance Fund Board of Directors.

Prior to his current appointment, he was Chair of the Public Employment Relations Board (PERB) from March 2004 and was a member of Governor Schwarzenegger’s transition team where he was charged with handling issues and personnel for the Labor and Workforce Development Agency.

Duncan has also had significant private sector experience in labor and regulatory matters. He was president of Duncan Consulting, Inc. where he designed communications strategy for corporate, legal and governmental clients and specialized in navigating labor related regulatory issues. He was also president and Chief Operations Officer of Magnitude Information Systems, a company specializing in software and internet solutions for preventing workplace injuries.

He is a graduate of the University of California, Berkeley, with a bachelor’s degree in history and of Harvard University’s John F. Kennedy School of Government with a master’s in public administration.

Duncan is a board member of the Yosemite National Institute and California Conservation Corps Foundation, a former president of the Industrial Relations Association of Northern California, and a former chair of the California Employment Training Panel.

Breakout Sessions

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| AMA Guides and Substantial Evidence | This session will offer a look at the AMA Guides and substantial evidence from the perspective of a Workers' Compensation Judge and the author of <i>The Lawyer's Guide to the AMA Guides and California Workers' Compensation</i> . |
| Apportionment | A comprehensive case law update focusing on apportionment problem areas including: overlap, range of medical evidence, pertinent cases, and petitions to reopen. |
| The Top Ten Ways to Attract Audit Unit Attention | At this session learn how a claims administrator can increase its chances of being audited by the Audit Unit. |
| Case Law Update | This two-hour session will review precedent setting case decisions issued in 2009. Many of the cases that will be discussed involve the continuing interpretation and implementation of the workers' compensation reforms of 2003 and 2004. These cases include decisions that appear to resolve uncertainties about the new legislation and situations in which the appellate proceedings are not final or do not clearly resolve the issues. |
| Commutations | Assembly Bill 749 linked life pension and permanent total disability payments to the State Average Weekly Wage (SAWW) for injuries occurring on or after January 1, 2003. This session will discuss key issues when applying SAWW such as assumptions about future rates increase and when the first SAWW increase is applied. |
| E-Billing | This session will discuss the status of the standardized billing and electronic billing regulations currently being developed by the division to comply with the requirements of Labor Code 4603.4. Topics will include required forms, types of coding, time frames for bill submission/payment, reporting formats, and other related items. |
| Electronic Adjudication Management System (EAMS) Filing | This session will discuss the new regulations to file forms electronically (Eform) or in hard copy (Optical Character Recognition). This session will discuss the do's and don'ts when filing forms with DWC. |
| Fee Schedules | This session will discuss those schedules that have undergone significant revision including the inpatient fee schedule, Pharmacy Fee Schedule for drugs, the Physician's Evaluation and Management section, and the Medical-Legal fee schedule. |
| How to Petition for Change of Treating Physician | The session will include a review of circumstances where it is appropriate to request a petition to remove the treating physician before the Administrative Director as well as the procedures for properly filing and responding to these petitions. Common pitfalls will also be discussed. |
| Medicare Set-Asides | Medicare's involvement in case settlements have not changed, however new 2009 regulations make it incumbent that information regarding the claimant and claim be reported to Medicare to coordinate benefits and to apply applicable recoveries. There are fines for any non-compliance. |
| MTUS: Delayed Recovery, Early Intervention & Functional Restoration | A medical doctor for a large employer and a medical doctor in private practice will make a presentation on delayed recovery, early intervention, and functional restoration as it relates to Medical Treatment Utilization Schedule (MTUS) Chronic Pain Medical Treatment Guidelines. The audience will gain a better understanding of the importance of MTUS and how it can contribute to the health and recovery of injured workers. |

Breakout Sessions

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| Permanent Disability Ratings | The Disability Evaluation Unit will give a comprehensive two-hour session on a single body part. |
| QME Update | This session will cover the Qualified Medical Evaluator panel process for both represented and unrepresented injured workers. Learn more about the DWC Medical Unit's experiences and changes in the system. This session will discuss proposed changes to the qualified medical evaluator regulations. |
| RTW Cross-Over with ADA/FEHA I | The first session will focus on keeping employees working as well as complying with disability laws. This program will teach you how to effectively navigate the "interactive process" to identify reasonable accommodations for disabled or injured employees while still complying with workers' compensation laws. Learn how to create "win-win" solutions by keeping employees working. |
| RTW Cross-Over with ADA/FEHA II | The second session will address some of the challenges that employers and employees face with the return to work process. Some of the questions from the participants from day 1 will be addressed today. Panelists will also provide scenarios where participants will learn how to develop "win-win" solutions for both employer and employee. |
| Top Ten Litigation Tips | Learn from a panel of worker's compensation administrative law judges how to apply the multitude of new or revised regulations (MTUS, QME, EAMS, SJDB, RTW, etc) to successfully navigate the workers' compensation court system. |
| UR and MPN Best Practices | This panel of DWC legal and medical staff, and private sector professionals will discuss practical and best practices in utilization review and medical provider networks. |
| Reconsiderations, Removals, & Disqualification 101 | The WCAB commissioners will provide an update and summary of en banc and significant panel decisions, current cases and issues pending before the appellate courts, and issues pending before the WCAB. The commissioners will also discuss areas of recurrent problems and issues. |
| WCIS Issues & Medical Data | This session will highlight some of the ways the DWC Workers' Compensation Information System is using data and the information we have available, including interesting information collected from WCIS medical data. |
| Workers' Compensation Market Trends | This session will include an overview of the California workers' compensation insurance rate recommendation process; recent trends on costs, employer premium, and a discussion of recent increases in rates. |

***Please mark these dates for the
 DWC 18th Annual Educational Conference
 Los Angeles Sheraton February 24 - 25, 2011
 Oakland Marriott City Center February 28 - March 1, 2011***

Presenters

Kenneth Allen is a graduate of California State University at Fullerton with a degree in Mathematics. He has been with the Department of Insurance since 1989 and was promoted to Supervising Insurance Rate Analyst (Bureau Chief) in 2008. Ken has CPCU (Chartered Property Casualty Underwriters) and AIE (Insurance Regulatory Examiners) designations.

David Bellusci graduated from San Francisco State University with a B.A. and M.A. degrees. He began with the Workers' Compensation Insurance Rating Bureau in 1989 where he is a Senior Vice-President and Chief Actuary. He is a Fellow of the Casualty Actuarial Society and a Member of the American Academy of Actuaries.

Melvin Belsky, MD received his B.A. from California State University at Dominguez Hills and M.D. from the Medical College of Wisconsin. He is the Medical Director for Corporate Workers' Compensation for Safeway where he has created innovative programs for MPNs, functional restoration, and UR.

Otis Byrd graduated from San Francisco State University with a B.A. and M.S. He began his workers' compensation career in 1977 as a rehabilitation counselor. He joined the Rehabilitation Unit in 1983, was promoted to Rehabilitation Unit Area Supervisor in 1993, and Unit Manager in 1995.

Ronnie Caplane graduated with Honors from the University of Wisconsin and received her J.D. from Hastings College of Law. Besides her law career, she has taught, is a published journalist and columnist, and is former President of the Piedmont USD Board of Education. Originally appointed a Workers' Compensation Appeals Board Commissioner in 2003, Ronnie was re-appointed to the seven-member WCAB in December 2009.

Colleen Casey has a B.A. degree from University California Berkeley and J.D. from Golden Gate University. Her career in workers' compensation began in 1995 as a Workers' Compensation Appeals Board Commissioner. In 2002 she entered private practice and returned to the state in 2004 as a Workers' Compensation Judge in San Francisco. Colleen is current chair of the Workers' Compensation Executive Committee for the California State Bar Association. She was named Barrister of the year in 1989 by the San Francisco Bar Association.

Thomas Clarke was appointed as a workers' compensation judge in 1997. He was promoted to Salinas Presiding Judge in 1999 and Acting Regional Manager for Northern California in 2008.

Raymond F. Correio retired as a Worker' Compensation Judge in September 2009 at the Marina Del Rey District Office. Currently, he is a senior associate at the Law Firm of Pearlman, Borska & Wax. He is a graduate of McGeorge School of Law in Sacramento. He has been an invited speaker on a variety of topics by CAAA, the California Defense Attorneys' Association, the DWC Educational Conference, the Workers' Compensation Section of the State Bar, and many other organizations.

Sandra Cortes received her B.A. from Loyola Marymount in Political Science. Her state career began in 1981 as a State Fund examiner. She transferred to the Rehabilitation Unit in 1985 and in 1993 was promoted to Area Supervisor.

Sharon Douglas is co-owner and CEO of Rehab West and has served in the claims administration industry for over 30 years. She has conducted training for organizations including RIMS, PARMA, PASMA, CJPIA, COSPIA, DWC, Council on Education in Management and the Association of Insurance Professionals. Her IEA certifications include CPDM and Workers' Compensation Claim Professional. She is certified by the Department of Industrial Relations, Self-Insurance Plans, as a Workers' Compensation Administrator.

Charles W. Ellison II received his B.A. in 1977 from Indiana University, his J. D. in 1981 from Whittier College School of Law and was admitted to the State Bar of California in 1982. He began practicing as a workers' compensation defense attorney with Parker & Irwin, Inc until 1995 when he began his career as a sole practitioner. From 2000 to 2005 he represented injured workers. He began his state service as a workers' compensation judge in April 1995 at the San Diego District Office. Charles is an avid marathon runner.

Roberta Etcheverry, CPMD received her formal education at the U.S. Military Academy (West Point) and Stanford University. She is the Chief Executive at DMG, a statewide network of Disability Management consultants providing training and assistance to employees on workplace ergonomics, job descriptions and job accommodations. She has 18 years experience assisting employers with stay-at-work/return-to-work programs.

Presenters

Annalisa Faina has been a Permanent Disability Rating Specialist with the Division of Workers' Compensation Disability Evaluation Unit in San Francisco for 15 years. She was appointed to Area Supervisor in 2004.

Judy Faragasso has a B.A. degree from California State University at Hayward. Her state career began in 1976 with the Rehabilitation Unit. She subsequently worked as a workers' compensation consultant with the Subsequent Injuries Fund (1982) and the Audit Unit (1990). She is currently a Senior Compliance Officer. Judy was awarded a DWC Outstanding Employee plaque at the 1998 Educational Conference.

Steven D. Feinberg, MD is a native of New York City and received his B.A. and M.P.H. from UCLA, his M.D. from UC Irvine, and his M.S. in Rehabilitation Medicine from the University of Washington. He is often used as an AME from his Palo Alto medical practice. He has received numerous professional awards, is the member of many medical societies and committees, and is the author or co-author of many publications.

Pamela Foust graduated from UCLA with a Bachelor of Arts degree in psychology and earned her law degree from the University of West Los Angeles School of Law where she graduated cum laude in 1978. Judge Foust is the author California Lien Claims in Workers' Compensation Cases, 4th Edition and an adjunct professor at the University of West Los Angeles School of Law. Pam retired from DWC in December 2009 and returned to private practice as Director of Claims Legal Technical for Zenith Insurance.

Jorja L. Frank started her workers' compensation career as a claims adjuster for Industrial Indemnity in the 1980's. While attending Whittier College School of Law she worked as a paralegal for a large applicant attorney firm. After passing the state bar she worked for several defense law firms before starting and managing her own defense firm in the San Fernando Valley. In 1995 she became a workers' compensation judge in Santa Monica, then transferred to the Van Nuys District Office. In November 2008 she was appointed Presiding Judge of the Los Angeles District Office of the WCAB.

Scott Hague is the president of CAL Insurance Associates Inc. in San Francisco, California. He is the Founder of Small Business California. He is a past and present member of many insurance related groups including Agents and Brokers of the West and 2004 Lifetime Achievement Award issued by the San Francisco Small Business Network.

Jennifer Harlan is the Deputy Director of Employment for the Department of Fair Employment and Housing (DFEH), the largest state civil rights agency in the country. In this capacity, Jennifer oversees the nine District Offices statewide that receive and investigate complaints of employment discrimination, discrimination in public accommodations, and hate violence. She holds a B.A. from UCLA.

David Henderson received a double B.S. from the University of Oregon, a M.S. from Emporia State University and a Ph.D. from Oklahoma State University. He is currently a research specialist with the DWC. He taught at Ohio State University and was a professor at Ohio University.

Sue Honor-Vangerov, J.D. received her B.A. from California State University at Hayward and recently graduated with a J.D. from Abraham Lincoln University School of Law. Her insurance career began with State Fund where she was a claims adjuster and vocational rehabilitation coordinator. Sue was an I&A officer in Van Nuys before transferring to I&A Headquarters. Sue supervised the Walnut Creek Call Center from 1999 to 2001 and was appointed Manager of the Medical Unit in 2003.

Martha Jones received two undergraduate degrees from the University of Delaware, an M.P.A. from Princeton University, and a Ph.D. in Economics from the University of California Berkeley. She has taught at the university level and has worked for the State of California since 1999. She is the DWC Research Program Manager and is involved in a variety of projects using data from the Workers' Compensation Information System.

Mark Kahn graduated from Cal State Northridge (B.A.) and Southwestern Law School (J.D.). He began his workers' compensation career as a State Fund attorney in 1978. He later became a Workers' Compensation Judge (1981) and the Presiding Judge (1988) at the Van Nuys board. He was the Assistant Chief of DWC from 1992 to 1995. He is currently a Regional Manager at DWC.

Presenters

Christine King is the Audit Unit Manager. A graduate of University of Santa Clara, her state career began in 1966 as a State Fund adjuster. She was a private sector claims adjuster from 1984 to 1990. She has worked with the Audit Unit since its inception. Christine was awarded a DWC Outstanding Employee plaque at the 1998 Educational Conference.

Barry Knight was a claims adjuster for State Compensation Insurance Fund for 5 years before joining DWC. He has been a Permanent Disability Rating Specialist since 1991 and was recently appointed as a Central Area Supervisor.

Robert Kutz received his B.A. from UC Berkeley and J.D. from University of Pacific, McGeorge School of Law. His state service began in 1978 with State Fund as legal counsel. He was the Presiding Workers' Compensation Judge of Eureka WCAB from 1992 to 1995 and was the Acting Assistant Chief of DWC from 1990 to 1992. He was a DWC Regional Manager. He is currently the Presiding Judge at Eureka.

Cora Lee graduated from Cal Poly with a B.A. She has 24 years of workers' compensation experience. Cora has worked for the Audit Unit since its inception and was appointed Area Supervisor in 1996. Cora was awarded a DWC Outstanding Employee plaque at the 1996 Educational Conference.

Suzanne Marria currently an attorney in DWC Legal, has practiced in the area of workers' compensation and occupational safety and health law since 1986. She is a graduate of UC San Diego and Golden Gate University School of Law. During her tenure with the Department of Industrial Relations, she has served in a variety of positions: Workers' Compensation Judge, Undersecretary/Assistant Director, and Acting Chief Deputy Director of the department.

Blair Megowan graduated from UCLA with a degree in Physical Sciences and Mathematics. He entered the workers' compensation field as a claims examiner for State Fund. At DWC he has worked as a Rehabilitation Unit Consultant and Supervisor and in 1993 was appointed manager of the Disability Evaluation Unit.

Joseph M. Miller received his B.A. (with honors) from Harvard University, J.D. from UC Berkeley's Boalt Law School, and LL.M. from New York University. Mr. Miller is currently the chairman of the Workers' Compensation Appeals Board in San Francisco. He has over 35 years of legal experience specializing in labor law, workers' compensation, and employment issues. A certified specialist in workers' compensation since 1973, he is co-author of California Workers' Compensation Practice, published by Continuing Education of the State Bar.

James Neary, CPCU is an Executive Vice President with the State Compensation Insurance Fund. He is responsible for developing the Fund's reserve position, rate filings, and dividend policy as well as management oversight of Legal, Fraud, and Actuarial Programs. Mr. Neary received his B.A. from St. Patrick's College, M.B.A. from UC Berkeley, and M.Div. from St. Patrick's Secondary.

Carrie Nevans is the Acting Administrative Director for DWC. Ms. Nevans started her career as a claims adjuster for State Fund in 1982. She is a certified self insurance administrator and is fully versed in all specifics of workers' compensation, as well as the ethics of claims administration. She joined the Department of Industrial Relations in 1999 and has managed DWC administrative functions since 2003.

Destie Overpeck was appointed Chief Counsel for the Division of Workers' Compensation in 2005. She has worked as an attorney for the Division of Workers' Compensation since April 2000. Destie graduated from U.C.L.A. cum laude in 1980 and from Hastings College of Law in 1983. She was admitted to the California state bar in 1983. Prior to the working at the Division of Workers' Compensation, Destie was a partner in a civil practice law firm in San Francisco.

Kathy Patterson joined California state service in 1980 where she worked for the Department of General Services and later, in 1982, the Dept of Industrial Relations. In 1994, she became a Disability Evaluator with the Sacramento office. Kathy was appointed to Area Supervisor in January 2008.

Bernyce Peplowski D.O., M.S. is the Executive Vice President and Chief Medical Officer at Zenith Insurance Company, a leading workers' compensation carrier. Dr. Peplowski is responsible for the development, maintenance and mentoring of Zenith's Preferred Provider Network of medical providers and oversees Zenith's Medical Management department. She has been an instructor at UCLA for Occupational Medicine since the 1980s.

Presenters

Cynthia Quiel started her legal career in 1977 when she began working as a legal secretary while attending court reporting school and later while attending law school. She started as an attorney in 1983 in private practice and in 1988 she became a Deputy City Attorney for the City of Long Beach handling workers' compensation cases. She became a judge in 1990 and in December 2009 was appointed Presiding Judge of the Long Beach District Office.

Lilla J. Rados received her B. S. and J.D. from the University of Wisconsin at Madison. Her legal career started in 1990 as a State Fund staff counsel and includes work in the workers' compensation private practice. She became a judge in the Oakland district office in 2005. Lilla is currently the vice president of the California Workers' Compensation Conference of Judges.

Robert Rassp graduated from UC Irvine with two undergraduate degrees and from Loyola Law School. He has practiced workers' compensation and social security disability law since 1981 and is the principal of his own law firm. Mr. Rassp is also the chair of the Friends Research Institute's Institutional Review Board. He has been on the executive committee of the State Bar's Workers' Compensation Law Section (1998) and was the committee chair in 2000-2001.

James Robbins received his B.A. from UC Santa Barbara, M.P.A. from Golden Gate University, and J.D. from the University of Pacific's McGeorge School of Law. His DIR career began in 1984 as an attorney in the Office of the Director's Office. He transferred to DWC's Legal Unit in 1990.

Anne Searcy, MD received her B.A. from UC San Diego and M.D. from UC Davis. In 1993 she transferred to the Industrial Medical Council as an Assistant Medical Director and was later promoted to the DWC Medical Unit. She joined the Zenith Insurance Company in December of 2008 where she is a Senior Vice President in Medical Management.

Glenn Shor graduated from the University of Pennsylvania (B.A.) and UC Berkeley (M.P.P. and Ph.D.). His professional experience includes teaching at the university level and research work for federal, county, and research organizations. He is the project manager for DWC's EAMS system.

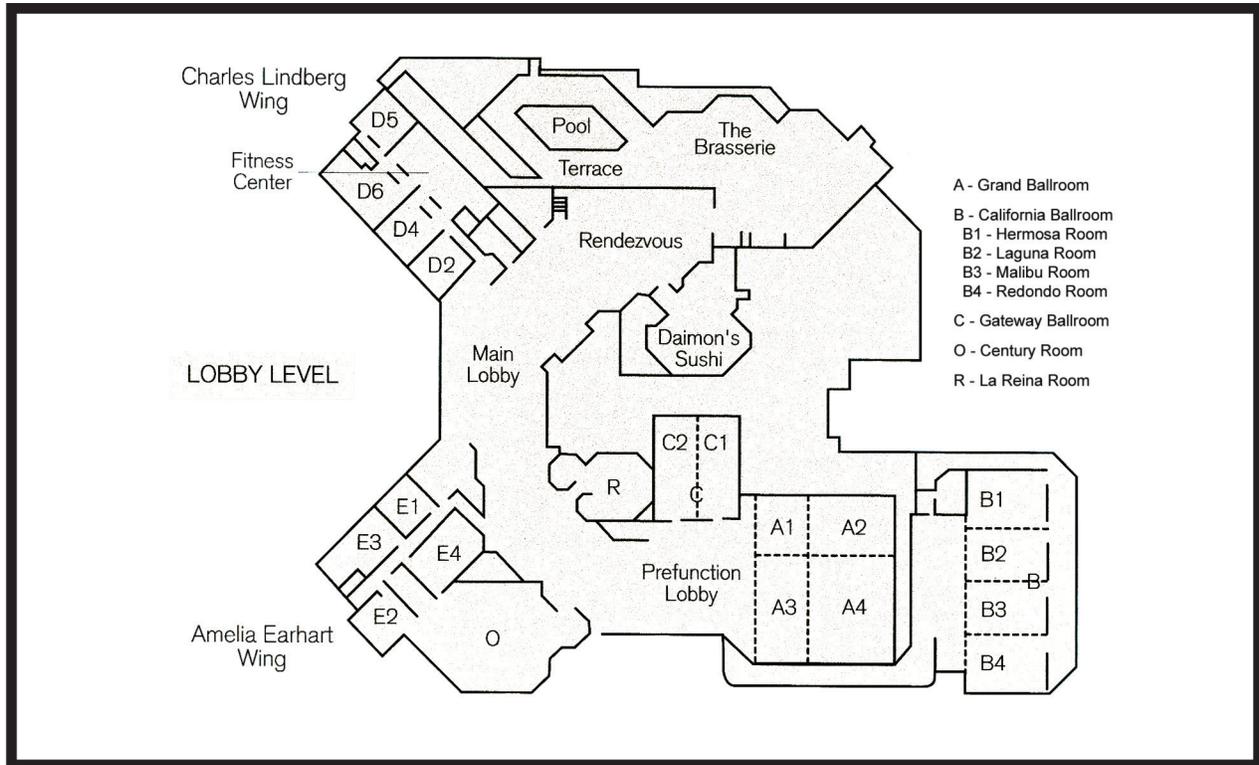
Tess Snaer has agriculture degrees from the University of the Philippines (B.S.) and Texas A&M University (M.S.). Her state career began in 1991 as an office assistant and then as a claims adjuster for UEF. She later became an I&A Officer at the San Diego board. In 1994 she transferred to DEU as a Disability Evaluator and was promoted to Supervisor for the Southern Region in 2000.

Anthony Valdivia is the president of White & Company Insurance Brokerage in Santa Monica where he has spent his entire 25-year career. He has the Chartered Property Casualty Underwriters (CPCU) professional designation as well as the Associate in Risk Management (ARM) designation. He has been past president of the Independent Insurance Agents & Brokers of America and is currently an officer of the Insurance Brokers & Agents of the West where he previously served as past president.

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Yu-Yee Wu joined the Industrial Relations Counsel in the DWC Legal Unit. She works closely with the DWC Managed Care program on Medical Provider Network regulatory compliance issues and oversight of medical provider networks. A graduate of the University of Virginia School of Law, Ms. Wu was previously an employment litigator at Minami, Lew & Tamaki and a litigator at Lief, Cabraser, Heimann & Bernstein in San Francisco, California.

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