34th Annual SEAK National Workers’ Compensation and Occupational Medicine Conference

July 22–24, 2014

PRECONFERENCES
July 21, 2014

The Excellent IME: Physicians’ Master Class

Return to Work: Evidence Based Skills and Strategies

Advanced Orthopedics for Workers’ Compensation and Occupational Health Professionals

ADA and FMLA: In Depth

Advanced Neurology for Workers’ Compensation and Occupational Health Professionals

www.WorkersCompensationConference.com
34th Annual National Workers’ Compensation and Occupational Medicine Conference

Please register me for the following preconference (choose one):

- The Excellent IME: Physicians’ Master Class July 21, 2014 ($395)
- Return to Work: Evidence Based Skills and Strategies July 21, 2014 ($395)
- ADA and FMLA: In Depth July 21, 2014 ($395)
- Advanced Orthopedics for Workers’ Compensation and Occupational Health Professionals July 21, 2014 ($395)
- Advanced Neurology for Workers’ Compensation and Occupational Health Professionals July 21, 2014 ($395)

Please register me for the main conference:


Seminars available on DVD: (MA residents add 6.25% sales tax)

- Advanced Orthopedics for Workers’ Compensation and Occupational Health Professionals ($395)
- Causation of Occupational Injuries: Fact & Fiction ($395)
- How to Market and Grow Your IME Practice ($895)
- IME Skills for Physicians: The Master’s Program ($895)

MAIL to: SEAK, Inc., P.O. Box 729, Falmouth, MA 02541 FAX to: 508.540.8304
CALL: 508.457.1111 or REGISTER ONLINE: www.seak.com

Please print or type all items to assure accuracy.
All confirmations will be sent to the individual indicated.

☑ Check here if you require special accommodations to fully participate.

First Name (as it will appear on name badge):
Last Name:
Title: Degree(s):
Company/Organization:
Mailing Address:
City: State: Zip:
Phone:
Fax:
E-Mail: (Please print neatly - confirmations and other information will be sent via e-mail)

☑ I’ve enclosed a check payable to: SEAK, Inc.
OR I’m Paying by Credit Card (please circle card type) MC / Visa / Amex / DISC
Card Number: Exp. Date:
Name as it appears on the card: Security Code:
Signature:
Executive Summary

Medical Director: Stephen Freifeld, MD, FACS Nursing Director: Terri Arthur, RN, BS, MS
Seminar Leader: Steven Babitsky, Esq.

In this widely acclaimed program, the nation’s leading workers’ compensation professionals, occupational physicians, occupational nurses, and attorneys will join together to discuss cutting edge issues. Frank discussions and lively question and answer sessions will complement each presentation. Conference registrants will be able to meet their colleagues and leaders in their fields from across the United States and Canada, at the reception, luncheons, and breakfasts, in the exhibit hall and at Wednesday night’s social event to network and discuss areas of mutual concern. This conference is currently the largest and longest-running national workers’ compensation and occupational medicine conference of its kind in the United States.

Exhibiting/Sponsorship Information

We expect over 400 conference attendees and have a limited number of exhibiting booths available. To reserve your booth or for sponsorship opportunities please contact Alex Babitsky at (508) 457-5150 or via email at Alex@seak.com. Please see page 30 for more information.

Registration Information

Hotel Accommodations: A limited block of rooms has been reserved at convention rates ($210 + tax) at the site hotel (The Resort and Conference Center at Hyannis). These rooms will be assigned on a first request basis. To reserve your room, please call (866) 828-9111 and mention the SEAK/Workers’ Compensation Conference.

Note: The conference was sold out the last several years. Early registration is highly recommended.

Registration Information: Tuition for the 34th Annual National Workers’ Compensation and Occupational Medicine Conference is $895 Before March 31, 2014; $995 April 1, 2014–June 30, 2014; $1095 After June 30, 2014. This includes handout materials to be distributed at the door, coffee breaks, reception, three continental breakfasts, a social event on Wednesday night, and two conference luncheons. Tuition for each preconference is $395.

Continuing Education Credit: Please see pages 4, 20, 22, 24, 26, and 28 for continuing education information.

Cancellations: Conference cancellations received in writing before July 1, 2014 will receive a full refund. Persons canceling after July 1, 2014 will not receive a refund, but will receive a tuition credit.
Main Conference Continuing Education Credit Information:

**Attorneys:** Please request CLE credits when mailing in your registration form. Credit hours vary by state, usually in the range of 16.5 - 20.5 credit hours.

**Case Managers:** 18 contact hours of continuing education for Case Managers have been applied for from the Commission for Case Manager Certification, St. Paul, Minnesota.

**Disability Specialists:** 18 contact hours of continuing education for Disability Specialists have been applied for from the Commission for Disability Management Specialists, Schaumburg, Illinois.

**Nurses:** To successfully complete a program and receive contact hours you must: 1) register in, 2) be present for the period of time you are awarded contact hours, 3) complete and hand in the evaluation.

**Occupational Health Nurses:** This activity has been submitted to the American Association of Occupational Health Nurses (AAOHN) for approval to award 18.0 CNE’s. The American Association of Occupational Health Nurses (AAOHN) is an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation.

**Physical Therapists:** Continuing Physical Therapy credits vary by state, and will only be applied for if requested in writing on the conference registration form.

**Physicians:** SEAK, Inc. is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians. SEAK, Inc. designates this live activity for a maximum of 16.75 AMA PRA Category 1 Credit(s).™ Physicians should claim only the credit commensurate with the extent of their participation in the activity.

**Rehabilitation Counselors:** 18 contact hours of continuing education hours for Rehabilitation Counselors have been applied for from the Commission on Rehabilitation Counselor Certification, Schaumburg, Illinois

**Rehabilitation Nurses:** This program will be accepted for 18 60-minute hours of continuing education for ARN Certification. Submit certificate

**Note:** Any and all commercial products or services displayed or advertised at the 2014 SEAK Conference are neither endorsed by the American Nurses Credentialing Center’s Commission on Accreditation nor SEAK, Inc.

**Preconferences:** Continuing education credit information for the preconferences is found on pages 20, 22, 24, 26, and 28.
Hotel and Travel Information

Site Hotel - The Resort and Conference Center at Hyannis
A limited block of rooms has been reserved at convention rates ($210 + tax) at the site hotel (The Resort and Conference Center at Hyannis). These rooms will be assigned on a first request basis. To reserve your room, please call 866-828-9111 and mention the SEAK/Workers' Compensation Conference. The resort is surrounded by 52 totally private acres of beautifully landscaped grounds and offers an 18-hole par 54 golf course, a private patio or balcony for the 232 guest rooms, a complete fitness center, indoor and outdoor pools, a whirlpool, a complete spa, a free beach shuttle and free parking. The Resort and Conference Center at Hyannis is conveniently located within walking distance of Main Street with its many shops and restaurants. Public beaches and the ferries to Martha’s Vineyard and Nantucket are minutes from the hotel.

Alternative Lodging
As a tourist destination, the Hyannis area has numerous alternative lodging options for different tastes and budgets. We have reserved a block of overflow rooms at The Holiday Inn Hyannis at a discounted rate ($195 single/double). To make your reservations, please call (508) 775-1153 and identify yourselves as being with SEAK, Inc. or book online at www.holidayinn.com/hyannisma and Enter Group Code: SEA. During the conference, SEAK, Inc. will provide free regularly scheduled shuttle bus service between The Holiday Inn Hyannis and The Resort and Conference Center at Hyannis. The Holiday Inn Hyannis is approximately 3 miles from The Resort and Conference Center at Hyannis and is located nearby the Cape Cod Mall and several restaurants. The Holiday Inn Hyannis was recently renovated and features an indoor pool, restaurant, modern gym and free hi-speed internet access. If you prefer a hotel on the harbor and within walking distance of downtown/waterfront restaurants, we suggest the Anchor In (www.anchorin.com), which is 2 miles from The Resort and Conference Center at Hyannis. For a good value, we suggest the Sea Coast Inn (www.seacoastcapecod.com) which is within healthy walking distance of the site hotel and easy walking distance of main street and the Hyannis docks. For a small motel directly across from Craigville Beach, we suggest the Ocean View on Craigville Beach (www.capecodoceancviewmotel.com) If you are coming with your family or colleagues and prefer a suite or townhouse with kitchenette, we suggest the Red Jacket Green Harbor Resort, which is located directly on Lewis Bay, 3 miles from The Resort and Conference Center at Hyannis. If you would like to stay at an oceanfront beach resort with a private beach, jet ski rentals, etc., we suggest the Red Jacket Beach Resort (www.redjacketresorts.com). The Red Jacket Beach Resort is 6 miles from The Resort and Conference Center at Hyannis, but please note that traffic can be heavy in the afternoons coming back from The Resort and Conference Center at Hyannis.

Getting to Hyannis
The two major airports closest to Cape Cod are Logan International Airport in Boston, MA (70 miles) and T.F. Green Airport in Warwick, Rhode Island (80 miles). Barnstable Airport is a five minute drive from The Resort and Conference Center at Hyannis, but this is a commuter airport that has smaller planes and fewer flights. T.F. Green is preferred over Logan (if you are able to get a direct flight) as it is usually less congested. Rental cars, taxis and car service are available at all three airports. If you are on a tight budget or prefer not to drive, Plymouth & Brockton runs bus service between Logan Airport and Hyannis (www.p-b.com).

Cape Cod
Cape Cod is a true destination spot that features beautiful beaches, warm water, great restaurants, historic towns, sightseeing, kayaking, whale watching, museums, numerous bike trails, shopping, nightlife, championship golf, and world famous boating. Cape Cod is also gateway to the islands of Martha’s Vineyard and Nantucket. For more information on what to do on Cape Cod, please visit www.capecod.com.

Comments From Past Attendees

“I find this conference my one-stop education experience each year!”
“Excellent—appreciate the high quality of speakers you’ve used.”
“Very excellent speakers. Very efficiently managed.”
“Quite Good. Diverse selection of topics & speakers.”
“Excellent as usual.”
“Extremely high quality. Great, timely topics, taught clearly & concisely by highly qualified faculty.”
“One of the top I have attended on national level.”
“Excellent! The expertise of your speakers was exceptional!”
“Wonderful cross-section of subjects, disciplines, & topics.”
“One of the best conferences I have attended.”
“Great conference! Looking forward to next year.”
34th Annual National Workers’ Compensation and Occupational Medicine Conference
July 22–24, 2014

Main Conference: Day 1
Tuesday, July 22, 2014

8:00–8:50 REGISTRATION, CONTINENTAL BREAKFAST AND EXHIBITS
8:50–9:00 INTRODUCTORY REMARKS, ANNOUNCEMENTS
9:00–9:50 A View from the Bench: Workers’ Comp and Occupational Health Professionals Making a Difference
The Honorable Melissa Lin Jones
Compensation Review Board
Washington, DC
9:50–10:00 EXHIBITS & NETWORKING OPPORTUNITY
10:00–10:50 Wellness Motivation Innovation: The Latest on Carrots vs. Sticks
Don R. Powell, PhD
American Institute for Preventive Medicine
Farmington Hills, MI
10:50–11:00 EXHIBITS & NETWORKING OPPORTUNITY
11:00–12:00 Work Ability and Return to Work
James B. Talmage MD
Occupational Health Center
 Cookeville, TN
12:00–1:30 LUNCH (PROVIDED WITH FACULTY) & EXHIBITS
1:30–2:30 BREAKOUT SESSIONS, CHOOSE ONE
A. ADA Latest Developments: What Workers’ Compensation and Occupational Health Professionals Need to Know
Margaret Hart Edwards, Esq.
Littler Mendelson
San Francisco, CA
B. Cervical Injuries and Treatment in the Injured Worker
John Beiner, MD
Connecticut Orthopaedic Specialists
Hamden, CT
C. FCEs Best Practices: For Occupational Health and Workers’ Compensation Professionals
Victor Zuccarello, OTR/L, CEAS II
Bio-Ergonomics, Inc.
St. Louis, MO
2:30–2:40 EXHIBITS & NETWORKING OPPORTUNITY
2:40–3:40 BREAKOUT SESSIONS, CHOOSE ONE
A. OSHA Latest Developments: For Workers’ Comp and Occupational Medicine Professionals
Robert (Buz) Minor, Esq.
Vorys, Sater, Seymour, and Pease
Columbus, OH
B. Onsite Occupational Healthcare Clinics: What Works
Ford Brewer, MD, MPH
CHS Medical, Inc.
Reston, VA
C. The Collaborative Approach to Return to Work: What Works
Eileen Maloney-White, BSc, RN, LNC-CSp, COHN, FACLN
Jazz Aviation
Surrey, BC
3:40–3:50 EXHIBITS & NETWORKING OPPORTUNITY
3:50–4:50 BREAKOUT SESSIONS, CHOOSE ONE
A. Enhance Workers’ Compensation Case Management: By Partnering with Others
Barb Maxwell, RN, MHA, COHN-S, CCM, FAAOHN
HCA – West Florida Division
St. Petersburg, FL
B. Foot and Ankle Injuries, Diagnosis, Treatment, and Return to Work
Naomi Shields, MD
Advanced Orthopaedic Associates
Wichita, KS
C. Preventing Workplace Violence: What You Need to Know
W. Barry Nixon, SPHR
National Institute for the Prevention of Workplace Violence, Inc.
Lake Forest, CA
5:00–6:00 WELCOME RECEPTION
### Main Conference: Day 2  
**Wednesday, July 23, 2014**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speaker/Contact Information</th>
<th>Location</th>
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<tbody>
<tr>
<td>7:00–8:00</td>
<td>CONTINENTAL BREAKFAST AND EXHIBITS</td>
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<tr>
<td>8:00-8:50</td>
<td>Scrutinizing Claims for Work-Relatedness</td>
<td>Melissa D. Tonn, MD, MBA, MPH, FACOEM, FAADEP</td>
<td>Dallas, TX</td>
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<tr>
<td>8:50-9:00</td>
<td>EXHIBITS &amp; NETWORKING OPPORTUNITY</td>
<td></td>
<td></td>
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</tbody>
</table>
| 9:00-9:50  | Healthcare Reform: What the Affordable Care Act Means for Workers’ Compensation and Occupational Health Professionals | Harris Allen Jr., PhD  
Harris Allen Group, LLC  
Brookline, MA         |              |
| 9:50-10:00| EXHIBITS & NETWORKING OPPORTUNITY                                        |                                          |              |
| 10:00-10:50| Defending High Exposure and Catastrophic Workers’ Compensation Cases      | Bruce Bonds, Esq.  
Hoyl Royster  
Urbana, IL        |              |
| 10:50-11:00| EXHIBITS & NETWORKING OPPORTUNITY                                        |                                          |              |
| 11:00-12:00| The Work Disability Paradigm: Disability Prevention Strategies           | Patrick Loisel, MD  
Dalla Lana School of Public Health  
Toronto, ON         |              |
| 12:00-1:30 | LUNCH (PROVIDED WITH FACULTY) & EXHIBITS                                 |                                          |              |
| 1:30-2:30  | BREAKOUT SESSIONS, CHOOSE ONE                                            |                                          |              |
| A.         | FMLA: Latest Developments for Workers’ Compensation and Occupational Health Professionals | Scott Eldridge, Esq.  
Miller Canfield  
Lansing, MI        |              |
| B.         | Occupational Hand Injuries: Diagnosis, Treatment, and Return to Work     | Anthony Mollano, MD  
Concord Orthopaedics  
Concord, NH         |              |
| C.         | Stress, Burnout, and Compassion Fatigue: What You Can Do About It        | Barbara McCarthy, RN, MSED, BSN, COHN  
US Navy  
Norfolk, VA        |              |
| 2:30-2:40  | EXHIBITS & NETWORKING OPPORTUNITY                                        |                                          |              |
| 2:40-3:40  | BREAKOUT SESSIONS, CHOOSE ONE                                            |                                          |              |
| A.         | Latest Treatments for Low Back Pain: What Works and What to Avoid        | Michael Erdil, MD  
FACOEM  
Johnson Occupational Medicine Center  
Enfield, CT         |              |
| B.         | The Neuropsychological Evaluation Process in Cases of Brain Injury: Best Practices | David Demarest, PhD  
On With Life at Ankeny  
Ankeny, IA          |              |
| C.         | Causation in Workers’ Compensation Cases                                 | Kim R. Martens, Esq.  
Hite Fanning & Honeyman  
Wichita, KS         |              |
| 8:00-9:30  | SOCIAL MIXER                                                             |                                          |              |

### Main Conference: Day 3  
**Thursday, July 24, 2014**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Speaker/Contact Information</th>
<th>Location</th>
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<tbody>
<tr>
<td>7:00–8:00</td>
<td>CONTINENTAL BREAKFAST AND EXHIBITS</td>
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</tbody>
</table>
| 8:00-8:50  | What We’ve Missed So Far: Creeping Catastrophes, Heartsink Patients, and Train Wrecks | Jennifer Christian, MD, MPH  
Weblity Corp.  
Wayland, MA       |              |
| 8:50-9:00  | EXHIBITS & NETWORKING OPPORTUNITY                                        |                                          |              |
| 9:00-9:50  | Narcotics and Medical Marijuana: Use and Abuse                           | Kevin Stuart, Esq.  
Bernard & Merrill  
Manchester, NH     |              |
| 9:50-10:00| EXHIBITS & NETWORKING OPPORTUNITY                                        |                                          |              |
| 10:00-10:50| Using Rapport and Communication to Positively Impact Return to Work       | Sue Jensen PhD, RN, CCM, MSCC  
ALARIS  
Grand Rapids, MI   |              |
| 10:50-11:00| EXHIBITS & NETWORKING OPPORTUNITY                                        |                                          |              |
| 11:00-12:00| Fraud and Unnecessary Litigation: Improving Outcomes and Reducing Costs  | Thomas Domer, Esq.  
Domer Law  
Milwaukee, WI      |              |
| 12:00-1:30 | LUNCH (ON YOUR OWN) & EXHIBITS                                           |                                          |              |
| 1:30-2:30  | BREAKOUT SESSIONS, CHOOSE ONE                                            |                                          |              |
| A.         | FMLA: Latest Developments for Workers’ Compensation and Occupational Health Professionals | Scott Eldridge, Esq.  
Miller Canfield  
Lansing, MI        |              |
| B.         | Maximum Medical Improvement: How to Achieve It                           | James Butler, MD, MPH  
Orthopaedic Associates  
Newburgh, IN        |              |
| C.         | Workers’ Compensation and the Aging Workforce                            | Lindsey E. Mills, Esq.  
Scheidrup Blades Schrock Smith PC  
West Des Moines, IA |              |
| 2:30-2:40  | EXHIBITS & NETWORKING OPPORTUNITY                                        |                                          |              |
| 2:40-3:40  | BREAKOUT SESSIONS, CHOOSE ONE                                            |                                          |              |
| A.         | Latest Treatments for Low Back Pain: What Works and What to Avoid        | Michael Erdil, MD  
FACOEM  
Johnson Occupational Medicine Center  
Enfield, CT         |              |
| B.         | The Art and Science (or lack thereof) Writing Medical Work Restrictions   | William G. Buchta, M.D., M.S., M.P.H., F.A.C.O.E.M.  
Mayo Clinic  
Rochester, MN       |              |
| C.         | Getting the Most Out of Your Initial Safety Investigation to Improve Workers’ Compensation Claims Outcomes | Christina Bergman, CWCP, CHRS  
Aon Risk Solutions  
Prescott, WI        |              |
CONFERENCE PROGRAM: TUESDAY JULY 22, 2014

8:00-8:50  REGISTRATION, CONTINENTAL BREAKFAST AND EXHIBITS

8:50-9:00  INTRODUCTORY REMARKS, ANNOUNCEMENTS

9:00-9:50  A View from the Bench: Workers’ Comp and Occupational Health Professionals Making a Difference

The Honorable Melissa Lin Jones

Based upon her research and experience, Judge Jones will explain the impact of objective and subjective evidence in contested cases at hearing and on appeal. She will discuss the role of medical evidence, the effect of motivation on a case, and the importance of investigation when selecting the right cases to litigate. Judge Jones will offer practical suggestions for proving psychological injuries, evaluating effective utilization review reports, assessing the significance of narcotics when determining entitlement to benefits, and addressing violence in the workplace.

The Honorable Melissa Lin Jones is a member of the New York, District of Columbia, Maryland, and Virginia bars. For almost ten years after moving to the D.C. metropolitan area from Western New York, Judge Jones litigated workers’ compensation cases in Maryland, Virginia, and the District of Columbia. In 2006, she was appointed as an administrative law judge with the D.C. Department of Employment Services, Office of Hearings and Adjudication, Administrative Hearings Division presiding over workers’ compensation hearings. Since January 2010, she has adjudicated workers’ compensation appeals as an administrative appeals judge for the D.C. Department of Employment Services, Compensation Review Board. A frequent speaker and author on workers’ compensation and adjudication topics, Judge Jones has presented at the Workers’ Compensation Institute’s Annual Workers’ Compensation Educational Conference for the past two years, and she wrote “Success in the Practice of Administrative Adjudication” which can be found in July/August 2010 edition of The Washington Lawyer.

9:50-10:00  EXHIBITS & NETWORKING OPPORTUNITY

10:00-10:50  Wellness Motivation Innovation: The Latest on Carrots vs. Sticks

Don R. Powell, PhD

It is one thing to know how to change one’s behavior, but it is an entirely different matter to be motivated to do so. In fact, employee motivation is the single most important factor on whether a company’s wellness program will be successful. There are a number of reasons why employees are not motivated to change their behavior, but they can be overcome. Dr. Powell will present: 4 factors that decrease motivation, 3 advantages of carrots over sticks, 4 reasons intrinsic motivation is so important, and 2 reasons why it is important to deliver the right message at the right time to the right people. He will also address the controversial topic of incentives versus disincentives and how much money companies are spending on them. Finally, he will discuss the field of Behavioral Economics and how its concepts can not only increase participation, but more importantly enhance engagement. How information is presented and how you engineer an environment can go a long way to increase motivation.

Don R. Powell, PhD is the President and CEO of the American Institute for Preventive Medicine located in Farmington Hills, Michigan. It is internationally recognized for its ability to present health information in a format that employees can easily understand and are motivated to follow; thereby reducing health care costs and absenteeism.

Involved with wellness since 1971, Dr. Powell is a founding father of the field and is often referred to as the “Wizard of Wellness” for having helped millions of people improve their health. He is a licensed psychologist who earned his Ph.D. from the University of Michigan. He also taught in the University’s Psychology Department for eight years where he was nominated for the “Distinguished Teaching Award” and presently serves as a guest lecturer. Dr. Powell is considered to be one of the country’s foremost authorities on the design and implementation of community and corporate health management programs. He is the author of fourteen best-selling books including Healthier at Home and A Year of Health Hints. He gave 110% in writing his latest book Best Sports Clichés Ever which Sports Illustrated called “a home run”. He also wrote a nationally syndicated newspaper column and has published many professional articles.

Dr. Powell has received numerous awards for his work in health promotion, including the Hod Ogden Medal from the Centers for Disease Control, the Distinguished Leadership and Service Award from the Association
for Worksite Health Promotion, the Healthy American Fitness Leaders Award, the Governor's Physical Fitness and Health Award, and the Director's Award for Innovative Public Health Contributions. He is a member of the U.S. Government’s “Healthy People 2010” project, which has set the nation’s health goals for the 21st century. Dr. Powell has also appeared on hundreds of television and radio talk shows, including “Good Morning America,” “FOX Business,” “FOX & Friends,” “CNN,” “ESPN,” “Cold Pizza,” and “Body by Jake” and has been featured in many publications including USA Today, New York Times, and the Wall Street Journal.

10:50-11:00  EXHIBITS & NETWORKING OPPORTUNITY

11:00-12:00  Work Ability and Return to Work  
**James B. Talmage, MD**

Dr. Talmage will explain how physicians, employers, insurers, occupational health nurses, and attorneys can analyze whether an injured worker can, or cannot perform a particular job. He will demonstrate how to use the methodology set forth in the AMA Guides to the Evaluation of Work Ability and Return to Work. Dr. Talmage will offer practical suggestions for determining work ability and return to work.

**James B. Talmage, M.D., FAADEP** is an orthopaedic surgeon who now has a non-operative practice. Dr. Talmage is a Fellow in the American Academy of Disability Evaluating Physicians and has been since 1987. He has been the Course Director for many courses and he has twice received the “President’s Award” for service to AADEP. Dr. Talmage is one of the original Examination Committee members for the American Board of Independent Medical Examiners. He chaired the Committee for two years and served on the Committee for a total of four years. Dr. Talmage is a frequent contributor to, and the Associate Editor of The Guides Newsletter. He was associate editor of The Guides Casebook, 2nd Edition published by the AMA. He is an Adjunct Associate Professor (Occupational Medicine) in the Department of Family and Community Medicine of Meharry Medical College, in Nashville, Tennessee. Dr. Talmage is a graduate of the Ohio State University for both undergraduate school and medical school. His orthopaedic training was in the U.S. Army. He is Board Certified in Orthopaedic Surgery and in Emergency Medicine. He no longer operates, but now has an Occupational Medicine and Workers’ Compensation practice in Cookeville, TN, where he has lived and practiced since 1979. He is an Adjunct Associate Professor of Occupational Medicine at Meharry Medical College in Nashville. He has given over 600 lectures at physician continuing education courses on orthopaedic surgery, workers’ compensation, and occupational medicine topics. He has authored and/or edited multiple medical text books, including books on Return to Work, Causation, and Impairment Rating for the American Medical Association.

12:00-1:30  LUNCH (PROVIDED WITH FACULTY) & EXHIBITS

1:30-2:30  BREAKOUT SESSIONS, CHOOSE ONE

A. ADA Latest Developments: What Workers’ Compensation and Occupational Health Professionals Need to Know  
**Margaret Hart Edwards, Esq.**

Attorney Edwards will discuss the latest ADA developments, including: leaves of absence, reasonable accommodation, expanded definition of disability, major life activities, and medical and return to work certificates. Atty. Edwards will offer practical takeaways for workers’ compensation and occupational health professionals for compliance and defending ADA claims.

**Margaret Hart Edwards, Esq.** is a shareholder in the San Francisco office of Littler Mendelson. Attorney Edwards has written and lectured extensively on the ADA as well as a broad variety of other employment issues. She routinely advises employers on compliance and provides to employers on employment law subjects. Atty. Edwards has been named as The Best Lawyers in America 2012 and 2013.

B. Cervical Injuries and Treatment in the Injured Worker  
**John Beiner, MD**

Dr. Beiner will discuss and demonstrate the common cervical injuries and conditions in the working population. He will distinguish work-related injuries and conditions from degenerative conditions and disorders, and the significance of the mechanism of injury and diagnostic testing. Dr. Beiner will explain operative and non-operative treatment options. Dr. Beiner will offer practical suggestions for workers’ comp and occupational health professionals on recovery time and achieving safe and effective return to work.
John Beiner, MD is a board certified orthopedic spinal surgeon with a specialty in the cervical spine at Connecticut Orthopedic Specialists. He received his BA from the University of California San Diego and his MD from Yale University School of Medicine. Dr. Beiner is a member of the American Academy of Orthopedic Surgeons and the North American Spine Society. With attending privileges at Yale New Haven Hospital and the Connecticut Orthopaedic Surgical Center, he remains involved with resident education in the surgical and outpatient clinic setting. He has presented at the American Academy of Orthopedic Surgeons, North American Spine Society, and has given numerous Grand Rounds at Yale and Thomas Jefferson University. He has published widely in the Orthopedic and Spinal Surgery literature. Dr. Beiner is married to Melissa, a pediatrician. They live in Madison with their two children.

C. FCEs Best Practices: For Occupational Health and Workers’ Compensation Professionals

Victor Zuccarello, OTR/L, CEAS II

Mr. Zuccarello will review the best practices for ordering, utilizing, and defending an FCE. He will explain and demonstrate what the FCE is and is not, and the optimum timing, documentation, and consideration with an IME. Mr. Zuccarello will offer practical solutions for workers’ comp and occupational health professionals to maximize the effectiveness and impact of an FCE, and encourage timely case closure and return to work.

Victor Zuccarello, OTR/L, CEAS II is a functional capacity evaluator, teacher, and ergonomics consultant at BIO-ERGONOMICS, INC. in St. Louis, Missouri, providing FCE and Job Analysis for physical therapy practices. Mr. Zuccarello has written and lectured extensively on FCEs and ergonomics, and is the developer/primary instructor, FCE and employment testing certification, functional baseline testing and job analysis courses at The Back School. Mr. Zuccarello is certified by the National Board for Certification in Occupational Therapy and is also certified as an ergonomics specialist.

2:30-2:40 EXHIBITS & NETWORKING OPPORTUNITY

2:40-3:40 BREAKOUT SESSIONS, CHOOSE ONE

A. OSHA Latest Developments: For Workers’ Comp and Occupational Medicine Professionals

Robert (Buz) Minor, Esq.

Attorney Minor will explain the latest OSHA regulatory standards and health and safety initiatives and how they impact workers’ comp and occupational health professionals. He will discuss: inspections, compliance, citations, recordkeeping, training requirements, how to effectively deal with citations, and the best practices for settlements and settlement agreements. Attorney Minor will offer practical suggestions and solutions for workers’ comp and occupational health professionals.

Robert Minor, Esq. is a partner in the Vorys Columbus office and a member of the labor and employment law group. He devotes the majority of his practice to matters involving occupational safety and health and disability management. Atty. Minor has lectured on occupational safety and health and disability management to multiple groups including the National Council of Self-Insurers, the Ohio Self-Insurers Association, the Ohio State Bar Association’s Continuing Legal Education Institute, The Midwest Labor Law Conference, and the Safety Congress of the Bureau of Workers’ Compensation. He has been recognized as an Ohio SuperLawyer and Best Lawyers in America. Mr. Minor received his J.D. cum laude from The Ohio State University Michael E. Moritz College of Law and his A.B. from Duke University.

B. Onsite Occupational Healthcare Clinics: What Works

Ford Brewer, MD, MPH

Dr. Brewer will explain and demonstrate how employer-based onsite occupational healthcare clinics can achieve decreased lost time, costs, and help increase productivity. He will discuss establishing your first on-site clinic, attaining ROI, incentivizing employees to utilize the clinics, and achieving employee satisfaction. Dr. Brewer will offer practical cost-effective suggestions on how to start, build, and successfully run onsite healthcare clinics.
Ford Brewer, MD, MPH is chief medical officer at CHS Health Services. Dr. Brewer has been in the onsite industry since 1989, and has been with CHS since 2011. He leads the clinical teams that develop, implement, and support clinical practice standards and training across CHS’ 140+ onsite health centers throughout the country. Ford has more than 25 years of experience developing health care solutions for commercial and government employers, including Fortune 100 companies and large Federal agencies. Other prior employments include: Kroger and The Little Clinic (where he oversaw expansion of the retail footprint and quality programs); Meridian and National Health Services (corporate medical director of national onsite healthcare companies); and Johns Hopkins, where he directed the preventive medicine programs and taught health policy/management. Ford’s career started as a full time emergency medicine physician. Dr. Brewer received his M.D. from the Medical University of South Carolina. Dr. Brewer is a nationally recognized speaker and consultant for organizations, including the National Governor’s Association and the Brookings Institute.

C. The Collaborative Approach to Return to Work: What Works

Eileen Maloney-White, BSc, RN, LNC-CSp, COHN, FACLNC

Ms. White will discuss how to recognize and overcome the top barriers to return to work. She will explain how to get all parties: injured workers, medical providers, insurers, employers, and unions working toward the common goal of early and safe return to work. She will offer advice on how to motivate the injured worker to truly want to return to work with and without accommodation. Ms. White will offer practical suggestions for keeping workers who return to work at work and strategies for reducing presenteeism and absenteeism.

Eileen Maloney-White, BSc, RN, LNC-CSp, COHN, FACLNC is an occupational health nurse and manager of health services at Jazz Aviation in Vancouver Canada. Ms. White is an accomplished occupational health nurse and is a director of the American Board of Occupational Health Nurses and a member of the American College of Occupational and Environmental Medicine. Ms. White lectures and instructs on maintaining safe and healthy workplaces and the collaborative approach to return to work. She is a certified COHN by the American Board for Occupational Health Nurses.

3:40-3:50 EXHIBITS & NETWORKING OPPORTUNITY

3:50-4:50 BREAKOUT SESSIONS, CHOOSE ONE

A. Enhance Workers’ Compensation Case Management: By Partnering with Others

Barb Maxwell, RN, MHA, COHN-S, CCM, FAAOHN

Ms. Maxwell will explain how in this time of corporate downsizing, outsourcing, and workforce reductions, the OHN can, with effective case management partner with other professionals to impact the organization’s financial bottom line in a positive way. She will explain the collaborative efforts that enhance the medical plan of treatment for the injured employee to promote a better outcome for both; the employee and the employer. Barb will offer practical cost effective solutions including: differentiating between medical case management and vocational case management, defining 3 steps in the case management process, listing 3 Case Management BDP and how others can assist, identifying 3 other professionals the Case Manager can partner with and describe each of their roles, and identifying opportunities where partnering with other professionals will enhance a positive outcome.

Barb Maxwell, RN, MHA, COHN-S, CCM, FAAOHN established a hospital based occupational health program in 1986 known as Company Care for HCA. Her current responsibilities include management of operations for 10 Company Care Occupational Health Programs and 20 Employee Health Departments for the HCA West Florida Division. Barb is past-President of FSAOHN, Inc. and currently the Secretary for FSAOHN and Treasurer for FWCAOHN. She recently was recognized by the Florida State Association of Occupational Health Nurses, Inc. as “Nurse of the Year”. She serves on the National AAOHN Board of Directors and is recognized as a fellow.

Barb received her RN from St. Luke’s Hospital School of Nursing, Kansas City, Mo., BS and Masters in Health Administration from the University of St. Francis, Joliet Illinois. She is a recognized expert in the field of occupational nursing and speaks nationally, and at state and local levels.

Registration is limited. Register Today!
B. Foot and Ankle Injuries, Diagnosis, Treatment, and Return to Work
Naomi Shields, MD

Dr. Shields will discuss and demonstrate the most common occupational foot and ankle injuries. She will explain the anatomy, non-operative and operative treatment options and the evidence-based outcomes. Dr. Shields will review the best practices for keeping and returning workers to work with the use of orthotics brace wear and physical therapy. Dr. Shields will offer attendees practical suggestions and best practices for diagnosis and treating occupational foot and ankle injuries.

Naomi Shields, MD is an orthopedic surgeon specializing in foot and ankle surgery practicing in Wichita, Kansas. Dr. Shields is a clinical professor, University of Kansas School of Medicine, and a reviewer for Foot and Ankle International. Dr. Shields has written and lectured extensively on occupational foot and ankle conditions, treatment, recovery, and staying and returning to work. She has served as member at large on the AAOS and AOFAS boards. She is active in medical volunteering, having visited Vietnam and Haiti on over 23 trips. Dr. Shields is an avid skier, scuba diver, underwater photographer and knitter in her free time. Her military service includes chief orthopedic surgery at Kirtland AFB, orthopaedic surgery residency at Wilford Hall USAFB, San Antonio and general medical officer in Rhein Main AFB, Germany.

C. Preventing Workplace Violence: What You Need to Know
W. Barry Nixon, SPHR

Mr. Nixon will describe how to recognize potentially aggressive situations in the workplace and will offer approaches for effective intervention. He will explain development of prevention strategies that can diffuse escalating emotions and reduce the likelihood of violent outbreaks in the workplace. Mr. Nixon will discuss legal issues, management practices, and early warning signs and will offer practical suggestions for preventing workplace violence.

W. Barry Nixon is the Executive Director, the National Institute for Prevention of Workplace Violence, Inc., a company focused on assisting organizations to effectively implement programs to prevent workplace violence. Mr. Nixon is well grounded in the real issues companies face and develops practical solutions based on his real life experiences. He is a member of ASIS International’s Crisis Management Council and served on ASIS International’s Workplace Violence Prevention Guidelines Committee. He represented SHRM on a joint commission with ASIS International to create the first Standard for Workplace Violence Prevention. Mr. Nixon served as the Workplace Violence Prevention Consultant for the State of California for over nine years, providing consulting and training to managers and employees. Mr. Nixon is a frequently requested speaker for both the US and internationally on the subject of Workplace Violence and Background Screening. He has written three books on workplace violence. He is also the contributing author to The Workplace Violence News published by Specialty Technical Publishers and has appeared on CBS, NBC, CNN, MSNBC, Wall Street Journal Radio, United Kingdom – National Talk Radio.
employers in Texas, including both public companies and state employers. She completed her undergraduate degrees at Rice University and her medical degree at the University of Texas Health Science Center in San Antonio. Dr. Tonn is a Fellow in the American College of Occupational Environmental Medicine, the American College of Preventive Medicine, the American Academy of Disability Evaluating Physicians and a Diplomate in the American Academy of Pain Management. She is a two time past president of the Texas College of Occupational Environmental Medicine, and a past president of AADEP. She served on the medical advisory committee to the Texas Workers’ Compensation Commission for many years and was appointed Chairman in June 2000.

8:50-9:00 EXHIBITS & NETWORKING OPPORTUNITY

9:00-9:50 Healthcare Reform: What the Affordable Care Act Means for Workers’ Compensation and Occupational Health Professionals

Harris Allen Jr., PhD

Dr. Allen will review provisions of the Affordable Care Act (ACA) and related recent developments with this question in mind: how can we create a healthcare marketplace that works? He will discuss major reforms for delivery and payment that are being implemented and how they are re-shaping the interdependent roles that stakeholder groups are playing in this marketplace. He will provide some perspective on the current trajectory of these ACA provisions and their likely impacts on direct and indirect costs, physicians, employers, and workers’ compensation and occupational health professionals. Dr. Allen will offer some suggestions for how to be proactive and effective in managing these impacts in this shifting landscape.

Harris Allen Jr., PhD is principal of Harris Allen Group, LLC an independent consulting firm founded in 1997 and located in Brookline, Massachusetts. His firm focuses on the measurement and management of health and productivity for employers and health and disease management companies. Dr. Allen has studied, written, and lectured on health care reform and the Affordable Care Act and how it will impact employees, insurers, and occupational health and workers’ compensation professionals. He has previously held scientific, director or managerial posts at the Yale University School of Public Health, Jefferson School of Population Health, Coopers & Lybrand LLP, New England Medical Center, Aetna Life and Casualty, and the Rand Corporation.

9:50-10:00 EXHIBITS & NETWORKING OPPORTUNITY

10:00-10:50 Defending High Exposure and Catastrophic Workers’ Compensation Cases

Bruce Bonds, Esq.

Attorney Bonds will discuss how to quickly identify claims that have the potential for becoming high exposure and costly. He will explain how to use investigation, surveillance, intensive review of prior medical records, job restrictions, and searches and other techniques to successfully defend high exposure claims. Attorney Bonds will offer practical suggestions for how to avoid unnecessary P&T awards and getting even severely injured workers motivated and back to productive work.

Bruce Bonds Esq. is a past Chair of the Heyl Roster workers’ compensation practice group. He concentrates his expertise in the area of workers’ compensation, third-party defense of employers, and employment law. He served as a technical advisor to the combined employers group in the negotiations which culminated in the 2005 revisions to the Illinois Workers’ Compensation Act. More recently, Bruce worked as a technical advisor to the Illinois Chamber of Commerce as well as a number of Illinois legislators and State agencies in the process that resulted in the 2011 Amendments to the Illinois Workers’ Compensation Act. Bruce was appointed by Mitch Weiss, Chairman of the Illinois Workers’ Compensation Commission, to a committee of attorneys who reviewed and made recommendations for revisions to the Rules Governing Practice before the Workers’ Compensation Commission. With extensive experience before the Illinois Workers’ Compensation Commission, Bruce has defended employers in thousands of cases during the course of his career. As a result of his experience and success, his services are sought by self-insureds, insurance carriers, and TPAs. Bruce is an Adjunct Professor of law at the University of Illinois College of Law where he has taught Workers’ Compensation Law to upper-level students since 1998. Bruce has co-authored a book with Kevin Luther, Illinois Workers’ Compensation Law, 2012-2013 Edition. Bruce is a frequent speaker on workers’ compensation issues at bar association and industry-sponsored seminars. He was inducted as a “fellow” of the College of Workers’ Compensation Attorneys in 2013.
CONFERENCE PROGRAM: WEDNESDAY, JULY 23, 2014

10:50-11:00  EXHIBITS & NETWORKING OPPORTUNITY

11:00-12:00  The Work Disability Paradigm: Disability Prevention Strategies
 Patrick Loisel, MD

Dr. Loisel will discuss the causes of work disability, why the classic medical model does not work and the true determinants of work disability prevention. He will review persistent pain and its relationship to return to work, the social and bio-psychosocial factors and the disease and disability paradigm. Dr. Loisel will offer practical suggestions for cost-effective workplace interventions designed to prevent prolonged work disability.

Patrick Loisel, MD holds a Doctorate in medicine (MD), University of Paris VI, specialization in orthopedic surgery. After a career at the University of Sherbrooke (Quebec, Canada), he is now Professor at the Dalla Lana School of Public Health of the University of Toronto and at the Canadian Memorial Chiropractic College and Adjunct Professor at the University of Ontario Institute of Technology. He heads a team of the 30 researchers/mentors of the Work Disability Prevention CIHR Strategic Training Program, a unique worldwide training program for researchers and trainers in work disability prevention funded by the Canadian Institutes of Health Research. His work is dedicated to research and evidence implementation in the field of work disability prevention. Dr. Loisel has developed, tested and applied in the community an evidence-based work disability management program, the Sherbrooke model, linking clinical and workplace interventions, demonstrating for the first time the specific effectiveness and cost-effectiveness of workplace interventions for back pain work disability. He is the author of many publications and presentations in the work disability prevention field. Most recent he co-edited the first of its kind book, Handbook of Work Disability: Prevention and Management with Johannes (Han) Anema.

12:00-1:30  LUNCH (PROVIDED WITH FACULTY) & EXHIBITS

1:30-2:30  BREAKOUT SESSIONS, CHOOSE ONE

A. FMLA: Latest Developments for Workers’ Compensation and Occupational Health Professionals
 Scott Eldridge, Esq.

Atty. Eldridge will discuss FMLA eligibility, coverage, reasons for leave, designating leave, serious health conditions, compliance, recertification, and best practices for intermittent leave and light duty requests. He will offer practical suggestions for best practices for managing and avoiding potential abuse and overlap with ADA and workers’ compensation.

Scott Eldridge, Esq. is a Principal in the Lansing, Michigan office of Miller Canfield, PLC, and is a member of the firm’s Labor + Employment practice group. He has written and lectured extensively on the FMLA, including leave, curbing abuse, compliance, and regulations. He also regularly defends FMLA and ADA lawsuits. Attorney Eldridge received his BA from Alma College and JD from the Wake Forest University School of Law. Prior to joining Miller Canfield, Attorney Eldridge was an attorney advisor for the office of administrative law judges for the U.S. Department of Labor in Washington, D.C.

B. Occupational Hand Injuries: Diagnosis, Treatment, and Return to Work
 Anthony Mollano, MD

Dr. Mollano will discuss and illustrate the most common occupational hand injuries/conditions including: carpal tunnel and cubital tunnel syndrome, tendon rupture, fractures, joint dislocation, and stenosing tenosynovitis. He will explain and demonstrate, with video, treatment and rehabilitation recovery. Dr. Mollano will give practical suggestions and best practices for effective treatment and recovery times for workers with hand injuries and conditions.

Anthony Mollano, MD is an orthopedic surgeon with a specialty in hand surgery and practices at Concord Orthopedics. Dr. Mollano received his BA from Columbia University and his MD from the University of Rochester School of Medicine. His clinical interests include hand, tendon, carpal, cubital, and radial tunnel surgery as well as hand and other work related conditions. Dr. Mollano has written and lectured on hand injuries and is the Past President of the New Hampshire Orthopaedic Society.
C. Stress, Burnout, and Compassion Fatigue: What You Can Do About It

Barbara McCarthy, RN, MSED, BSN, COHN

Ms. McCarthy will explain the differences between stress, burnout, and compassion fatigue and how to recognize them. She will discuss the signs and symptoms to be aware of and how they can adversely impact employees. Ms. McCarthy will offer practical, effective action steps when you suspect stress, burnout, or compassion fatigue in your employees.

Barbara McCarthy, RN, MSED, BSN, COHN is the supervisory occupational health nurse at the US Navy Occupational Medicine Department in Norfolk, Virginia. She received her BSN from Virginia Commonwealth University and her MSED from Virginia Polytechnic Institute. She has been a nurse for 36 years, having worked in many specialties and positions related to and in occupational health. She was an instructor for former President Clinton’s initiative on HIV education in federal agencies. She is a past presenter for the American Association of Occupational Health Nurses and the Association of Occupational Health Professionals in Healthcare at national, state, and local levels.

2:30-2:40 EXHIBITS & NETWORKING OPPORTUNITY

2:40-3:40 BREAKOUT SESSIONS, CHOOSE ONE

A. Latest Treatments for Low Back Pain: What Works and What to Avoid

Michael Erdil, MD, FACOEM

Dr. Erdil will explain how shared decision making with patients can reduce unnecessary surgery, use of opioids, and improve outcomes. He will discuss lumbar fusion, evidence, and when it is and is not a supported option as compared to non-operative care. Dr. Erdil will address the myths surrounding low back pain and how to utilize evidence based medicine to develop best practices for effective treatment of low back pain.

Michael Erdil, MD, FACOEM, is a physician with Occupational and Environmental Health Network in Marlborough MA and serves as the Medical Director for Johnson Occupational Medicine Center in Enfield CT. Dr. Erdil is an Assistant Professor at the University of Connecticut Health Center in the Department of Internal Medicine, Section of Occupational Medicine; an Active Staff Physician in the Department of Internal Medicine at Hartford Hospital. Dr. Erdil served as a reviewer for the Agency for Health Care Policy and Research Acute Low Back Problems in Adults; and the American College of Occupational and Environmental Medicine Occupational Medicine Practice Guidelines 1st edition. Dr. Erdil has written and lectured extensively on occupational low back injuries and claims.


David Demarest, PhD

Dr. Demarest will review what a neuropsychological evaluation is in assessing return to work with cases of brain injury, the manifestations that it takes with different practitioners, and the tests and other evaluative processes that are utilized in order to answer the referral questions at hand. Inclusion of other sources of data in such evaluation, review of medical records, and gathering and use of functional, real-life data in making determinations and recommendations will be discussed. Dr. Demarest will include malingering and estimation of effort, and the newer concept of a cognitive functional capacity evaluation. Evaluation in the cases of mild, moderate, and severe brain injuries will be covered. Consideration of the ecological validity of neuropsychological assessment will be given and discussed. Dr. Demarest will offer practical cost-effective suggestions for the timing, frequency, and best practices for the neuropsychological evaluation of workers with brain injuries.

David Demarest, PhD is a clinical neuropsychologist and director of On With Life in Ankeny, Iowa. Dr. Demarest has written and lectured extensively on brain injury and is a certified brain injury specialist (CBIS) and trainer. He was appointed to serve on the governor of Iowa’s advisory council on brain injuries. He received his BA from the University of Virginia, his MS from Virginia Commonwealth University, and his PhD in clinical psychology from West Virginia University. Dr. Demarest’s was the first program nationally to be given accreditation by the Commission on the Accreditation of Rehabilitation Facilities (CARF) for his Independent Neuropsychological Evaluation Program, in January of 2013.
C. Causation in Workers’ Compensation Cases

Kim R. Martens, Esq.

Attorney Martens will discuss how to properly investigate and evaluate a claimed injury/condition with particular reference to the mechanism of injury and its relationship to the symptoms claimed. He will review the differences between work injuries, idiopathic conditions and injuries caused by the natural aging process. Attorney Martens will demonstrate with case examples how “creative” claimants and their counsel can be in claiming compensability. Attorney Martens will offer practical suggestions for how occupational health professionals can play an active and significant role in assisting with causation issues.

Kim R. Martens, Esq. is a Senior Partner in the Wichita, Kansas law firm of Hite Fanning & Honeyman LLP and limits his practice primarily to the defense of employers in workers’ compensation claims. He provides counsel and representation in workers compensation risk reduction, alternative dispute resolution and litigation matters at all levels including administrative, trial and appellate levels. He has been providing workers compensation defense representation to Kansas employers for over thirty years. He is a frequent lecturer on workers compensation topics regionally and nationally. Kim is a member of the Wichita, Kansas and American Bar associations and has served as National Employer Side Chair of the ABA/LEL Workers Compensation Committee. Kim acts as Kansas representative to the National Workers Compensation Defense Network (NWCDN) and serves on the NWCDN Executive Board. Kim was the first Kansas Fellow inducted into The College of Workers Compensation Lawyers. Kim is also a member of the Kansas Association of Defense Counsel (KADC), the Kansas Self-Insurers Association (KSIA), and the Defense Research Institute (DRI).

8:00-9:30 SOCIAL MIXER

7:00-8:00 CONTINENTAL BREAKFAST AND EXHIBITS

8:00-8:50 What We’ve Missed So Far: Creeping Catastrophes, Heartsink Patients, and Train Wrecks

Jennifer Christian, MD, MPH

Who are the 5 or 10% of injured workers destined to end up as treatment failures and “creeping catastrophes”? Why, despite our best efforts, does this group of people end up with poor health and life outcomes – and very high cost claims? The answer: today’s medical care and claim management processes may work well for the majority of people – but not this group. Dr. Christian has spent the last three years working with people who have been sick, injured, in pain and out of work for 5 to 10 years. She has discovered a body of research that reveals the root causes of failed recovery that are unaddressed by current service delivery models. Come learn why our traditional bio-medical approach to illness and healing does not help these people, and why a “BPSE” approach works better. Dr. Christian’s stories, coupled with research findings from several disciplines, will give you practical and cost-effective ideas for how to head off creeping catastrophes, and inspire you to find new ways to deliver better service to high risk individuals.

Dr. Jennifer Christian is president and chief medical officer of Webility Corporation. She developed Webility’s Maze-Masters program and serves as its Lead Guide. Dr. Christian is also the chair and executive director of the Praxis Partners Consortium. She is a physician with both an MD and a Masters Degree in Public Health from the University of Washington in Seattle. She is board-certified in occupational medicine. A leader in the American College of Occupational & Environmental Medicine, Dr. Christian chaired the group that developed the guideline entitled “Preventing Needless Work Disability by Helping People Stay Employed”, as well as the group that wrote “The Personal Physician’s Role in Helping Patients with Medical Conditions Stay at Work or Return to Work”. She has served as chair of the Work Fitness and Disability Section of the American College of Occupational and Environmental Medicine (ACOEM) since 2001. She has run the multi-disciplinary Work Fitness & Disability Roundtable since 2001. This free email discussion group is open to all professionals who get involved when working age people’s lives are disrupted by illness, injury or impairment.

8:50-9:00 EXHIBITS & NETWORKING OPPORTUNITY
9:00-9:50 Narcotics and Medical Marijuana: Use and Abuse
   
   Kevin Stuart, Esq.
   
   Attorney Stuart will review the legal status of medical marijuana laws on a state-by-state basis. He will discuss if and when insurance carriers, TPAs and self-insured employers can and need to pay for medical marijuana. Atty. Stuart will review employer’s rights and ethical obligations for paying for narcotic medication and the myths vs. reality in modern narcotic use. He will discuss the rise of the pain management and treatment bureaucracies and will provide practical suggestions for dealing with narcotics and medical marijuana.
   
   Kevin Stuart, Esq. is the managing partner at Bernard & Merrill and practices primarily in the defense of workers’ compensation claims and in insurance matters. Mr. Stuart received his B.A. in Political Science and an M.P.A., cum laude, from the University of New Hampshire. Mr. Stuart received his J.D. degree, cum laude, from Suffolk University Law School, where he received a Jurisprudence award in Constitutional Law. Mr. Stuart has served as a lecturer on workers’ compensation matters before numerous companies and organizations. He has written and lectured on narcotics and medical marijuana. Mr. Stuart is an alternate member of the Town of Auburn’s Zoning Board of Adjustment. He is also a past Chair of the Workers’ Compensation Section of the New Hampshire Bar Association, has served as Chair of the Hillsborough, N.H. Conservation Commission and serves on the N. H. Bar Association Legislation Committee.

9:50-10:00 EXHIBITS & NETWORKING OPPORTUNITY

10:00-10:50 Using Rapport and Communication to Positively Impact Return to Work
   
   Sue Jensen PhD, RN, CCM, MSCC
   
   Dr. Jensen will explain and demonstrate how outcomes are improved when rapport is established early on with the injured worker, employer, insurer, and medical providers. She will discuss how to use advocacy to dissipate anger and mistrust, and encourage active participation by all the stakeholders in the return to work process. Dr. Jensen will offer practical suggestions for building rapport and using communication to achieve successful return to work.

   Sue Jensen PhD, RN, CCM, MSCC is CEO of ALARIS, a case management company specializing in the management of workers compensation cases in the SW. She is also an associate professor of nursing at Grand Valley State University in west Michigan. She has written and lectured extensively on case management and workers’ compensation. Dr. Jensen is certified by the Commission for Case Manager Certification (CCMC). She received her MSN from Michigan State University and her PhD from Western Michigan University. Dr. Jensen is the author of “A Return to Best Practice Basics: Establishing Rapport in Workers’ Compensation Cases.” She is currently the chair of the Commission for Case Manager Certification (CCMC).

10:50-11:00 EXHIBITS & NETWORKING OPPORTUNITY

11:00-12:00 Fraud and Unnecessary Litigation: Improving Outcomes and Reducing Costs
   
   Thomas Domer, Esq.
   
   Attorney Domer will discuss the scope and extent of workers’ comp fraud and who is responsible for it. He will discuss why injured workers hire lawyers. Atty. Domer will offer practical suggestions for employers, insurers, and self-insurers to reduce costs by prompt, fair, and ethical treatment of injured workers.

   Thomas Domer, Esq. has over 30 years of experience representing injured workers in Wisconsin. He is listed in Best Lawyers in America, and his peers continually recognize him as a Wisconsin Super Lawyer. Tom was named the 2011 Milwaukee Workers’ Compensation Lawyer of the Year in Best Lawyers. In 2012, he received the Lifetime Achievement Award for his service and advocacy from the Workers Injury Law & Advocacy Group (WILG).

   Tom teaches the worker’s compensation course at Marquette University Law School. He lectures frequently around the state and nation. His national and international presentations on worker’s compensation practice and ethics for lawyers and law students and long-term advocacy for injured workers earned him election as a Charter Member of the College of Worker’s Compensation Lawyers. He also was elected a workers’ compensation fellow of the National Academy of Social Insurance (NASI). He also is a prolific writer, editing the national magazine Workers’ First Watch, co-authoring over two dozen texts (including West’s treatise Wisconsin Workers’ Compensation Law), and is regularly quoted in the Milwaukee Journal/Sentinel.
CONFERENCE PROGRAM: THURSDAY, JULY 24, 2014

12:00-1:30 LUNCH (ON YOUR OWN) & EXHIBITS

1:30-2:30 BREAKOUT SESSIONS, CHOOSE ONE

A. Advanced Musculoskeletal/Neurological Assessment: A Hand-On Approach
Melody Rasmor EdD(c), RN, ARNP

Ms. Rasmor will demonstrate a hands-on approach for the musculoskeletal neurological assessment to increase skills needed to conduct screenings, evaluate medical records and perform on-site physical examinations. Ms. Rasmor will review the importance of careful history taking. Participants will refine their ability to distinguish normal from abnormal findings. She will explain the specific techniques involved in inspection, palpation, range of motion, strength testing, sensory neurological, Deep Tendon Reflexes, and specialized neurological assessment tests. Ms. Rasmor will offer practical suggestions on how to do high quality, cost-effective advanced musculoskeletal/neurological assessments.

Melody Rasmor, EdD (c), RN, ARNP, is a certified Family Nurse Practitioner and Occupational Health Nurse with twenty-five years of experience. Currently, she is employed as an Assistant Clinical Professor at Washington State University. Ms. Rasmor received her BSN from Pacific Lutheran University, Tacoma, Washington and her Master’s of Science from University of Portland and most recently her doctoral degree. In the past she has consulted with many companies such as Levi Strauss & Company, Hewlett-Packard, Intel, Bemis Bag, Inc., and Tetra-Pak. Ms. Rasmor has published articles in AAOHN Journal on Health Assessment for the Occupational Health Nurse. In 1990, and 2004 she served as a deployed Nurse Practitioner/ Lieutenant Colonel, in the US Army during Operation Desert Storm and Operation Iraqi Freedom. Additionally, she has taught at the undergraduate and graduate level for University of Portland and Oregon Health Sciences University. Ms. Rasmor received the Oregon Nurses’ Association Teaching and Leadership Award for the Portland Metropolitan Area and the Meritorious Service Award in the US Army Reserves.

B. Maximum Medical Improvement: How to Achieve It
James Butler, MD, MPH

Dr. Butler will present an overview of how the state and federal workers' compensation systems utilize maximum medical improvement (MMI) or similar variants such as permanent and stationary. He will discuss the practical implications of MMI for the claimant, employer, and insurer including: possible termination of benefits, ability to rate impairment, and settle the claim. Dr. Butler will explain how to use national and state guidelines to achieve and determine MMI. Dr. Butler will present case examples and offer practical cost-effective suggestions for achieving MMI.

James Butler, MD, MPH treats and evaluates workers' compensation patients as an Occupational Medicine Consultant with Orthopaedic Associates in Newburgh, Indiana. He also practices as a Designated Doctor for the Texas Worker’s Compensation system. Dr. Butler is board certified by the American Board of Preventive Medicine in Occupational Medicine and Aerospace Medicine, and is also board certified by ABIME. Dr. Butler is a senior FAA Medical Examiner, ATLS instructor, and is a Fellow of ACOEM and the Aerospace Medicine Association. Dr Butler is a member of the Board of Directors for the American College of Occupational and Environmental medicine. He is a private pilot and medical director for Sports Club of America.

C. Workers’ Compensation and the Aging Workforce
Lindsey E. Mills, Esq.

Attorney Mills will discuss the interplay between workers’ compensation and the aging workforce and how these claims are impacted from a legal and medical standpoint. She will explain the legal issues between aging and disability, and provide helpful tips to minimize claims involving older workers. Attorney Mills will offer practical suggestions for reasonable accommodations for older workers under the ADEA as well as strategies to protect and return an older worker to the job, including flexible schedules, job assessments, in addition to preparing for how social security disability insurance and pension plans can impact the older worker’s return to work and overall entitlement to workers’ compensation benefits.

Lindsey E. Mills, Esq. is a shareholder in the Iowa Law Firm of Scheldrup, Blades, Schrock, Smith, PC, and specializes in the defense of workers’ compensation claims. She has written and lectured on workers’ compensation issues and is a former assistant prosecuting attorney. She is currently Vice Chair of the Workers’ Compensation and Employers’ Liability Law committee in the Tort Trial and Insurance Practice Section of the American Bar Association.
CONFERENCE PROGRAM
Cape Cod, Massachusetts, July 22-24, 2014

2:30-2:40  EXHIBITS & NETWORKING OPPORTUNITY

2:40-3:40  BREAKOUT SESSIONS, CHOOSE ONE

A. Chiropractic Care Guidelines: Fraud, Abuse, and Compliance
Ronald Farabaugh, DC

Dr. Farabaugh will explain the use and abuse of chiropractic guidelines and quality treatment to reduce costs and achieve early return to work. He will discuss and demonstrate evidence-based chiropractic care, chronic care, and chiropractic best practices. Dr. Farabaugh will offer practical suggestions for worker's comp and occupational health professionals to cost-effectively use chiropractic care to achieve recovery and return to work.

Ronald Farabaugh, DC is in practice in Columbus, Ohio. He served as President of the Ohio State Chiropractic Association in 1996 and served as Treatment Guideline Chairman (2001-2004). In 1994 he was appointed by Governor Voinovich to serve on the Healthcare Quality Advisory Council to help design managed care programs for the Bureau of Workers' Compensation (BWC), specifically Qualified Health Plans (QHP). In 2003 Dr. Farabaugh was appointed to serve on the Council for Chiropractic Guidelines and Practice Parameters (CCGPP). He was elected Chairman of CCGPP in 2009. Dr. Farabaugh was appointed by Governor Strickland to serve on the Ohio Chiropractic Board in 2010, and served as President in 2012 and 2013. He is certified in Low Speed Rear Impact Crash Reconstruction and Soft Tissue Traumatology, and holds a subspecialty as a Certified Chiropractic Sports Physician. Dr. Farabaugh was appointed to serve on the Board of Advisors of the Official Disability Guidelines (ODG) in 2012. He is either the lead author or co-author on 4 peer reviewed articles related to chiropractic guidelines and terminology.

B. The Art and Science (or lack thereof) Writing Medical Work Restrictions
William G. Buchta, M.D., M.S., M.P.H., F.A.C.O.E.M.

Dr. Buchta will discuss the reasons why medical work restrictions are requested. He will explain the medical basis for restrictions, the lack of science on the subject, what restrictions are and are not, and how they should best be utilized. Dr. Buchta will present case examples of how medical work restrictions should be crafted. Dr. Buchta will offer practical suggestions for effective crafting and use of medical work restrictions.

William G. Buchta, M.D., M.S., M.P.H., F.A.C.O.E.M., is former Medical Director, Occupational Health, at Mayo Clinic, Rochester, MN. In addition, Dr. Buchta is Assistant Professor, Division of Preventive, Occupational, and Aerospace Medicine at the Mayo Medical School. Dr. Buchta is a diplomate of the American Board of Preventive Medicine, certified in occupational medicine and public health and general preventive medicine. He is also a Senior Air Medical Examiner, certified by the Federal Aviation Administration. He has written and lectured extensively on occupational medicine and health.

C. Getting the Most Out of Your Initial Safety Investigation to Improve Workers' Compensation Claims Outcomes
Christina Bergman CWCP, CHRS

Ms. Bergman will explain and demonstrate, with examples, how Workers’ Compensation and Occupational Health Professionals can simply and quickly improve their initial safety investigation forms to improve claims outcomes. She will discuss differences and objectives between a safety investigation/analysis versus a WC claim investigation/analysis and initial considerations. She will provide a proposed best practice approach and simple framework to improve the process by asking the right questions and gathering key information. She will provide best practices which favorably impact both safety and claims. Ms. Bergman will also provide illustrative case studies on how the initial safety process impacted the Workers’ Compensation claims outcome.

Christina Bergman CWCP, CHRS is Lead consultant, in Risk Control and Casualty Claims for Aon Global Risk Solutions. Ms. Bergman is a Certified Workers’ Compensation Professional as well as a Certified Human Resource Specialist. She is also a licensed insurance broker. She has wide experience in working with clients and lecturing on improving initial safety investigations to improve Workers’ Compensation claim outcomes. Christina is also a Thought Leader and serves on Aon’s “Best in Class” team to develop innovative and integrated claim/safety solutions which focus on key injury management cornerstones: management and leadership, safety, claims, injury management and practical Workers’ Compensation training.

Registration is limited. Register Today!
Executive Summary: This is the most advanced training available on Independent Medical Evaluations (IMEs) and will be offered only once in 2014. Attendees will learn through lecture, case studies, questions and answers, demonstrations, and interactive learning how to distinguish themselves as independent medical evaluators. Physicians completing this intensive day of training will raise the level of their IME work product, produce more valuable and defensible reports, and become “go-to” evaluators sought after by insurers, attorneys, brokers, and other clients. Physicians who are serious about improving their IME skills are encouraged to attend and participate in this advanced training. Tuition includes continental breakfast and lunch with faculty, a written critique of your CV, a written critique of one of your sample IME reports, and a detailed conference manual.

What You Will Learn by Attending

• History Taking Recommendations for Complex Cases Including Those with Multiple Injuries
• Formulating and Communicating Defensible Opinions
• Causation and apportionment in-depth
• How to effectively use objective medical evidence
• How and when to use evidence-based medical literature
• How to effectively use diagnostic testing and explain the results thereof
• How to write a high quality IME report with bullet-proof opinions
• Effective use of timelines, tables, and charts in your reports
• Mechanism of injury
• Disability
• How to confidently deal with questions on ability to return to work, work capacity, and restrictions
• How to defend return to work opinions
• How to Effectively Deal with Attacks by Counsel during Cross-Examination

Registration: The $395 tuition includes a continental breakfast, lunch with faculty, a workshop manual, a written critique of your CV, a written critique of one of your sample IME reports and a dynamic learning experience. To register, please use the form on page 2, or visit www.seak.com.

Distinguished Faculty
Steven Babitsky, Esq., is the President of SEAK, Inc. He was a workers’ compensation trial attorney for twenty years and is the former managing partner of the firm Kistin, Babitsky, Latimer & Beltman. He is the founder of the National Organization of Social Security Claimants’ Representatives, the cofounder of the American Board of Independent Medical Examiners, and the creator of the AMA Guides Newsletter. Mr. Babitsky is the co-author of the texts Writing and Defending Your IME Report: The Comprehensive Guide, Understanding the AMA Guides in Workers’ Compensation, Litigating Stress Cases in Workers’ Compensation, Cross-Examination: The Comprehensive Guide for Experts, Writing and Defending Your Expert Report: The Step-by-Step Guide with Models, How to Excel During Cross-Examination: Techniques for Experts That Work, The A-Z Guide to Expert Witnessing, and How to Excel During Depositions: Techniques for Experts That Work. Attorney Babitsky is a contributing author to AMA Guides to the Evaluation of Disease and Injury Causation and has created and taught many IME training programs and videos.

Continuing Education Credits

Attorneys: Please request CLE credits when mailing in your registration form. Physical Therapists: Continuing Physical Therapy credits vary by state, and will only be applied for if requested in writing on the conference registration form. Physicians: SEAK, Inc. is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians. SEAK, Inc. designates this live activity for a maximum of 7.5 AMA PRA Category 1 Credit(s).™ Physicians should claim only the credit commensurate with the extent of their participation in the activity. Occupational Health Nurses: This activity has been submitted to the American Association of Occupational Health Nurses (AAOHN) for approval to award 6.75 CNE’s. The American Association of Occupational Health Nurses (AAOHN) is an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation. Disability Specialists: 6.75 contact hours of continuing education for Disability Specialists have been applied for from the Commission for Disability Management Specialists, Schaumburg, Illinois. Rehabilitation Counselors: 6.75 contact hours of continuing education hours for Rehabilitation Counselors have been applied for from the Commission on Rehabilitation Counselor Certification, Schaumburg, Illinois. Case Managers: 6.75 contact hours of continuing education for Case Managers have been applied for from the Commission for Case Manager Certification, St. Paul, Minnesota. Rehabilitation Nurses: This program will be accepted for 6.75 60-minute hours of continuing education for ARN Certification. Submit certificate.

Registration is limited. Register Today!
PRECONFERENCE WORKSHOPS

Cape Cod, Massachusetts, July 22-24, 2014

The Excellent IME: Physicians’ Master Class
The Resort and Conference Center at Hyannis
Hyannis, Cape Cod, MA
Monday, July 21, 2014

7:00–8:00  REGISTRATION, CONTINENTAL BREAKFAST & EXHIBITS
8:00–8:15  Introduction
8:15–9:00  Advanced History Taking
The faculty will discuss and demonstrate interviewing and history taking techniques in
complex cases including those with multiple injuries and/or illnesses, as well as several
dates of injury. Attendees will be encouraged to perfect their interviewing techniques,
including asking the questions necessary to obtain a good understanding of the
mechanism and magnitude of injury. Exercises and Case Studies. Questions & Answers
9:00–10:15  IME Causation In-Depth
The faculty will present causation analysis for both occupational and non-occupational
injuries and illnesses. Attendees will learn the meaning of cause and effect,
apportionment, and recurrence. They will also learn the differences between proximate,
precipitating, and predisposing causes; as well as worsening, exacerbation, and
aggravation. Attendees will be presented with illustrative case studies and exercises to
bring these static concepts to life. Attendees will be presented with vexing causation
issues to analyze and work through with the help of the faculty and fellow attendees.
Examples will include symptoms vs. disease, arthritic changes and hip/knee replacements,
10:15–10:30  BREAK, EXHIBITS & NETWORKING OPPORTUNITY
10:30-11:30  Effective Use of Objective Medical Evidence & Diagnostic Test Results
The faculty will present when and how to most effectively use objective medical evidence,
results of diagnostic testing, medical literature, and disability guidelines. The faculty will
explain and demonstrate the most effective and persuasive techniques for explaining and
presenting the medical significance of objective medical evidence and diagnostic test
results to a judge, fact finder, or jury. Use of normative values and medical literature will
be demonstrated with case studies and exercises. Questions & Answers.
11:30-12:00  Fitness for Duty Exams
The faculty will present what IME physicians need to know about the legal and medical
aspects of fitness for duty examinations, reports, and testimony. Questions & Answers.
12:00–1:00  LUNCH (PROVIDED WITH FACULTY)
1:00–1:45  Forming Defensible Opinions
The faculty will demonstrate, with the aid of examples, how to form opinions that are
medically and legally supportable, defensible, and thereby credible. Medical-Legal
Demonstration. Questions & Answers.
1:45–2:15  Ability to Work
The faculty will discuss and demonstrate what physicians should and should not say
about ability to return to work, work capacity, disability, impairment, and restrictions.
Medical-Legal Demonstrations. Questions & Answers.
2:15-2:45  Mechanism of Injury
The faculty will present the mechanism of injury for the injuries that evaluators are most
commonly faced with and will offer the attendees the tools, techniques, and literature to
2:45–3:00  BREAK, EXHIBITS & NETWORKING OPPORTUNITY
3:00-4:00  Writing Your IME Report
Attendees will learn best practices for IME report writing including formatting,
documentation of records reviewed, qualifications of the examiner, history, physical
examination, expressing defensible opinions, and avoiding mistakes. Medical-Legal
Demonstrations. Questions & Answers.
4:00-5:00  Dealing Effectively with the Attacks of Counsel
The faculty will explain attacks that IME physicians can expect to face including those on
your impartiality, bias, finances, credibility, credentials, and medical opinions. Techniques
for successfully dealing with these attempts to destroy you will be explained and
demonstrated. Questions & Answers.
Preconference Workshops

Return to Work: Evidence Based Skills and Strategies
The Resort and Conference Center at Hyannis, Hyannis, Cape Cod, Massachusetts
Monday, July 21, 2014

Executive Summary: This pre-conference will provide a set of evidenced based skills and strategies specific to assessing Return to Work motivation, and determining risks and predictive factors of prolonged duration. Research suggests that return to work motivation is comprised of 4 factors. With an understanding of these factors we will then draw upon a set of skills and strategies that we can use them to improve compliance and outcomes. The outcome of the learnings is a scalable and workable model for participants that can easily be utilized and taken back to their jobs and implemented immediately.

Learning Objectives
At the completion of this seminar you will be able to:
• Generate commitment to returning to work at the outset of the absence
• Deal with setbacks during the returning to work process
• Discover the significant predictive barriers to returning to work
• Understand the forces that influence return to work outcomes
• Engage a worker in the returning to work process
• Utilize 5 specific questions to uncover opportunities to manage risks of prolonged duration
• Improve return to work outcomes

Registration Information: The $395 tuition includes a continental breakfast, lunch with faculty, a workshop manual, and a dynamic learning experience. To register, please use the form on page 2, or visit www.seak.com.

Distinguished Faculty:
Jason Parker is the President and Senior Disability Management Consultant of CentriX Disability Management Services Inc. Jason is the creator of the Return to Work Toolkit, which is the only strategic behavioural risk management tool of its kind. The Return to Work Toolkit has been delivered internationally to over 1700 participants and is recognized as advanced training in Disability Management. Jason has extensive experience in Disability Management and Stay-at-Work/Return to Work program with over 14 years of experience covering almost every employer group. Jason oversees the leadership of CentriX as well as continues to work in providing direct consulting to organizations while maintaining his hand in case management.

Continuing Education Credits
Attorneys: Please request CLE credits when mailing in your registration form. Physical Therapists: Continuing Physical Therapy credits vary by state, and will only be applied for if requested in writing on the conference registration form. Physicians: SEAK, Inc. is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians. SEAK, Inc. designates this live activity for a maximum of 7.25 AMA PRA Category 1 Credit(s).™ Physicians should claim only the credit commensurate with the extent of their participation in the activity. Occupational Health Nurses: This continuing nursing education activity was approved for 7.25 CNE’s by the American Association of Occupational Health Nurses (AAOHN), an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Disability Specialists: 7.0 contact hours of continuing education for disability specialists have been applied for from the Commission for Disability Management Specialists, Schaumburg, Illinois. Rehabilitation Counselors: 7.0 contact hours of continuing education hours for Rehabilitation Counselors have been applied for from the Commission on Rehabilitation Counselor Certification, Schaumburg, Illinois. Case Managers: 7.0 contact hours of continuing education for Case Managers have been applied for from the Commission for Case Manager Certification, St. Paul, Minnesota. Rehabilitation Nurses: This program will be accepted for 7.0 60-minute hours of continuing education for ARN Certification. Submit certificate.
Return to Work: Evidence Based Skills and Strategies
The Resort and Conference Center at Hyannis, Hyannis, Cape Cod, Massachusetts
Monday, July 21, 2014

7:00–8:00 REGISTRATION, CONTINENTAL BREAKFAST & EXHIBITS
8:00–8:15 Introduction
Faculty will explain the importance of evidence based skills and strategies to improve the return to work experience for workers and outcomes. Questions and Answers.

8:15–10:00 Insights for Engagement - Injured Worker Focus Group Findings
Based on close to 50 focus groups we will explore what injured workers say improve their overall experience and ultimately the things they identify as being significant impact factors while they are off work. Questions and Answers.

10:00–10:15 BREAK, EXHIBITS & NETWORKING OPPORTUNITY

10:15–11:15 Motivation
The faculty will look at the factors that are significant in triggering the return to work process and those factors that are predictive in determining duration. The faculty will present a set of questions that can assist with the assessment of motivation, and offer clues to significant interventions. Questions and Answers.

11:15–12:00 Increasing Compliance
Compliance simply means adherence to a recommended course of treatment/plan or responding favorably to a request offered by others. Faculty, with the attendees, will discuss 4 areas where there is evidence that these factors can significantly improve compliance. These are: relationships, commitment, confidence, and credibility. Questions and Answers.

12:00–1:00 LUNCH (Provided with faculty)

1:00–1:45 Increasing Compliance (Continued)
The faculty will discuss methods and techniques for improving commitment from injured workers. He will explain how to boost confidence and build credibility with injured workers. Questions and Answers.

1:45–2:30 The Engagement Process
Engaging the worker is a significant step in ensuring they are successfully returning to work. The faculty will explain why this is important and develop a set of skills that will set the stage for engagement. The faculty will revisit the findings from the focus groups and further develop a systematic way to engage the worker. Questions and Answers.

2:30–3:00 Dealing with Resistance
Despite all of our efforts in our attempts to engage the worker we can still face resistance. The faculty will explore current research on ways to reduce and deal with resistance. Questions and Answers.

3:00–3:15 BREAK, EXHIBITS & NETWORKING OPPORTUNITY

3:15–4:30 Integrating it All: The Engagement Model
Once we have set of skills and strategies we will integrate it into a workable and methodical model that is scalable and useable. Attendees will be able to takes this back to their work and integrate it easily into their current process. This will take the “interactive process” to a new level in your organization. Questions and Answers.

4:30–4:45 Wrap Up
Concluding remarks and final questions and answers.

HERE’S WHAT YOUR COLLEAGUES HAVE TO SAY:

“Great tools and examples to use to improve program”
“Great”
“Useful material, love presenter”
“Fantastic, well presented, good info backed up by evidence”

“Positive/proactive”
“Excellent, helpful”
“Excellent, speaker was so well prepared enthusiastic and thorough”
“Great knowledgeable speaker. Very good slides, stories, models and content”
Executive Summary: Each year a large portion of workers’ compensation indemnity and medical costs are spent on claimants with orthopedic injuries, conditions, and treatment. This course will allow attendees to make informed decisions about claims, causation development of treatment plans, best practices, management, health promotion, rehabilitation, disability impairment, and return to work. The latest developments in Orthopedics for Workers’ Compensation and Occupational Health Professionals will be provided.

This conference will teach attendees:

- The anatomy and physiology of orthopedic injuries and conditions
- What to demand in orthopedic examinations, diagnostic testing, and medical reports
- The significance of the results of diagnostic testing
- Effective surgical and non-surgical treatment
- Effective rehabilitation
- The impact of minimally invasive surgery
- Use of cutting edge technology, treatment, and devices
- How to evaluate pre-existing/degenerative orthopedic conditions
- What to look for in investigating these claims
- How to effectively manage treatment and rehabilitation
- How to utilize expected recovery milestones, benchmarks, and duration guidelines
- How to help optimize recovery of function and return to work
- Appropriate use of opioids and other medications for orthopedic injuries and conditions
- Causation of orthopedic injuries, conditions, treatment, impairment, and disability

Registration Information: The $395 tuition includes a continental breakfast, lunch with faculty, a workshop manual, and a dynamic learning experience. To register, please use the form on page 2, or visit seak.com.

Distinguished Faculty

Eric Phillip Carkner, MD received his BS in Mechanical Engineering from the University of New Hampshire in 1992, and obtained his medical degree from the Tufts University School of Medicine. Dr. Carkner completed his general surgical internship and orthopaedic residency at the University of Massachusetts Medical Center, before moving on to an adult reconstructive spine fellowship at the New England Baptist Hospital. He joined NEOSS in 2005 and serves as a clinical instructor for the Tufts University School of Medicine.

Andrew Jawa, MD is an Assistant Professor of orthopedic surgery at Boston University Medical Center and a member of the Boston Sports and Shoulder Center affiliated with the New England Baptist Hospital. Dr. Jawa received his BA from Williams College and his MD from the University of Pennsylvania School of Medicine. He completed his orthopedic residency at the Harvard Combined Orthopedics Program and fellowships in Hand/Microvascular Surgery and Shoulder/Elbow Surgery at Massachusetts General Hospital. Dr. Jawa is both clinically and academically active with more than 25 clinical journal articles and book chapters and numerous regional and national presentations on hand, elbow and shoulder orthopedic conditions.

Suzanne L. Miller, MD is board certified and holds a subspecialty certificate in orthopaedic sports medicine and she serves as an Assistant Clinical Professor at Tufts University School of Medicine. Dr. Miller’s clinical interests lie in treating sports medicine injuries of the upper and lower extremity. She has published extensively in medical literature and has several ongoing clinical trials involving shoulder and hamstring injuries.

Paul Weitzel, MD is the attending orthopedic surgeon and managing partner at Boston Sports and Shoulder Center. Dr. Weitzel is also an assistant clinical professor at Tufts University School of Medicine with a primary emphasis on minimally invasive arthroscopy of the shoulder and knee. He is head team physician for Tufts University and Wellesley High School. Dr. Weitzel received his BA from Yale University and MD from the University of Pennsylvania School of Medicine. He is fellowship trained in sports medicine from Tufts Medical Center.

Continuing Education Credits

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SEAK Advanced Orthopedics for Workers’ Compensation and Occupational Health Professionals
The Resort and Conference Center at Hyannis, Hyannis, Cape Cod, Massachusetts
Monday, July 21, 2014

7:00–8:00  Registration, Continental Breakfast & Exhibits

8:00–8:15  Introduction
Faculty will explain why an understanding of orthopedics is crucial for all those involved in the workers’ compensation and occupational health field.

8:15–10:00  Occupational Hand & Arm Conditions: Diagnosis, Treatment and Prognosis
Dr. Jawa will discuss common workplace related injuries and diagnoses of the hand, wrist and elbow. The anatomy, clinical examination and pathogenesis of these injuries will be explained and demonstrated with images and videos. There will be a focus on carpal and cubital tunnel syndrome, traumatic fingertip injuries, scapho-lunate instability and repetitive stress injuries. The role of both non-operative and operative treatments, the importance of occupational therapy, and the expected recovery markers and return to work duration will be discussed. Questions & Answers.

10:00–10:15  Break, Exhibits & Networking Opportunity

10:15–12:00  Occupational Knee Injuries
Dr. Weitzel will review the common occupational knee injuries and focused diagnoses. He will present a video overview of common knee procedures, new technologies in knee treatment and the common pitfalls in treatment and recovery. Dr. Weitzel will explain the common reasons for delayed return to work, RTW expectations and therapy pearls. Questions & Answers.

12:00–1:00  Lunch provided with faculty

1:00–2:30  Lumbar Spine Injuries in the Worker
Dr. Carkner will discuss, present and explain appropriate initial evaluation and management, and the appropriate use of non-operative treatment including injections and physical therapy. When is surgery necessary? What are the more common procedures that these injured workers are likely to experience? What is the expected time out of work that can be expected after the various procedures? Questions & Answers.

2:30–2:45  Break, Exhibits & Networking Opportunity

2:45–4:15  Occupational Shoulder Pain from A-Z
Dr. Miller will discuss the differential diagnosis of the most common shoulder injuries in the workplace. He will explain the symptoms, work-up and treatment of impingement of the shoulder and the indications of surgery when conservative options fail. Dr. Miller will review the most common causes of failure of shoulder surgery and the options for treating the painful post-op shoulder. He will offer practical suggestions for the successful rehabilitation and work restriction progression and return to work after shoulder surgery. Questions & Answers.
ADA and FMLA: In Depth
The Resort and Conference Center at Hyannis, Hyannis, Cape Cod, Massachusetts
Monday, July 21, 2014

Executive Summary: At this unique preconference, you will be provided with an in-depth learning experience covering the legal topics that all occupational health professionals must deal with on a daily basis. Attendees will participate in frank discussions and problem solving exercises. You will take away practical, valuable advice which you can use immediately. The learning methodology features interactive lectures and hands-on case studies and exercises. The primary focus of this course is on the ADA and FMLA. The state workers’ compensation statutes will be discussed in the context of how they interact with the ADA and FMLA.

Learning Objectives: At the completion of this seminar you will be able to:

• Understand when and how an employee's situation is covered by the ADA and the FMLA
• Understand the employer's obligations under the ADA and the FMLA
• Develop an understanding of how the ADA, the FMLA and the state workers compensation statutes intersect with each other and impact an employer's decision-making process when dealing with employees
• Identify and diagnose ADA and FMLA issues
• Work through complex cases including multiple employment-related legal issues, and
• Develop cost-effective, defensive best practices

Registration Information: The $395 tuition includes a continental breakfast, lunch with faculty, a workshop manual, and a dynamic learning experience. To register, please use the form on page 2, or visit www.seak.com.

Distinguished Faculty:
Adam P. Forman, Esq. is a shareholder in the Boston office of Littler Mendelson. He represents management in discrimination and wrongful discharge litigation, non-competition agreements litigation, traditional labor work and the development of employee relations system. Mr. Forman speaks on matters relating to labor and employment law and has written for a variety of publications, including CCM, The American Lawyer's Corporate Counsel Magazine, Outside Counsel and the Boston Business Journal. He is a member of the American Bar Association, the Boston Bar Association and the Massachusetts Bar Association. Mr. Forman received his law degree, cum laude, from Georgetown University Law Center in 1987 and his bachelor's degree, with high distinction, from Pennsylvania State University in 1984 as a member of Phi Beta Kappa. Mr. Forman was admitted to the Pennsylvania Bar (1987); the Massachusetts Bar (1992); the U.S. District Court, Eastern District of Pennsylvania (1987); the U.S. District Court, District of Massachusetts (1992); the U.S. Court of Appeals, Third Circuit (1990) and the U.S. Court of Appeals, First Circuit (1994).

John D. Doran Esq. is a shareholder in the Providence office of Littler Mendelson. His practice focuses exclusively on representing management in labor and employment matters. Working predominately with clients in the healthcare industry, he appears in federal and state courts in Rhode Island and Massachusetts and before the Equal Employment Opportunity Commission, the Rhode Island Commission for Human Rights, and other state human rights agencies. He also defends employers against discrimination claims based on race, sex, age, religion, national origin and disability and handles matters related to the Family and Medical Leave Act and the Americans with Disabilities Act. Attorney Doran received his BS from Boston College and his JD from Suffolk University.

Continuing Education Credits
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Cape Cod, Massachusetts, July 22-24, 2014

ADA and FMLA: In Depth
The Resort and Conference Center at Hyannis, Hyannis, Cape Cod, Massachusetts
Monday, July 21, 2014

7:00–8:00  Registration, Continental Breakfast & Exhibits

8:00–8:15  Introduction
Why we need an in depth understanding of these issues: Workplace morale, employee retention, defensive employee relations, management, cost control, and other important considerations.
Questions & Answers.

8:15–9:30  The FMLA: An Overview and Hot Topics
Attendees will learn about the following issues: eligibility, intermittent leave, designation of leave as FMLA covered, denial of leave, medical certification of leave, and employee notice of health care condition. In addition, FMLA leave will be distinguished from Workers’ Compensation leave, and the relationship between the two will be discussed. Questions & Answers.

9:30–10:45  The ADA: An Overview of the Law
Attendees will learn how to determine if an employee has a disability (Does the employee have an impairment? Does it affect a major life activity? Is the major life activity substantially limited?) and what conditions have been determined not to be disabilities. This session will also include an explanation of the issue of employees being “regarded as” or having a “record of being” disabled. This session will also consist of an explanation of whether an employee with a disability is qualified for the job in question, and how to determine what functions (attendance, mental stability, walking, travel, lifting, staying awake, etc.) of a job are essential. Questions & Answers.

10:45–11:00  Break, Exhibits & Networking Opportunity

11:00–12:00  The ADA Continued: Making Reasonable Accommodations
What is reasonable? How much can a “reasonable” accommodation cost? Is an employer required to place employees on leave or on part-time schedules as part of a reasonable accommodation? Finally, ADA concerns will be distinguished from Workers’ Compensation issues, and the relationship between the two will be discussed. Questions & Answers.

12:00–1:00  Lunch provided with faculty

1:00–2:00  The Interrelationship Between the ADA, FMLA, and Workers’ Compensation: How Do You Know Which Law(S) You Are Dealing With?
Can an employee’s request for a leave be covered by more than one law? When can you request additional information or a second opinion? Questions & Answers.

2:00–3:00  Part One of Interactive group activity
Review of hypothetical scenarios involving the ADA, FMLA, and Workers’ Compensation. Topics include: Injury or disability? What is the proper response to an employee’s request for leave? Can this disabled/injured/ill employee’s employment be terminated? How much does the employer need to spend on an accommodation? Questions & Answers.

3:00–3:15  Break, Exhibits & Networking Opportunity

3:15–4:15  Part Two of Interactive Group Activity
Responding to the complex challenges of the workplace: analysis of tough hypotheticals to navigate treacherous ADA, FMLA, and Workers’ Compensation waters. Questions & Answers.

4:15–4:30  Wrap-up
Concluding remarks and final question and answer session. Questions & Answers.

“Interesting & quite beneficial to my practice”
“Very informative, knowledgeable presenters”
“Very Good”
“Job well done”
“Excellent”
Advanced Neurology for Workers’ Compensation and Occupational Health Professionals

The Resort and Conference Center at Hyannis

Hyannis, Cape Cod, MA

Monday, July 21, 2014

Executive Summary: Each year a substantial portion of workers’ compensation indemnity and medical costs are spent on claimants with neurological injuries, conditions, and treatment. In this unique course attendees will, for the first time, be able to learn about the diagnostic tests that they have been reading and see them demonstrated live. This course will help attendees make informed decisions about the etiology, progress, treatment, and rehabilitation and return to work of claimants with neurological conditions.

Learning Objectives:

Attendees will understand the neurological conditions they often are called upon to evaluate in their role as an occupational health/workers’ compensation professional.

At the completion of this workshop, you will learn:

• The anatomy and physiology of common occupational neurological conditions.
• What diagnostic testing actually consists of and the importance of “positive” findings.
• The etiology and work relatedness of these conditions.
• How neurological diagnoses are made.
• What works and what does not work for treatment options.
• The effective use of occupational/physical therapy.
• Typical recovery times.
• When claimants can be cleared to return to work.
• Causation of neurological injuries, conditions, treatment, impairment, and disability.
• How to effectively manage claims.
• How to evaluate pre-existing conditions.

Registration Information: The $395 tuition includes a continental breakfast, lunch with faculty, a workshop manual, and a dynamic learning experience. To register, please use the form on page 2, or visit www.seak.com.

Distinguished Faculty:

WG Strickland, MD, PhD, CIME is a neurologist in private practice in Nashville, Tennessee. Dr. Strickland received his BS from the University of Alabama and his M.D. and Ph.D. from Vanderbilt University School of Medicine where he worked in the Howard Hughes Medical Institute. After completing his residency in neurology at Vanderbilt Hospital, he began private practice at Baptist Hospital in Nashville where he is on the clinical faculty of the University of Tennessee-Baptist Hospital. He is board certified in Neurology and in the subspecialty of Clinical Neurophysiology by the American Board of Neurology and Psychiatry. Dr. Strickland is certified as an independent medical examiner (CIME) and has substantial medicolegal and IME experience. He has given numerous lectures on neurologic disorders including work-related CNS and peripheral nerve impairments. He has had over a hundred engagements as a speaker with respect to the treatment of neuropathic and other pain syndromes. Areas of professional interest include; peripheral nerve injury, head injury and neuropathic pain. In his 25 years of practice, he has seen thousands of patients with a wide range of work-related neurologic conditions and has extensive experience with successful evaluation and treatment of such patients.

Continuing Education Credits

Attorneys: Please request CLE credits when mailing in your registration form. Physical Therapists: Continuing Physical Therapy credits vary by state, and will only be applied for if requested in writing on the conference registration form.

Physicians: SEAK, Inc. is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians. SEAK, Inc. designates this live activity for a maximum of 7.25 AMA PRA Category 1 Credit(s).™ Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Occupational Health Nurses: This activity has been submitted to the American Association of Occupational Health Nurses (AAOHN) for approval to award 6.0 CNE’s. The American Association of Occupational Health Nurses (AAOHN) is an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation. Disability Specialists: 6.0 contact hours of continuing education for disability specialists have been applied for from the Commission for Disability Management Specialists, Schaumburg, Illinois. Rehabilitation Counselors: 6.0 contact hours of continuing education hours for Rehabilitation Counselors have been applied for from the Commission on Rehabilitation Counselor Certification, Schaumburg, Illinois. Case Managers: 6.0 contact hours of continuing education for Case Managers have been applied for from the Commission for Case Manager Certification, St. Paul, Minnesota. Rehabilitation Nurses: This program will be accepted for 6.0 60-minute hours of continuing education for ARN Certification. Submit certificate.
7:00-8:00  **REGISTRATION, CONTINENTAL BREAKFAST, AND EXHIBITS**

8:00-8:15  **Introduction**
Faculty will explain why an understanding of Neurology is crucial for all those involved in workers’ compensation and occupational health.

8:15-10:00  **Head and Brain Conditions: Diagnosis, Treatment, and Prognosis**
Dr. Strickland will discuss and demonstrate the most common workplace related injuries including concussion, its signs, and symptoms, mechanism of injury, pathophysiology, prognosis, and return to work. He will discuss the latest concussion protocols and the residual dizziness and memory loss. He will demonstrate cognitive evaluation, vestibular evaluation and extraocular movement evaluation, and canalith repositioning procedure. Questions and Answers.

10:00-10:15  **BREAK, EXHIBITS, AND NETWORKING OPPORTUNITY**

10:15-11:00  **Upper Extremity: Carpal Tunnel Syndrome**
Dr. Strickland will discuss the diagnosis, prevention, treatment, and prognosis for carpal tunnel syndrome. He will explain the anatomy and pathogenesis of the condition and will demonstrate the examination live with a volunteer attendee. Discussion of the condition, examination, and surgical and non-surgical treatment will be presented. He will demonstrate Phalen’s and Tinel’s signs, median nerve conduction studies using EMG machine, and show a video of carpal tunnel release surgery. Questions & Answers.

11:00-12:00  **Upper Extremity: Cervical Radiculopathy**
Dr. Strickland will discuss the etiology, work-relatedness, diagnosis, and treatment of the condition. He will discuss the role of physical examination and electrodiagnostic testing in making a diagnosis. Dr. Strickland will offer both non-operative and operative treatment options and will discuss the benefits and shortcomings of both. He will demonstrate various patterns of brachial plexus injury with accompanying physical findings. Questions and Answers.

12:00-1:00  **LUNCH (PROVIDED WITH FACULTY)**

1:00-2:00  **Upper Extremity: Brachial Plexopathy**
Dr. Strickland will discuss the etiology, diagnosis, treatment, prognosis, and return to work after an injury at work. He will explain the anatomy, pathophysiology of the condition, and the use of diagnostic testing. Dr. Strickland will offer practical suggestions for optimal treatment options including pain medications and physical therapy. Questions & Answers.

2:00-2:30  **Lower Extremity: Lumbar Radiculopathy**
Dr. Strickland will explain and demonstrate the etiology, work-relatedness, anatomy, pathophysiology diagnosis and treatment. He will offer practical suggestions for early and safe return to work. Questions & Answers.

2:30-2:45  **BREAK, NETWORKING AND EXHIBITS**

2:45-3:30  **Lower Extremity: Peroneal Neuropathy/Foot Drop**
Dr. Strickland will explain and demonstrate the etiology, work-relatedness, diagnosis, and treatment for peroneal neuropathy resulting in foot drop. He will explore therapy, length of recovery, and will offer practical suggestions for returning the injured worker back to work. He will demonstrate typical weakness and sensory loss in peroneal neuropathy at or near the fibular head, and mechanisms of injury including work and nonwork etiologies. Questions & Answers.

3:30-4:15  **Complex Regional Pain Syndrome**
Dr. Strickland will explain and demonstrate how complex regional pain syndrome (CRPS) can and does occur in both upper and lower extremity. He will discuss the etiology and the importance of early diagnosis and treatment. He will review and demonstrate the numerous treatment modalities and will discuss the efficacy of each of the treatments. He will demonstrate typical findings with the use of video. Questions & Answers.

4:15-4:45  **Your Cases**
Attendees are encouraged to bring their difficult cases for group discussion and review.
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“Excellent foot traffic - almost ran out of promotional materials in the first two hours!”
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Advanced Orthopedics for Workers’ Compensation and Occupational Health Professionals; 4 DVD Set

Each year a large portion of workers’ compensation indemnity and medical costs are spent on claimants with orthopedic injuries, conditions, and treatment. This DVD will show you how to make informed decisions about: claims, causation development of treatment plans, best practices, management, health promotion, rehabilitation, disability impairment, and return to work. The latest developments in Orthopedics for Workers’ Compensation and Occupational Health Professionals are discussed.

- The anatomy and physiology of orthopedic injuries and conditions
- What to demand in orthopedic examinations, diagnostic testing, and medical reports
- The significance of the results of diagnostic testing
- Effective surgical and non-surgical treatment
- Effective rehabilitation
- The impact of minimally invasive surgery
- Use of cutting edge technology, treatment, and devices
- How to evaluate pre-existing/degenerative orthopedic conditions
- What to look for in investigating these claims
- How to effectively manage treatment and rehabilitation
- How to utilize expected recovery milestone, benchmarks, and duration guidelines
- How to help optimize recovery of function and return to work
- Appropriate use of opioids and other medications for orthopedic injuries and conditions
- Causation of orthopedic injuries, conditions, treatment, impairment, and disability

Causation of Occupational Injuries Fact or Fiction; 5 DVD Set

This DVD set is for anyone who is involved with workers’ compensation and occupational health. Every new workers’ compensation case involves the determination of causation. The evidence-based science of causation has been difficult to assemble. This course brings together the science of causation, the law, and the daily application of both.

- Methodology, Apportionment, History, Physical Examination, and Record Review
- Spine Examples-Specific cases will be discussed.
- Lower Limb Examples-Specific cases will be discussed.
- Upper Limb Examples-Specific cases will be discussed.
- Cardiac and Pulmonary Case Examples-Specific cases will be discussed.

How To Market & Grow Your IME Practice; 10 DVD Set

This is the most advanced training available on IME Marketing. How to Market and Grow Your IME Practice is designed for both IME physicians and their employees who are tasked with practice development. You will learn how to professionally and cost-effectively market your IME practice and services and how to build a lucrative practice that will stand the test of time.

- Understanding How Much Each New Client is Worth
- The 24/7/365 Approach to IME Business Development and Marketing
- Best Practices in Evaluating and Tracking IME Business Development Efforts
- Improving the Quality of Your IME Work Product: Reports and Deposition Testimony
- Identifying Your Target Market
- CVs and Websites
- Speaking, Writing, and Training
- Building Your IME Brand
- Marketing to IME Brokers
- Marketing to Attorneys, Self-Insureds, and Third Party Administrators (TPAs)
- Repeat Business
- Advanced Networking for IME Physicians: Building Relationships
- Benefits of Certifications

IME Skills for Physicians: The Master’s Program; 7 DVD Set

This is the most advanced training available on Independent Medical Evaluations (IMEs) and is now available as a DVD set. You will learn through lecture, case studies, questions and answers, demonstrations, and interactive learning how to distinguish yourself as independent medical evaluators. Physicians completing these intensive two days of training will raise the level of their IME work product, produce more valuable and defensible reports, and become “go-to” evaluators sought after by insurers, attorneys, brokers, and other clients. Physicians who are serious about improving their IME skills are encouraged to review this advanced IME training.

- History Taking Recommendations for Complex Cases Including Those with Multiple Injuries
- Formulating and Communicating Defensible Opinions
- Causation and apportionment in-depth
- How to effectively use objective medical evidence
- How and when to use evidence-based medical literature
- How to effectively use diagnostic testing and explain the results thereof
- How to write a high quality IME report with bullet-proof opinions
- Effective use of timelines, tables, and charts in your reports
- Mechanism of injury
- Disability and Fitness for Duty
- How and when to use disability guidelines
- How to confidently deal with questions on ability to return to work, work capacity, and restrictions
- How to obtain and perform fitness for duty exams
- How to defend return to work opinions
- How to Effectively Deal with Attacks by Counsel during Cross-Examination

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