35th Anniversary SEAK National Workers’ Compensation and Occupational Medicine Conference

June 9–11, 2015

PRECONFERENCES
June 8, 2015

Evidence Based Medicine in Workers’ Compensation

Managing and Defending Workers’ Compensation Claims for Workers’ Compensation and Occupational Health Professionals

ADA and FMLA: In Depth

Return to Work: Evidence Based Skills and Strategies

www.WorkersCompensationConference.com
Please register me for the following preconference (choose one):

- Evidence Based Medicine in Workers’ Compensation
- Managing and Defending Workers’ Compensation Claims for Workers’ Compensation and Occupational Health Professionals
- ADA and FMLA: In Depth
- Return to Work: Evidence Based Skills and Strategies

Please register me for the main conference:

- 35th Anniversary National Workers’ Compensation and Occupational Medicine Conference

Seminars available on DVD: (Add 6.25% sales tax if shipped to MA)

- Advanced Neurology for Workers’ Compensation and Occupational Health Professionals ($395)
- 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)

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:

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
Convenient and Fun Location

The conference will be held in the bustling fly in, fly-out O'Hare convention district of Rosemont. With daily direct flights to O'Hare from 153 different U.S. cities, getting here couldn't be easier. The site hotel even offers a free 24 hour shuttle from O'Hare. The conference will be held adjacent to Stephen’s Convention Center and the Rosemont Theatre as well as The Fashion Outlets of Chicago, which feature over 130 designer outlets including Bloomingdales, Neiman Marcus, Saks Fifth Avenue, Prada, Michael Kors, and Tory Burch. The Rosemont convention district is a vibrant dining and entertainment area with numerous and diverse restaurants within a few blocks including: McCormick & Schmick’s, The Capital Grille, Gibson’s Bar & Steakhouse, Morton’s Steakhouse, and many more. For those who want to explore even further, the attractions of Downtown Chicago such as the Navy Pier, Willis Tower, museums, and theaters are easily accessible via the subway, which is within short walking distance of the site hotel.

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 pages 28–29 for more information.

Registration Information

**Hotel Accommodations:** SEAK’s 35th Anniversary National Workers’ Compensational and Occupational Medicine Conference will be held at the Crowne Plaza Chicago O’Hare Hotel & Conference Center in the Village of Rosemont, IL. This full service “fly in fly out” property is easily accessible to Chicago’s O’Hare airport and provides complimentary 24 hour shuttle service to and from O’Hare Airport. SEAK has secured a special group rate of $145/night for single occupancy. Rooms are limited and this rate expires on May 12, 2015. To make your reservations, please call 877-337-5793 and refer to the SEAK Group rate.

**Note:** Significant discounts apply for early registration. Register today and save.

**Registration Information:** Tuition for the 35th Anniversary National Workers’ Compensation and Occupational Medicine Conference is $995 before February 28, 2015; $1095 March 1, 2015–May 31, 2015 and $1195 After May 31, 2015. This includes handout materials to be distributed at the door, coffee breaks, reception, three continental breakfasts, a social event on Wednesday night, and three conference luncheons with faculty. Tuition for each preconference is $395 before February 28, 2015; $445 March 1, 2015-May 31, 2015 and $495 After May 31, 2015.

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

**Cancellations:** Conference cancellations received in writing on or before June 1, 2015 will receive a full refund. Persons canceling after June 1, 2015 will not receive a refund, but will receive a tuition credit.

Register early and save up to $300!
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 contact hours. The American Association of Occupational 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 16.5 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 18.0 CNE’s for ARN Certification when you submit your certificate.

**Note:** Any and all commercial products or services displayed or advertised at the 2015 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, and 26.
Here’s what past attendees have to say:

“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.”

“Excellent! The expertise of your speakers was exceptional!”

“Wonderful cross-section of subjects, disciplines, & topics.”

“All of the speakers were knowledgeable and gave practical ideas I could use.”

“All presenters were dynamic and engaged the audience at all levels.”

“Another amazing conference.”

“Another well done conference!”

“As expected, high quality.”

“As a first time attendee I was very impressed with the amount of information received.”

“As usual, great seminar!”

“Awesome!”

“As usual, the conference was EXCELLENT!!! You all do a fantastic job! Thank you.”

“Best seminar I’ve been to in many years. Well done.”

“Better than expected – exceeded expectation!! Very good.”

“Conference is well organized and due to having new speakers every year, something is learned every time.”

“One of the best conferences I have attended.”

“Extremely high quality. Great, timely topics, taught clearly & concisely by highly qualified faculty.”

“One of the top I have attended on a national level.”

“I find this conference my one-stop education experience each year!”

“Great conference! Looking forward to next year. Absolutely fantastic.”
### Main Conference: Day 1
**Tuesday, June 9, 2015**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>8:00–8:50</td>
<td>REGISTRATION AND CONTINENTAL BREAKFAST</td>
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<td>8:50–9:00</td>
<td>INTRODUCTORY REMARKS, ANNOUNCEMENTS</td>
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<tr>
<td>9:00–9:50</td>
<td>Evidence Based Total Worker Health, Safety &amp; Wellness</td>
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<tr>
<td></td>
<td>Lee Newman, MD, MA, FACOEM, FCCP</td>
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<td></td>
<td>Colorado School of Public Health</td>
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<td>Aurora, CO</td>
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<td>9:50–10:00</td>
<td>BREAK AND NETWORKING OPPORTUNITY</td>
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<td>10:00–10:50</td>
<td>Defending the Workers’ Compensation Case: Early Intervention and Documentation</td>
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<tr>
<td></td>
<td>Lee A. Blitstein, Esq.</td>
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<td>Altman, Lunche &amp; Blitstein</td>
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<td>Encino, CA</td>
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<td>10:50–11:00</td>
<td>BREAK AND NETWORKING OPPORTUNITY</td>
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<td>11:00–12:00</td>
<td>Health Care Reform: New Opportunities Abound</td>
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<td>Kimberly George</td>
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<td>Sedgwick</td>
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<td>Chicago, IL</td>
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<td>12:00–1:30</td>
<td>LUNCH (PROVIDED WITH FACULTY)</td>
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<td>1:30–2:30</td>
<td>BREAKOUT SESSIONS, CHOOSE ONE</td>
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<tr>
<td>A.</td>
<td>FMLA: Fighting Abuse</td>
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<td>Francine Esposito, Esq.</td>
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<td>Day Pitney</td>
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<td>Parsippany, NJ</td>
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<td>B.</td>
<td>PTSD in the Workplace: Diagnosis and Misdiagnosis</td>
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<td>Kayhill Sheon, MD</td>
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<td>Richmond, VA</td>
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<td>C.</td>
<td>Why Workers’ Compensation Claimants Hire Attorneys</td>
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<td>Robert E. Wisniewski, Esq.</td>
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<td>Robert E. Wisniewski, PC</td>
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<tr>
<td></td>
<td>Phoenix, AZ</td>
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<td>2:30–2:40</td>
<td>BREAK AND NETWORKING OPPORTUNITY</td>
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<td>2:40–3:40</td>
<td>BREAKOUT SESSIONS, CHOOSE ONE</td>
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<tr>
<td>A.</td>
<td>The Future of Workers’ Compensation: Opportunities and Challenges</td>
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<tr>
<td></td>
<td>Kip A. Kubin, Esq.</td>
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<td>Bottaro, Morefield, Kubin &amp; Yocum, LC</td>
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<td>Kansas City, MO</td>
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<td>B.</td>
<td>Symptom Magnification and Malingering in Occupational Health and Workers’ Compensation</td>
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<td>Anthony J. Dorto, MD, MD, FAPMR, FAADEP</td>
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<td>Disability Assessment Center, PA</td>
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<td>C.</td>
<td>Injury Prevention and Early Intervention: Unique approaches for dealing with the Aging Workforce</td>
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<td>Sheila Denman, MA, MS, PT</td>
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<td>ATI Worksite Solutions</td>
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<td>Indianapolis, IN</td>
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<td>3:40–3:50</td>
<td>BREAK AND NETWORKING OPPORTUNITY</td>
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<td>3:50–4:50</td>
<td>BREAKOUT SESSIONS, CHOOSE ONE</td>
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<tr>
<td>A.</td>
<td>Occupational Shoulder Injuries: Diagnosis, Treatment, and Return to Work</td>
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<td></td>
<td>Brian Forsythe, MD</td>
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<td>Midwest Orthopaedics at Rush Winfield, IL</td>
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<td>B.</td>
<td>Effectively Selecting and Partnering with your Workers’ Compensation Attorneys, TPA’s, and Vendors</td>
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<td></td>
<td>Catherine Duhigg Gannon, CWCP</td>
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<td>C.</td>
<td>High Anxiety: Medical Marijuana, Workers’ Comp, and Occupational Medicine</td>
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<td></td>
<td>Francis X. Wickersham, Esq.</td>
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<td>Marshall Dennehey Warner Coleman &amp; Goggin, PC</td>
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<td>King of Prussia, PA</td>
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</tbody>
</table>

**PRECONFERENCES**
**Monday, June 8, 2015**

- Evidence Based Medicine in Workers’ Compensation  
  James B. Talmage, MD

- Managing & Defending Workers’ Compensation Claims: For Workers’ Compensation and Occupational Health Professionals  
  John W. Valente, Esq.

- ADA and FMLA: In Depth  
  Michael C. Conigli, Esq.

- Return to Work: Evidence Based Skills and Strategies  
  Jason Parker

“The conference was filled with beneficial information that I could immediately implement when I returned to work.”

“This in many ways is the best conference I have been to!”

“This was my first time attending and it was priceless! I can’t wait for next year”

“Very good and jam packed with knowledge and networking opportunities.”

“Very thorough and insightful – lots of information I have not seen elsewhere.”

“All presenters were dynamic and engaged the audience at all levels.”

“Wonderful cross-section of subjects, disciplines, & topics.”

“As usual, great seminar!”
## Main Conference: Day 2
Wednesday, June 10, 2015

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>7:00–9:00</td>
<td>CONTINENTAL BREAKFAST AND EXHIBITS</td>
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<td>9:00–9:50</td>
<td>Living Abled and Healthy: Functioning Despite “Disability”</td>
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<td>Christopher R. Brigham, MD</td>
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<td>Brigham &amp; Associates</td>
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<td>Kailua, HI</td>
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<td>William A. Lowry, Esq.</td>
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<td>Nyhan, Bambrick, Künzle &amp; Lowry, PC., Chicago, IL</td>
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<td>10:40–11:00</td>
<td>EXHIBITS &amp; NETWORKING OPPORTUNITY</td>
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<td>11:00–12:00</td>
<td>Early Risk Prediction: Interventions That Work</td>
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<td>Glenn Pransky, MD</td>
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<td>Liberty Mutual</td>
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<td>Hopkinton, MA</td>
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<td>12:00–1:30</td>
<td>LUNCH (PROVIDED WITH FACULTY) &amp; EXHIBITS</td>
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<td>1:30–2:30</td>
<td>BREAKOUT SESSIONS, CHOOSE ONE</td>
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<td></td>
<td>A. National Registry of Certified Medical Examiners: FMSCA Lessons Learned and Complex Issues</td>
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<td>Natalie P. Hartshenaun, MD, MPH, FACP</td>
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<td>OccuMedix, Inc.</td>
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<td>B. OSHA Latest Developments: For Workers’ Compensation and Occupational Health Professionals</td>
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<td>Mark Dreux, Esq.</td>
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<td>Arent Fox LLP</td>
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<td>Washington, DC</td>
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<td>C. Workers’ Compensation Fraud: What You Can Do About It</td>
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<td>Richard Lenkov, Esq.</td>
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<td>Bryce Downey &amp; Lenkov LLC</td>
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<td>Chicago, IL</td>
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<td>2:30–2:40</td>
<td>EXHIBITS &amp; NETWORKING OPPORTUNITY</td>
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<td>2:40–3:40</td>
<td>BREAKOUT SESSIONS, CHOOSE ONE</td>
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<td>A. ADA: Latest Developments for Workers’ Compensation and Occupational Health Professionals</td>
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<td>Michael M. Shetterly, Esq.</td>
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<td>B. Afraid of Returning to Work: Managing the Anxious Worker</td>
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<td>Jennifer Nash-Wright, PsyD, LP</td>
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<td></td>
<td>C. Occupational Hand Injuries: Diagnosis, Treatment, and Return to Work</td>
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<td>Jonathan L. Sollender, MD, FACS</td>
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<td>Aurora Plastic Surgery</td>
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<td>3:40–3:50</td>
<td>EXHIBITS &amp; NETWORKING OPPORTUNITY</td>
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<td>3:50–4:50</td>
<td>BREAKOUT SESSIONS, CHOOSE ONE</td>
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<td>A. Occupational Foot and Ankle Injuries: Diagnosis and Return to Work</td>
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<td>Anand Vora, MD</td>
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<td>Illinois Bone and Joint Institute</td>
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<td>B. Comprehensive Physical Assessment: Occupational Health</td>
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<td>Yolanda Lang, MSN, CRNP, Dr. PH</td>
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<td>University of Pittsburgh</td>
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<td>C. Preparing for Your Deposition: What You Need to Know</td>
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<td>Steven Babitsky, Esq.</td>
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## Main Conference: Day 3
Thursday, June 11, 2015

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</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>Causation in Workers’ Compensation Cases: What You Need to Know</td>
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<td></td>
<td>Elizabeth B. Luzuriaga, Esq.</td>
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<td>Luzuriaga Mims LLP</td>
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<td>Charleston, SC</td>
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<td>8:50–9:40</td>
<td>Functional Restoration for Chronic Pain: What Works for Workers’ Compensation Claimants</td>
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<td>Steven P. Stanos, DO</td>
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<td>Swedish Medical Center</td>
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<td>Seattle, WA</td>
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<td>9:40–10:10</td>
<td>EXHIBITS &amp; NETWORKING OPPORTUNITY</td>
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<td>10:10–11:00</td>
<td>Occupational Health and Social Media: Guiding Employees Safely</td>
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<td>Kim Oliszewski, DNP, CRNP, COHN-S/CM, FAAOHN</td>
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<td>Mid-State Occupational Health Services Inc.</td>
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<td>Lewisburg, PA</td>
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<td>Debra Wolf, PhD, MSN, BSN, RN</td>
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<td>Chatham University</td>
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<td>11:00–12:00</td>
<td>Return to Work: Early Intervention/Removing the Barriers to Recovery</td>
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<td>Roman P. Kownacki, MD, MPH</td>
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<td>The Permanente Medical Group</td>
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<td>12:00–1:30</td>
<td>LUNCH (PROVIDED WITH FACULTY) &amp; EXHIBITS</td>
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<td>BREAKOUT SESSIONS, CHOOSE ONE</td>
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<td>A. National Registry of Certified Medical Examiners: FMSCA Lessons Learned and Complex Issues</td>
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<td>B. OSHA Latest Developments: For Workers’ Compensation and Occupational Health Professionals</td>
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<td>Arent Fox LLP</td>
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<td>Washington, DC</td>
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<td></td>
<td>C. Integrated Case Management: Mitigating Cost Drivers in Workers’ Compensation Cases</td>
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<tr>
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<td>Linda Van Dillen, RN, BA, CCM</td>
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<td>SAHA Medical Management Services, Inc.</td>
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<td>2:30–2:40</td>
<td>BREAK &amp; NETWORKING OPPORTUNITY</td>
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<td>2:40–3:40</td>
<td>BREAKOUT SESSIONS, CHOOSE ONE</td>
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<td>A. Controlling Opioid Use and Abuse: Best Practices</td>
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<td>Stephen Woods, MD</td>
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<td>Ohio Bureau of Workers’ Compensation</td>
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<td>B. Corporate Sports Medicine Treatment: Soft Tissue Strains &amp; Sprains</td>
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<td>American Corporate Health</td>
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<td>C. Diabetes in the Workplace: Best Practices</td>
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Register early and save up to $300!
CONFERENCE PROGRAM: TUESDAY JUNE 9, 2015, DAY 1

8:00–8:50  REGISTRATION AND CONTINENTAL BREAKFAST

8:50–9:00  INTRODUCTORY REMARKS, ANNOUNCEMENTS

9:00–9:50  Evidence Based Total Worker Health, Safety & Wellness

Lee Newman, MD, MA, FACOEM, FCCP

Dr. Newman will review the evidence on how workplace wellness programs affect worker’s compensation claims and costs. He will discuss ways in which organizations are integrating wellness and safety systems. Dr. Newman will review the scientific basis for how to develop, improve and sustain worksite wellness programs and present a practical, evidence-based approach that helps organizations of any size succeed in promoting worksite wellness and safety in an integrated way.

Lee Newman, MD, MA, FACOEM, FCCP is Director of the Center for Worker Health and Environment, Director of the NIOSH-supported Mountain and Plains Education and Research Center, and Professor of Environmental and Occupational Health at the Colorado School of Public Health and School of Medicine. In addition, Dr. Newman is founder and Chief Medical Information Officer of Axion Health, Inc., providing innovative software solutions for occupational health, safety, and wellbeing. He received his BA in Psychology from Amherst College, his MA in Social Psychology from Cornell University, and his MD from Vanderbilt University School of Medicine. He is board-certified in Internal Medicine and Pulmonary Medicine. Dr. Newman lectures internationally on workplace safety, health, and wellness and is internationally recognized for his research in the field of occupational health, safety, and wellness. He conducts pioneering research on practical approaches to implementing integrated health promotion and health protection programs and their impact on workplace injuries. Dr. Newman’s research has been supported by the National Institutes of Health, the National Institute for Occupational Safety and Health, the US Department of Energy, among others. He has authored more than 160 research articles and more than 100 book chapters and reviews. The Center for Worker Health and Environment, which he founded and directs, has been named a NIOSH Affiliate Total Worker Health™ Center of Excellence.

9:50–10:00  BREAK AND NETWORKING OPPORTUNITY

10:00–10:50  Defending the Workers’ Compensation Case: Early Intervention and Documentation

Lee A. Blitstein, Esq.

Attorney Blitstein will explain and demonstrate, with examples, how early and thorough documentation of the file, with contemporaneous medical and other collateral evidence, can assist the defense of a claim. He will discuss early medical and other intervention to reduce the severity of the injury and costs. As a former Judge, Attorney Blitstein will explain how Judges use the “defining moment” of a claim to sort out “traveling complaints” in a claim. Attorney Blitstein will offer practical suggestions for how workers’ compensation and occupational health professionals can assist counsel in defending the workers’ compensation claim.

Lee A. Blitstein, Esq. is a partner in the Encino, CA firm of Altman, Lunche & Blitstein and has extensive experience in the practice of workers’ compensation litigation. He originally served the interests of injured workers and subsequently worked as a defense attorney representing insurance carriers and employers in their workers’ compensation matters. Attorney Blitstein is a Certified Specialist and has served as a Judge Pro-Temore at the Agoura board. Attorney Blitstein was appointed, and sworn in, as a workers’ compensation Judge in January 2005. He served the State of California and the public at large from January 2005 through September 2009. Attorney Blitstein has lectured extensively to applicant attorneys, defense attorneys, members of the workers’ compensation community and judges on topics ranging from preparation of cases for trial, litigation strategies, sexual harassment and bias, file documentation, cross-examination techniques, impeachment, fraud and other aspects of workers’ compensation.

10:50–11:00  BREAK AND NETWORKING OPPORTUNITY

11:00–12:00  Health Care Reform: New Opportunities Abound

Kimberly George

Ms. George will explain how The Affordable Care Act has changed employer strategies for delivering healthcare to injured workers. She will discuss how many anticipate a shortage in medical providers as more people with insurance seek treatment and how healthcare delivery models might change in response to this increased demand. She will demonstrate what the long-term effect could be on workers’ compensation costs as pieces
of the puzzle come together over time. She will offer practical suggestions as to how industry leaders are making headway for their organizations under today’s new rules, including ways to ensure injured workers have access to quality care, suggested cost savings techniques, and what employers can expect in the future.

Kimberly George is senior vice president of the managed care practice and client services division at Sedgwick. Ms. George’s career has focused on creating health and productivity programs for employers, impacting quality and cost of risk. She has been a registered nurse for 20 years. Although she began her career as a neuro-trauma nurse, she quickly transitioned to the insurance and benefits arena. Her experience in the cost containment field spans nearly 20 years. Her roles in the property and casualty field include product development, national telephonic case management and utilization review oversight, and integrated disability management as well as her current position with Sedgwick as managed care practice lead. Her insurance background includes workers’ compensation, short- and long-term disability, auto, liability, professional liability, longshore and total absence management. Ms. George is a frequent speaker at national conferences and events. She is often featured in industry journals and publications and is a highly regarded authority in the managed care and workers’ compensation arena.

12:00–1:30 LUNCH (PROVIDED WITH FACULTY)

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

A. FMLA: Fighting Abuse
Francine Esposito, Esq.
Attorney Esposito will discuss the most common ways employees abuse FMLA leave and explain how employers can effectively curb those abuses. She will review such issues as addressing Monday/Friday and other suspiciously recurrent “illnesses” and employees’ use of FMLA leave as an “extended vacation,” dealing with the popular doctor used by malingers, and effectively using employees’ social media postings to hold them accountable for leave abuse. Attorney Esposito will offer practical tips and suggestions for employees on how to best modify and proactively enforce their FMLA policies.

Francine Esposito, Esq. has practiced labor and employment law and has advised employers regarding all aspects of the employment relationship for over 20 years. She has extensive experience in designing and conducting training for employers on a wide array of employment-related topics including, but not limited to, harassment and discrimination awareness, FMLA, interviewing and hiring, wage and hour compliance, conducting internal investigations, the pitfalls of social media, effective employee relations and documentation, and union avoidance. Attorney Esposito worked as a human resources/labor relations professional for several years at major corporations before becoming a lawyer. Attorney Esposito regularly speaks on the topic of FMLA and is the author of several articles on the topic. She received her B.S. from Cornell University School of Industrial and Labor Relations and her J.D. from Rutgers School of Law.

B. PTSD in the Workplace: Diagnosis and Misdiagnosis
Keyhill Sheorn, MD
Dr. Sheorn will explain the criteria for the proper diagnosis of PTSD under DSM-5. She will discuss how and why many workers’ compensation claimants are misdiagnosed with PTSD including iatrogenic and litigation inspired PTSD. Dr. Sheorn will offer the common diagnostic alternatives to PTSD including adjustment disorder, secondary gain, etc. Dr. Sheorn will offer case examples and practical advice on the proper diagnosis, treatment, and return to work of claimants diagnosed and misdiagnosed with PTSD.

Keyhill Sheorn, MD is a forensic psychiatrist in Richmond Virginia who specializes in the diagnosis and treatment of post-traumatic stress disorder (PTSD.) Dr. Sheorn is a professor and director of psychotherapy training at VCU/MCV department of psychiatry. Dr. Sheorn has lectured extensively on the diagnosis and treatment of PTSD. She has taught at the American Bar Association Conference on PTSD and at the American College of Forensic Psychiatry. Dr. Sheorn received her MD from the University of South Carolina School of Medicine and is the current president of the Virginia Psychoanalytic Society.

C. Why Workers’ Compensation Claimants Hire Attorneys
Robert E. Wisniewski, Esq.
Attorney Wisniewski will review the many reasons why injured workers hire attorneys, including: lack of communication from the employer and insurance company, claimant’s fears, denial of payments, delayed payments, the workers’ comp bureaucracy and uncertainties regarding medical care, employer attitudes, and re-employment. Mr. Wisniewski will explain how the employee is treated impacts employee motivation,
recovery, and return to work. Mr. Wisniewski will offer practical suggestions on how employers and insurers can improve the way injured workers are treated to reduce overall costs and facilitate easy and safe return to work.

Robert E. Wisniewski, Esq. is a workers’ compensation claimant’s attorney in Phoenix, Arizona. Attorney Wisniewski has written and lectured extensively on all aspects of workers’ compensation law and practice. He devotes his practice to representing Arizona injured workers. In the past, Mr. Wisniewski was a workers’ compensation defense attorney. Mr. Wisniewski has litigated over 8,500 Arizona Industrial Commission hearings and tried cases in every county in Arizona. He received his BA from Upsala College and his JD from the University of Toledo, College of Law. He is a Certified Specialist, Workers’ Compensation, Arizona Board of Legal Specialization.

2:30–2:40 BREAK AND NETWORKING OPPORTUNITY

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

A. The Future of Workers’ Compensation: Opportunities and Challenges

Kip A. Kubin, Esq.

Attorney Kubin will review the latest national trends in Workers’ Compensation including: opting out of the Workers’ Compensation system, erosion of the exclusive remedy due to inadequacy of benefits, dealing with a mobile workforce (telecommuters), AMA Guides, and infectious diseases etc. and its impact on workers’ and occupational health. He will offer insight and practical suggestions for providing prompt and adequate benefits & quality medical care to injured workers at a fair and reasonable cost to employers and self-insurers.

Kip A. Kubin, Esq. is a workers’ compensation trial lawyer and member in the law firm of Bottaro, Kubin & Yocum, L.C. He obtained his BA and JD from the University of Kansas. Kip practices in Kansas and Missouri focusing on defense of workers compensation claims and frequently lectures at seminars and legal education conferences. He formerly served on the Board of Governors for the Kansas Bar Association and the Kansas Workers Compensation Advisory Board from 1995 to 2004. Kip is listed in Best Lawyers in America and Superlawyers. The Kansas City Magazine has listed him as one of the 100 Best Lawyers in Kansas City. Kip is also a Fellow of the National College of Workers Compensation Attorneys.

B. Symptom Magnification and Malingering in Occupational Health and Workers’ Compensation

Anthony J. Dorto, MD, FAAPMR, FAADEP

Dr. Dorto will explain how to recognize and document malingering and symptom magnification. He will discuss the use of an intake questionnaire, baseline examinations, review of records, and how to objectively identify and confirm malingering and/or symptom magnification. Dr. Dorto will demonstrate Waddell’s signs and other tests for simulated complaints and will offer practical advice on how to best deal with symptom magnification and/or malingering in the workplace.

Anthony J. Dorto, MD, FAAPMR, FAADEP is the Medical Director of the Disability Assessment Center, PA. in Miami, Florida. He received his MD degrees from Centro De Estudios Universitarios Xochicalco (CEUX), and from the Board of Regents of the University of New York. He did one year of general surgery at Brookdale Hospital Medical Center, Brooklyn, N.Y. and did his three (3) year residency in Physical Medicine and Rehabilitation at Mount Sinai Hospital Medical Center, NY, NY. He is board certified in Physical Medicine & Rehabilitation, and is a “Credentialed Pain Practitioner.” He is the past president of the American Academy of Disability Evaluating Physicians (AADEP), and is certified by the American Board of Independent Medical Examiners (ABIME) and is Certified in Evaluation of Disability and Impairment Rating by AADEP. Dr. Dorto has lectured on the local, state, and national levels regarding disability assessment, impairment rating, physiatry, rehabilitation, and symptom magnification and malingering. He was a contributor to the AMA Guides, 5th Edition, (Musculoskeletal Committee). He has contributed to the AMA Guides, 5th Edition “Impairment Calculator” software program. Dr. Dorto has authored numerous articles dealing with issues of disability, impairment rating, and quality of life.

C. Injury Prevention and Early Intervention: Unique approaches for dealing with the Aging Workforce

Sheila Denman, MA, MS, PT

Ms. Denman will review some of the unique physical and psychological challenges of dealing with the “over 55 age group”. She will give national data that will substantiate the need for investing in prevention training,
and in the development of a robust early reporting and intervention program. Ms. Denman will review the critical components of prevention/intervention training and through case studies will demonstrate the effectiveness of a program tailored toward this unique sub-group of employees.

Sheila Denman, MA, MS, PT is the Senior Vice President for ATI Worksite Solutions, a national provider of Onsite Early Intervention and Occupational programs. Since 1992, Ms. Denman has specialized in all elements of industrial injury prevention and early intervention as well as ergonomic consulting. Ms. Denman has developed and implemented fully integrated onsite occupational medicine programs, strongly focused on early detection, intervention and resolution utilizing “tools” available through first aid. Ms. Denman is a dynamic speaker and presents frequently on the national level.

3:40–3:50 BREAK AND NETWORKING OPPORTUNITY

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

A. Occupational Shoulder Injuries: Diagnosis, Treatment, and Return to Work

Brian Forsythe, MD

Dr. Forsythe will review the most common occupational shoulder injuries. He will discuss and demonstrate, with video, the latest advanced techniques in arthroscopic shoulder instability, rotator cuff repair, and shoulder replacement surgery. He will explain the common pitfalls in therapy, treatment, and recovery. Dr. Forsythe will offer practical suggestions for early and safe return to work for workers with shoulder injuries.

Brian Forsythe, MD is a board certified orthopedic surgeon at Midwest Orthopaedics at Rush. He specializes in minimally invasive techniques in sports medicine, arthroscopic shoulder, knee and elbow surgery, as well as shoulder replacement surgery. His practice includes advanced techniques in arthroscopic shoulder instability, rotator cuff repair, and shoulder replacement surgery. Dr. Forsythe is currently a team physician for the Chicago White Sox (MLB) and Chicago Bulls (NBA). He is also a team physician for U.S. Soccer, which involves international competitions and travel. His former team coverage includes the Pittsburgh Steelers (NFL), Chicago Bears training camp, Pittsburgh Penguins (NHL) and the New England Revolution Soccer (MLS). He has provided game coverage for numerous high schools and universities.

B. Effectively Selecting and Partnering with your Workers’ Compensation Attorneys, TPA’s, and Vendors

Catherine Duhigg Gannon, CWCP

Ms. Gannon will discuss selection and vetting of workers’ compensation counsel, TPA’s, and vendors and offer practical advice on how to successfully build partnerships to ensure optimal results. She will also discuss her strategy for how to manage claims to avoid escalation, as well as how to manage high exposure and catastrophic claims, with a focus on mitigating exposure and cost effective closure.

Catherine Duhigg Gannon, CWCP is the Senior Manager, Workers’ Compensation at Eaton where she manages Eaton’s U.S. and Canadian workers’ compensation programs covering 37,000 employees. Ms. Gannon received her BA in business management from Malone College and her CWCP from Michigan State University. She is a past president and current board member of the Self-Insurers Group of Ohio, Treasurer of the Ohio Self Insurers Association, serves on the Industrial Commission Nominating Counsel, most recently having been reappointed by Governor Kasich, and is a member of the Ohio Manufacturers Association and Chamber of Commerce Workers’ Compensation Committees. At Eaton, Ms. Gannon restructured the workers’ compensation program reducing costs by over 50%. Prior to her role at Eaton, she was the Workers’ Compensation Administrator for BP America.

C. High Anxiety: Medical Marijuana, Workers’ Comp, and Occupational Medicine

Francis X. Wickersham, Esq.

Attorney Wickersham will review the latest developments in the rapidly evolving interplay between the spreading legalization of marijuana and the workers’ compensation and occupational medicine arena. He will discuss discovery and HIPAA issues that may emerge in the handling of these claims; reimbursement issues that may be seen in the absence of a medical marijuana national drug code; liabilities for employers and insurance companies who do not pay for medical marijuana, including additional injuries caused by drug intoxication; and the safety implications for employers. Attorney Wickersham will also offer practical suggestions for when employers, insurers, and self-insurers can and need to pay for medical marijuana.
Francis X. Wickersham, Esq., is a shareholder in the Workers’ Compensation Department at Marshall Dennehey Warner Coleman & Goggin, a civil defense litigation law firm. Located in the firm’s King of Prussia, Pennsylvania, office, Frank has written and lectured extensively on all aspects of workers’ compensation law to employer and insurance industry groups, and to his peers. His articles on significant Pennsylvania workers’ compensation cases frequently appear in well-known employer publications such as the A.M. Best Insurance Digest, Counterpoint (the newsletter of the Pennsylvania Defense Institute) and the newsletter of the Pennsylvania Self-Insurers’ Association. He is an editor of and a contributor to Marshall Dennehey’s What’s Hot in Workers’ Comp newsletter, which provides a monthly update on significant developments in Pennsylvania, New Jersey and Delaware workers’ compensation laws. Frank is a member of the Pennsylvania Bar Association and the Claims and Litigation Alliance (CLM). He is a graduate of Villanova University and he obtained his juris doctor from the Widener University School of Law.

8:00–9:00 CONTINENTAL BREAKFAST AND EXHIBITS

9:00–9:50 Living Abled and Healthy: Functioning Despite “Disability”
Christopher R. Brigham, MD
Dr. Brigham will explore why people with similar injuries and illnesses have dramatically different outcomes. He will explain how to change the current disabling systems despite the resistance of professionals with a financial stake in maintaining the status quo. Dr. Brigham will offer a proposal to empower patients with the guidance and tools to navigate, from a position of strength, the current health and disability system.

Christopher R. Brigham, MD, the President of Brigham and Associates, Inc., is internationally recognized as a thought leader on human potential, impairment, and disability. He is committed to working with others in the application of evidence-based medicine and best practices to promote function and avoid needless disability. He has a strong professional background, is a graduate of Washington University School of Medicine, is board-certified in occupational medicine, highly credentialed, has edited and co-authored several books, and written over two hundred peer-reviewed articles. He is author of Living Abled & Healthy: Your Guide to Injury & Illness Recovery and the Editor of the Guides Newsletter and Senior Contributing Editor for the AMA Guides to the Evaluation of Permanent Impairment, Sixth Edition. He is passionate about creating change that will: 1) empower individuals to live productive lives and 2) reduce human and financial costs associated with disability. He continues to ponder these issues and to work with others in identifying solutions.

William A. Lowry, Esq.
Attorney Lowry will explain how early and thorough investigation of workers’ compensation claims can save employees hundreds of thousands of dollars. He will discuss prompt reporting of accidents, photographs, a 4-step approach to taking statements, securing video, review of the personnel file, using social media, and the use of surveillance and other investigative techniques. Attorney Lowry will offer practical suggestions for how attendees can assist counsel in the effective investigation of workers’ compensation claims.

William (Bill) A. Lowry, Esq. is president and managing shareholder of Nyhan, Brambrick, Kinzie, & Lowry, a Chicago defense law firm with 43 attorneys. Attorney Lowry has written and lectured extensively on many aspects of workers’ compensation law. He received his BA from Lake Forest College and his JD from Loyola University of Chicago. He is a member of the Illinois Workers’ Compensation Advisory Board and has been named as one of Chicago’s Best Lawyers.

10:40–11:00 EXHIBITS & NETWORKING OPPORTUNITY

11:00–12:00 Early Risk Prediction: Interventions That Work
Glenn Pransky, MD
Dr. Pransky will discuss the use of validated tools to identify cases at high risk of prolonged work disability early on. He will explain the early risk factors which include physical function, workplace issues, and being overwhelmed by problems. Dr. Pransky will offer practical, cost-effective suggestions for resolving these early risk factors by implementing strategies that assist injured workers.

Register early and save up to $300!
Dr. Glenn Pransky is Director of the Center for Disability Research at the Liberty Mutual Research Institute in Hopkinton, MA. The Center is dedicated to scientific research on safe and sustained return to work, has over a dozen active studies, and has produced over 110 scientific publications in the past 10 years. He also has directed a large NIOSH-funded prospective cohort study of outcomes in work-related injuries and illnesses in older workers, and several other studies of disability prevention and rehabilitation effectiveness in work-related musculoskeletal disorders. He is the author of numerous scientific articles on disability, measures of work-related outcomes in occupational injuries and illnesses, treatment interventions, and screening for occupational disease. In 2008, he received the American College of Occupational Medicine Kehoe Award for his scientific contributions, and the NIOSH NORA Innovative Research Award. He is board-certified in both occupational medicine and internal medicine, and holds faculty appointments as an Associate Professor in the Department of Family Medicine and Community Health at the University of Massachusetts Medical School, in Worcester, Mass, and at the Harvard School of Public Health in Boston. Dr. Pransky received his M.D. from the Tufts University School of Medicine, a master's degree in occupational health from the Harvard School of Public Health, and completed a research fellowship at the Agency for Health Care Policy and Research.

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

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

A. National Registry of Certified Medical Examiners: FMSCA Lessons Learned and Complex Issues

Natalie P. Hartenbaum, MD, MPH, FACOEM

Dr. Hartenbaum will discuss the National Registry of Certified Medical Examiners (NRCME) and the lessons learned since its implementation about one year ago. She will review complicated issues for examiners and employers and will share guidance provided by the FMCSA. She will offer practical suggestions for attendees on resources for examiners to evaluate the driver with complicated medical issues.

Natalie P. Hartenbaum, MD, MPH, FACOEM, a Fellow of the American College of Occupational and Environmental Medicine, is certified by the American Board of Internal Medicine and the American Board of Preventive Medicine in Occupational Medicine and has a Master's of Public Health in Occupational Medicine. She has been a certified Medical Review Officer since 1996. Dr. Hartenbaum has extensive experience in the clinical, corporate, and academic settings and is a nationally recognized expert in occupational fitness for duty with a special focus on transportation. Dr. Hartenbaum is President and Chief Medical Officer of OccuMedix, Inc., an occupational medicine consulting firm located in Dresher, PA. She is the editor of The DOT Medical Examination: A Guide to Commercial Driver Medical Certification, now in its fifth edition and CDME Review, a quarterly newsletter for commercial driver medical examiners. She has published and lectured nationally on various issues of fitness evaluations in the workplace and is the course director for ACOEM's National Registry of Certified Medical Examiner training program.

B. OSHA Latest Developments: For Workers’ Compensation and Occupational Health Professionals

Mark Dreux, Esq.

Attorney Dreux will explain the latest OSHA regulatory standards including reporting, training requirements, incentive programs, PELs, etc. and will discuss how they impact workers’ comp and occupational health professionals. He will review inspections, compliance, recordkeeping, best practices for dealing with citations, and settlement agreements. Attorney Dreux will offer practical suggestions and solutions for workers’ comp and occupational health professionals.

Mark S. Dreux, Esq. is the head of the OSHA Group in Arent Fox’s Labor & Employment Practice and is nationally recognized for his work in occupational safety and health law. Mark focuses on representing employers and trade associations in all aspects of the Occupational Safety and Health Act (OSHA Act). His practice includes counseling clients in regulatory compliance with the standards and regulations which OSHA and the state plans have promulgated, investigating significant workplace incidents, managing OSHA inspections, contesting OSHA citations, defending employers in OSHA enforcement actions, conducting safety and health audits and due diligence reviews, and engaging in regulatory advocacy. Recently, Mark was recognized by EHS Today as one of the 50 most influential leaders in the field of occupational safety and health. Before entering private practice, Mark was an assistant US attorney with the United States Attorney’s Office in the District of Columbia, where he was first chair in 38 criminal trials. He also served as a law clerk to the Honorable Bruce S. Mencher, Superior Court.
C. Workers’ Compensation Fraud: What You Can Do About It

Richard Lenkov, Esq.

Attorney Lenkov will review what does and does not constitute actionable workers’ compensation fraud. He will discuss the numerous red flag and indicia of fraud and he will demonstrate, with video, claimants committing fraud and how they were caught using the latest investigative techniques including social media. Attorney Lenkov will offer practical cost-effective suggestions for pursuing fraud both civilly and criminally to achieve the maximum recovery and deterrent effect.

Rich Lenkov, Esq. brings a killer instinct and unparalleled focus to representing his clients. He partners closely with his clients, ranging from Fortune 50 Corporations to small businesses, to achieve successful litigation outcomes. Selected to the 2012 Illinois Super Lawyers List (given to no more than 5% of lawyers in Illinois), named Leading Lawyer from 2012–2014 and honored by SEAK as one of the 50 Most Influential People In Workers’ Compensation, Rich enjoys the respect of his peers. He is also a frequent lecturer and involved in a number of national organizations, including: Claims and Litigation Management Alliance – Chicago Chapter President, RIMS, Illinois Association of Defense Trial Counsel, Illinois Retail Merchants Association, Foodservice Industry Risk Management Association, and Workers’ Compensation Defense Institute. Rich is also very involved in his community, including serving on the Board of Visitors for the Northern Illinois University College of Law, on the Agassiz Local School Counsel Elementary School and on the Advisory Board of Legal Prep Charter Academy, Chicago’s only legal-themed charter school.

2:30–2:40 EXHIBITS & NETWORKING OPPORTUNITY

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

A. ADA: Latest Developments for Workers’ Compensation and Occupational Health Professionals

Michael M. Shetterly, Esq.

Attorney Shetterly will discuss the latest ADA developments including: leaves of absence, the interactive best practices for dealing with employees seeking an “accommodation” in the form of leave, properly evaluating “undue hardships,” the expanded definition of disability, and return to work issues. Attorney Shetterly will offer practical real world suggestions to the common and vexing issues employers face under the ADA.

Michael M. Shetterly, Esq. is the managing shareholder of Ogletree Deakins’ original office in Greenville, SC. Ogletree Deakins is an international labor and employment firm with 44 locations. Attorney Shetterly is nationally recognized in the fields of ADA and FMLA. He has written and lectured extensively on both throughout the country, and assists a multitude of clients with these two vexing laws. He is noted for making the complex simple and for making otherwise dry subjects humorous. Attorney Shetterly routinely provides practical advice and litigates cases on a myriad of employment law subjects, including Discrimination Laws (Title VII), Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA), Social Media, and independent contractor vs. employment relationships.

B. Afraid of Returning to Work: Managing the Anxious Worker

Jennifer Nash-Wright, PsyD, LP

Dr. Nash-Wright will provide advice on essential communication from the referring primary care or specialist physician to mental health professionals. She will demonstrate how a comprehensive and accurate psycho-social history can identify pre-existing psychological conditions and workplace stressors that correlate with poor recovery outcomes and extended work absence. Case examples will demonstrate the pitfalls of avoiding anxiety and depressive conditions within work injury claims compared to alternative pro-active approaches. An overview of solution focused, short term evidenced based treatments for anxiety and depressive conditions will be provided. In addition, confounding psychological conditions that may present as work injury and impairment will be presented within the context of the updated DSM-5 criteria.

Jennifer Nash-Wright, PsyD, LP has over 20 years of experience as a Licensed Psychologist. She has extensive experience in diagnostic assessments and treatment of psychological conditions and uses that expertise to provide consultative and training services. Dr. Nash-Wright has joined Associated Clinics of Psychology in Minneapolis providing assessment, treatment and consultation services for patients and care teams within transitional care facilities. She has worked in the area of disability and absence management for the past 8 years conducting peer to peer file reviews, and case consultation to claims specialists and health care providers. Dr. Nash-Wright has presented at national conferences on topics related to behavioral health disability and case management strategies for complex conditions. She has been published on topics...
related to anxiety conditions in the workplace. She earned her doctorate in Clinical Psychology from the Minnesota School of Professional Psychology, and Master’s Degree in Counseling Psychology from St. Mary’s University of Minnesota.

C. Occupational Hand Injuries: Diagnosis, Treatment, Causation and Return to Work

Jonathan L. Sollender, MD, FACS

Dr. Sollender will discuss and illustrate the most common occupational hand injuries/conditions including: carpal tunnel and cubital tunnel syndrome, tendon ruptures, trigger finger, joint dislocation, trauma and stenosing tenosynovitis. He will explain and demonstrate with video treatment, rehabilitation, and return to work. Dr. Sollender will review causation of the common occupational injuries and conditions. He will offer practical suggestions for effective treatment and recovery times for workers with hand injuries and conditions.

Jonathan Lee Sollender, MD, FACS is a plastic surgeon specializing in occupational hand and upper extremity conditions and surgery in Aurora Colorado. Dr. Sollender received his B.A. from Dartmouth College, his MD from New York Medical College and his hand surgery fellowship from the University of Oklahoma Health Science Center. Dr. Sollender was a clinical instructor at the Department of Surgery at the University of Illinois at Chicago. He has written and lectured extensively on occupational hand injuries and causation and acts as an Independent Physician Reviewer & legal consultant. Dr. Sollender is a level 2 accredited physician in hand and upper extremity conditions for the Colorado Division of Workers’ Compensation.

3:40–3:50 EXHIBITS & NETWORKING OPPORTUNITY

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

A. Occupational Foot and Ankle Injuries: Diagnosis Treatment and Return to Work

Anand Vora, MD

Dr. Vora will discuss the most common occupational foot and ankle injuries. He will explain the non-operative and operative options for treatment and expected evidence-based outcomes. He will discuss and demonstrate recovery time and best practices for keeping and returning workers to work with the use of conservative and surgical management of both chronic cumulative traumatic and acute traumatic conditions. Dr. Vora will offer attendees practical suggestions and best practices for the diagnosis and treatment of occupational foot and ankle injuries.

Anand Vora, MD is an orthopedic surgeon specializing in foot and ankle disorders and surgery at the Illinois Bone and Joint Institute. He is an assistant clinical professor of orthopedic surgery at University of Illinois School of Medicine. He has written and lectured extensively on occupational foot and ankle disorders and has been honored with the award for America’s Top Foot and Ankle Orthopedist in the Guide to America’s Top Orthopaedists. He serves as a consultant to many of Chicago area’s collegiate and professional sports organizations for the care of foot and ankle injuries. He performed his orthopaedic training and Northwestern University and fellowship in foot and ankle surgery at Johns Hopkins and Union Memorial Hospitals. He is active in multiple roles including instruction and committee leadership for the American Orthopedic Foot and Ankle Society.

B. Comprehensive Physical Assessment: Occupational Health

Yolanda Lang, MSN, CRNP, Dr.PH

Professor Lang will discuss and demonstrate a head to toe physical assessment focusing on the areas most commonly seen in occupational health. She will focus on HEENT, skin, heart and lungs, abdomen, MS, neurological, and mental evaluation. Professor Lang will offer practical suggestions on what workers’ compensation and occupational health professionals should look for in a comprehensive physical assessment.

Yolanda Lang, MSN, CRNP, Dr.PH is an assistant professor at the University of Pittsburgh School of Nursing and an occupational health practitioner at the University of Pittsburgh Medical Center. Professor Lang is the President of the Pennsylvania Association of Occupational Health Nurses and is a peer reviewer for Workplace Health and Safety as well as a CNE application reviewer for AAOHN. She has written and lectured extensively on occupational health and safety, fitness for duty, and physical assessment. Professor Lang received her BSN from the LaRoche College School of Nursing and her MSN, CRNP and Dr.PH from the University of Pittsburgh School of Nursing. The Dr.PH comes from the Graduate School of Public Health at the University of Pittsburgh.
C. Preparing for Your Deposition: What You Need to Know

Steven Babitsky, Esq.

Attorney Babitsky will explain the goals and strategies of opposing counsel. He will provide a systematic protocol for preparing to deal with questions on your opinions, report, qualifications, assumptions, methodology, and trick and difficult questions. Attorney Babitsky will offer practical advice and suggestions in outline form for attendees.

Steven Babitsky, Esq. is the President of SEAK, Inc., the expert witness training company (www.Testifyingtraining.com.) He trains and consults with expert witnesses and forensic companies on marketing, practice building, and deposition and trial preparation. He is the co-author of numerous texts on expert witnessing, including: How to Write an Expert Witness Report, How to Prepare Your Expert Witness for Deposition, How to Market Your Expert Witness Practice: Evidence-Based Best Practices, How to be a Successful Expert Witness: SEAK’S A-Z Guide to Expert Witnessing and The Biggest Mistakes Expert Witnesses Make And How to Avoid Them. He was a trial attorney for 20 years.

5:00–6:00 NETWORKING RECEPTION AND EXHIBITS

CONFERENCE PROGRAM: THURSDAY, JUNE 11, 2015, DAY 3

7:00–8:00 CONTINENTAL BREAKFAST AND EXHIBITS

8:00–8:50 Causation in Workers’ Compensation Cases: What You Need to Know

Elizabeth B. Luzuriaga, Esq.

Attorney Luzuriaga will review the differences between medical and legal causation and how they are used in contested workers’ comp cases. She will discuss what to look for in determining causation including the mechanism of injury, pre-existing conditions, and the use of objective medical evidence, diagnostic results, and evidence based medicine. Attorney Luzuriaga will offer practical suggestions on how attendees can evaluate and assist in workers’ comp claims dealing with causation issues.

Elizabeth B. Luzuriaga, Esq. is a founding equity partner of the South Carolina Law Firm Luzuriaga Mims, LLP with a practice focusing on state and federal workers’ compensation law. Elizabeth is a member of the South Carolina Bar, as well as the Georgia Bar, and practices in both states. She is experienced in handling medically complex claims, as well as concurrent jurisdiction claims under the South Carolina Workers’ Compensation Act and the Longshore and Harbor Workers’ Compensation Act. Luzuriaga Mims, LLP has been recognized the last three years with a Tier 1 ranking in the field of workers’ compensation defense and was named one of the “Best Law Firms” by U.S. News – Best Lawyers from 2013 – 2015. Elizabeth also serves as a mediator in state workers’ compensation claims and in concurrent jurisdiction claims involving the Longshore Act, the South Carolina and the Georgia State Workers’ Compensation Act. Elizabeth mediates cases under the Longshore and Harbor Workers’ Compensation Act throughout the Southeast.

8:50–9:40 Functional Restoration for Chronic Pain: What Works for Workers’ Compensation Claimants

Steven P. Stanos, DO

Dr. Stanos will explain the functional restoration approach to treating workers’ compensation claimants with chronic pain. He will compare the biomedical vs. biopsychosocial approach and discuss the use of multiple objective psychometric tools used. Dr. Stanos will offer examples of the unique features and shared values of successful functional restoration programs which help claimants to return to work.

Steven P. Stanos, DO is currently Medical Director of Occupational Medicine Services at Swedish Spine, Sports, and Musculoskeletal Medicine, Swedish Medical Group and an attending physician in the Pain and Headache Clinic at Swedish Medical Center in Seattle, Washington. From 2002 to 2014 Dr. Stanos served as medical director of the Center for Pain Management at the Rehabilitation Institute of Chicago (RIC), as well as directing workers’ compensation medical services for the hospital system. While in Chicago, he was an Associate Professor in the Department of Physical Medicine and Rehabilitation and Assistant Program Director of the Multidisciplinary Pain Fellowship at Northwestern University Feinberg School of Medicine. He is board certified in physical medicine and rehabilitation and pain medicine by the American Board of Pain Medicine and subspecialty boarded by the American Board of Anesthesia. He is active with
ongoing educational initiatives for primary care, pain medicine, and physical medicine specialists around the United States and abroad. Dr. Stanos has published numerous scientific articles and book chapters related to pain management. Dr. Stanos received his BA in psychology from the University of Cincinnati and DO degree from Nova Southeastern University in Miami, FL. He completed an internship in the Department of Medicine at Chicago Osteopathic Hospitals & Medical Centers, a PM&R residency at the Rehabilitation Institute of Chicago, and a pain fellowship at the Northwestern University School of Medicine.

9:40–10:10 EXHIBITS & NETWORKING OPPORTUNITY

10:10–11:00 Occupational Health and Social Media: Guiding Employees Safely

Kim Olszewski, DNP, CRNP, COHN-S/CM, FAAOHN
Debra Wolf, PhD, MSN, BSN, RN

Doctors Olszewski and Wolf will explain and demonstrate how employers can move beyond compliance and become proactive in educating employees beyond the required competencies. Promoting wellness and healthier lifestyles for employees can occur virtually beyond the 40 hour work week. The use of the internet to access health information via social media sites, blogs or websites is becoming a daily activity. This session will outline recommendations on how businesses can educate and guide employees in safely using the internet to find health information regarding their individual needs.

Kim Olszewski, DNP, CRNP, COHN-S/CM, FAAOHN is an Assistant Professor in the Graduate Nursing program at Bloomsburg University, and is Vice President of Mid-State Occupational Health Services, Inc. Dr. Olszewski has 20 years of occupational health experience in both the industrial and clinical arenas. As an advance practice nurse, Dr. Olszewski is an owner and nurse practitioner at Mid-State Occupational Health. Her clinical area of interest is in the area of Commercial Driver Safety. Another area of interest in healthcare informatics and the integration of social media into the occupational health arena, and also into the classroom. Dr. Olszewski is a Director on the AAOHN Board. She recently co-authored Chapter 8: Information Management through Innovative Technology in the AAOHN Core Curriculum.

Debra Wolf, PhD, MSN, BSN, RN is an Associate Professor of Nursing at Chatham University and an independent Healthcare Informatics Consultant. Dr. Wolf has over 30 years of experience within the healthcare arena. Her academic area of interest falls within the Doctorate of Nursing Practice and Master of Science in Nursing programs leading course content in evidence based practice and healthcare informatics. Her area of expertise focuses on integrating technology into a healthcare setting focusing on change management, process redesign and more recently the use of social media in supporting health 2.0 needs. Most recently she published a book titled Social Media for Nurses: Educating practitioners and patients in a networked world.

11:00–12:00 Return to Work: Early Intervention/Removing the Barriers to Recovery

Roman P. Kownacki, MD, MPH

Dr. Kownacki will explain what employers, insurers, and occupational health professionals can do to facilitate return to work for injured workers. He will discuss some of the common return to work pitfalls to avoid. Dr. Kownacki will offer practical, cost-effective suggestions to attendees on best practices for the early identification and interventions for Workers’ Compensation cases risk for delayed recovery.

Roman P. Kownacki, MD, MPH is the Medical Director for Occupational Health Services, Kaiser Permanente Northern California based in Oakland, California. He is responsible for Occupational Health services in 30 dedicated occupational health clinics treating more than 45,000 new patients per year. He is also the Medical Director for the Kaiser Permanente HCO that is responsible for the worker compensation care of 75,000 Kaiser Permanente Northern California employees. Dr. Kownacki received his medical degree from Hahnemann University School of Medicine in Philadelphia, Pennsylvania. He completed his residency in Occupational Medicine at the University of Southern California, and a Masters in Public Health from UCLA. He is a past President of the Western Occupational and Environmental Association.

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

Register early and save up to $300!
CONFERENCE PROGRAM: THURSDAY, JUNE 11, 2015, DAY 3

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

A. Onsite Occupational Medicine Clinics: What Works
A. Clarke Darlington, MD, MPH

Dr. Darlington will explain and demonstrate, with examples, how onsite occupational healthcare clinics can help achieve decreased lost time from work for medical care off site, reduced costs, and early and safe return to work. He will discuss the use of transitional work, predictive modeling, use of guidelines, and open communication between the employer and injured worker. Dr. Darlington will offer practical cost-effective solutions attendees can utilize at their worksites.

A. Clarke Darlington, MD, MPH is national medical director for occupational medicine at Premise Health which manages more than 500 worksite health and wellness centers nationwide. Dr. Darlington is a board certified occupational medicine specialist and family physician with 28 years of experience in the management of on-site occupational medical centers. Dr. Darlington received his BA from Albion College, Michigan, his MD from Michigan State University College of Human Medicine, and his MPH from the Medical College of Wisconsin. Dr. Darlington has written and lectured extensively on occupational health and onsite occupational medical clinics. Premise Health onsite services include: occupational health, primary care, health coaching, wellness, condition management, onsite pharmacy, onsite physical therapy, fitness center management, onsite dental, onsite vision, and telehealth.

B. Workers’ Compensation Difficult Cases: Achieving Closure
Damon M. Gruber, Esq.

Attorney Gruber will explain how to identify injuries, claimants, and claims that have the potential to be protracted and high exposure. He will discuss what can be done to prevent a “small claim” from becoming a “difficult and large claim”. Attorney Gruber will discuss the negative impact protracted litigation has on injured workers and the likelihood of their return to work. Attorney Gruber will offer practical cost-effective solutions on how to settle and otherwise achieve closure on difficult and long standing claims before they become impossible to resolve.

Damon M. Gruber, Esq. is a partner and a workers’ compensation trial attorney in the New York firm of Goldberg Segalla. He has written and lectured extensively on many aspects of workers’ compensation law. He received his BA from the State College of New York and his JD from the State University New York at Buffalo Law School. Attorney Gruber has developed a highly focused concentration in the defense of Workers’ Compensation claims and currently serves as chair of the Practice Group. His Workers’ Compensation experience includes all aspects of the process: claims handling recommendations, assessment of claims and development of defenses, lay and expert testimony, the ever-important Board hearing process and the decisional law upon which the Board relies.

C. Integrated Case Management: Mitigating Cost Drivers in Workers’ Compensation Cases
Linda Van Dillen, RN, BA, CCM

Ms. Van Dillen will review current trends and cost drivers in workers’ compensation cases and how an integrated case management approach can mitigate costs of the claim. Analysis of claim costs, including a method to quantify these comorbidities and their impact on claim costs will be presented. Discussion will include what the claims handler should monitor for, which cost drivers need to be monitored more closely, and how to use this information for predictive modeling.

Linda Van Dillen, RN, BA, CCM has experience in occupational health at a major aircraft manufacturer, critical care and psychiatric nursing, and case management experience in the workers’ compensation setting. She has a diploma in nursing and a degree in Human Resources. Currently she is a partner in a regional, independent case management company and has designed case management software for her company. She has received awards for an Influential Woman in Business and Rotarian of the Year for her local chapter. She is active in charities for the Wounded Warrior Project and Kid’s Chance.

2:30–2:40 BREAK & NETWORKING OPPORTUNITY

Registration is limited. Register Today!
2:40–3:40 BREAKOUT SESSIONS, CHOOSE ONE

A. Controlling Opioid Use and Abuse: Best Practices

Stephen Woods, MD

Dr. Woods will present the current data and trends for opioid use in work-related injuries. He will explain what problematic use is, red flags for misuse and abuse, and mortality and morbidity resulting from misuse of opioids. Dr. Woods will discuss the health and socioeconomic effects of opioids, risk factors for misuse and addiction, and co-morbid conditions associated with opioid use. Dr. Woods will offer practical suggestions for: guidelines, use of opioids for chronic pain, indicators of probable poor outcomes, what to look for at the onset of treatment, management, and how and when to discontinue use.

Stephen Woods, MD is an interventional spine physiatrist with EMG & Rehabilitation Associates in Columbus, Ohio. He also serves as Chief Medical Officer for the Ohio Bureau of Workers’ Compensation, a position he has held since March 2012. Dr. Woods is also a clinical assistant professor with The Ohio State University (OSU) Medical Center Dept. of PM&R and a spine care consultant for the OSU Dept. of Athletics. He was formerly co-medical director of the OSU Comprehensive Spine Center. He earned a bachelor’s in general biological sciences and his medical degree at the University of Maryland. He completed residency training in PM&R at OSU Medical Center and went on to pursue fellowship training in interventional spine procedures. Dr. Woods is certified by the American Board of Physical Medicine and Rehabilitation. His professional memberships include the American Society of Interventional Pain Physicians, the international Spine Intervention Society, the American Academy of PM&R, and the Columbus Medical Association.

B. Corporate Sports Medicine Treatment: Soft Tissue Strains & Sprains

Vasili Gatsinaris, DC

Dr. Gatsinaris will discuss how fascial distortion model (FDM), an advanced fascia manual therapy treatment and active release technique (ART), an advanced manual therapy treatment, are being used effectively to treat claimants with soft tissue strains and sprains. He will explain and demonstrate how both treatments have been used successfully to reduce unnecessary surgeries and decrease absenteeism and presenteeism. Dr. Gatsinaris will offer practical suggestions for effective use of FDM and ART in the workplace.

Vasili Gatsinaris, DC, or “Dr. Vas” as his patients call him, is a highly sought after sports therapist and chiropractor who is renowned for treating numerous professional athletes from all major sports leagues including the MLB, NBA, NFL, NHL and MLS, as well as celebrities, collegiate athletes and weekend warriors. In 2001, Dr. Vas opened Next Level Wellness Center to develop and administer the latest, state-of-the-art treatment methods to all of his patients. Dr. Vas graduated from U.C. Irvine with a Bachelor of Science degree in biology. In 2001, Dr. Gatsinaris attended Los Angeles College of Chiropractic in Whittier, Calif., and graduated with a Doctorate of Chiropractic. He has been a credentialed Active Release Techniques (A.R.T.) provider for the past 13 years, a certified Fenzian practitioner for the past eight years, and is an assistant instructor in Fascial Distortion Model (FDM). He is a qualified medical evaluator (QME) in the state of California.

C. Diabetes in the Workplace: Best Practices

Elizabeth Thomas, PhD, ANP-BC, COHN-S, FAAOHN

Dr. Thomas will review the latest research on diabetes in the workplace. She will discuss self-management, work productivity, minimalization, diet and exercise and reasonable accommodation. Dr. Thomas will offer practical suggestions for employer based programs to achieve favorable outcomes, reduced costs and improved health for employers with diabetes and pre-diabetes.

Elizabeth Anne Thomas, PhD, ANP-BC, COHN-S, FAAOHN is an Assistant Professor at the UCLA School of Nursing. Dr. Thomas’s research focuses on type 2 diabetes in older working adults. She has conducted grounded-theory qualitative studies on diabetes self-management at work and quantitative work on type 2 diabetes. Current studies include an extension of grounded-theory qualitative studies on diabetes self-management at work and a quantitative study of self-efficacy for diabetes self-management, self-management behaviors, and work productivity in older adults. She is the Author of Diabetes at Work: A Grounded Theory Pilot Study and the chapter, Disability Management, in the peer-reviewed publication, Fundamentals of Occupational and Environmental Health Nursing: AAOHN Core Curriculum (4th ed.). Dr. Thomas has 20+ years of experience as an Occupational Health Nurse Practitioner working in high technology industries meeting the health, safety, and ergonomic needs of employees. She has designed, implemented, and managed numerous occupational health programs, including award winning workers’ compensation and ergonomics programs. She has extensive experience as a team member and team leader in Total Quality Management initiatives.
Evidence Based Medicine in Workers’ Compensation
Crowne Plaza Chicago O’Hare Hotel and Conference Center, Rosemont, IL
Monday, June 8, 2015

Executive Summary: Workers’ Compensation administrative systems and the courts are increasingly using Evidence Based Medicine in causation analysis, utilization review of treatment, and work ability assessment. Understanding how evidence should impact causation determinations, treatment decisions, and work restrictions and limitations is critically important. Physicians will learn how to find and appropriately apply evidence to these 3 areas of workers’ compensation cases. Employers, Case Managers, Adjusters, and Attorneys will learn what to expect of physicians serving as treating physicians, or as File Review or IME physicians.

Learning Objectives:
Attendees will understand what Evidence Based Medicine is, and how to find and apply evidence to the questions around causation, treatment, and work ability in people with common workplace complaints and injuries.

At the completion of this workshop, you will:
• Know the definition and role of Evidence Based Medicine
• Have resources to use to find evidence on questions that arise in your world
• Understand evidence based causation analysis, and why it is important
• Understand evidence based work ability assessment
• Understand evidence based Utilization Review of treatment requests
• Have a template to formulate File Review and IME reports using evidence to support your opinions
• Have references to evidence on several commonly occurring questions in work-related injuries and illnesses.

Registration Information:
Tuition is; $395 Before February 28, 2015; $445 March 1, 2015–May 31, 2015 and $495 After May 31, 2015 and includes a continental breakfast, lunch with faculty, a workshop manual, and a dynamic learning experience. To register, please use the form on page 2, visit www.seak.com or call 508-457-1111

Distinguished Faculty
James B. (Jim) Talmage, MD is an orthopaedic surgeon by training. He is Board Certified in Orthopaedic Surgery and in Emergency Medicine. He currently practices Occupational Medicine, and also serves as Assistant Medical Director for the State of Tennessee Division of Workers’ Compensation. He is an Adjunct Associate Professor of Occupational Medicine at Meharry Medical College in Nashville. He is a Past President of the American Academy of Disability Evaluating Physicians (AADEP). Since 1992 he has lectured over 700 times to physician audiences in courses sponsored by AADEP, AAOS, ACOEM, SEAK, and multiple other organizations. He does unpaid peer review of articles submitted to two medical journals. He is a Co-Editor of the textbook published by the American Medical Association on Causation and the textbook on Work Ability. He has helped author many AMA products on impairment rating. He is a paid consultant to the Federal Motor Carrier Safety Administration (FMCSA) and National Institute of Occupational Safety and Health (NIOSH).

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 contact hours. The American Association of Occupational Nurses (AAOHN) is 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 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 CNE’s for ARN Certification when you submit your certificate.

Register early and save!
Evidence Based Medicine in Workers’ Compensation
Crowne Plaza Chicago O’Hare Hotel and Conference Center, Rosemont, IL
Monday, June 8, 2015

7:00–8:00  **REGISTRATION AND CONTINENTAL BREAKFAST**

8:00–8:10  Faculty Introduction, Course Outline, Course Objectives

8:10–9:00  **Evidence Based Medicine Defined**
Evidence medicine will be defined. Sources of Evidence and how to find them will be presented. Levels of Evidence will be clarified.

9:00–10:00  **Evidence Based Causation Analysis**
How causation analysis affects treatment outcome will be presented. How typical, non-evidence based causation analysis usually occurs in workers’ compensation systems will be contrasted with using the principles of Evidence Based Medicine to determine work-relatedness.

10:00–10:15  **BREAK AND NETWORKING OPPORTUNITY**

10:15–11:00  **Evidence Based Work Ability Assessment**
The “Risk”, “Capacity”, and “Tolerance” system of analyzing work ability will be explained. Sources of evidence and how to use them in risk assessment and capacity evaluation will be presented. The role of Functional Capacity Evaluations will be reviewed.

11:00–12:00  **Evidence Based Treatment of Common Workplace Injuries**
Sources of Evidence and how to use them as a physician treating work injuries, or a file review or IME physician tasked with evidence based Utilization Review will be demonstrated.

12:00–1:00  **LUNCH (PROVIDED, WITH FACULTY)**

**CASE STUDIES TO DEMONSTRATE EVIDENCE BASED TREATMENT REQUESTS, FILE REVIEWS, INDEPENDENT MEDICAL EXAMS AND DEPOSITION TECHNIQUES**

The afternoon will be devoted to analyzing mock cases of injuries and illnesses commonly seen in workers’ compensation using the Evidence Based Medicine principles established in the morning session. Cases will be analyzed from the perspective of a treating physician as well as from the perspective of a file review or IME physician in the workers’ compensation Utilization Review system.

1:00–1:45  Upper Limb Cases

1:45–2:30  Lower Limb Cases

2:30–2:45  **BREAK AND NETWORKING OPPORTUNITY**

2:45–3:45  Spine Cases

3:45–4:30  Internal Medicine Cases

4:30–5:00  **YOUR Cases**
[Cases submitted at least 2 weeks in advance by attendees will be slightly modified, so that the identity of the individual is concealed, and 2 or 3 of these will be discussed in the afternoon’s format, using evidence to answer the clinical questions.]
Managing & Defending Workers’ Compensation Claims: For Workers’ Compensation and Occupational Health Professionals
Crowne Plaza Chicago O’Hare Hotel and Conference Center, Rosemont, IL
Monday, June 8, 2015

Executive Summary: This unique preconference is for all professionals who are called upon to evaluate, manage, retain & direct counsel, settle & defend Workers’ Compensation claims. Attendees will learn to critically examine the most challenging and vexing WC claims to assist them in managing and defending these claims. A nuanced knowledge of proper investigation, evaluation, and what counsel will have to prove to successfully litigate these claims will assist attendees in properly evaluating, managing, and defending these claims.

Learning Objectives
At the completion of the course you will be able to:
- Understand how you can assist in managing and defending contested WC claims
- Evaluate injuries, and conditions early on to determine their compensability, and potential exposure
- Understand the use and abuse of investigation, surveillance, IME’s, experts and counsel to bring these cases to successful conclusions
- Understand the role that pre-existing condition, degenerative conditions, intervening and non-work-related causes play
- Understand the specific issues raised in cases involving: knee, back, shoulder, psychological cervical and many other WC claims
- Evaluate reasonable & necessary medical care, medications, rehabilitation, impairment, disability, lost time and return to work
- Employ successful settlement and litigation strategies
- Control costs of workers’ compensation claims
- Evaluate reasonable and necessary medical care
- Understand how to use social media to defend WC claims
- Learn how to make utilization review work for you

Registration Information:
Tuition is: $395 Before February 28, 2015; $445 March 1, 2015–May 31, 2015 and $495 After May 31, 2015 and includes a continental breakfast, lunch with faculty, a workshop manual, and a dynamic learning experience. To register, please use the form on page 2, visit www.seak.com or call 508-457-1111

Distinguished Faculty

John W. Valente, Esq. is a director and shareholder at the Rutland, Vermont law firm of Ryan, Smith & Carbine, LTD. He received his BA from Boston College and his JD, cum laude, from Suffolk University School of Law. With over 23 years of experience, Attorney Valente has written and lectured extensively on all aspects of workers’ compensation law and claims handling. Attorney Valente regularly tries cases before the Vermont Department of Labor and the Vermont Superior Court and has argued numerous times before the Vermont Supreme Court. He also has an active mediation practice. He is the author of Understanding Workers’ Compensation, Managing Workplace Injuries and Lowering Costs; and co-authored the Workers’ Compensation Practice and Procedure and Special Issues in Workers’ Compensation chapters of the Vermont Workers’ Compensation Practice Manual. Attorney Valente co-authored ‘AMA Guides 6th Edition: Identifying Issues in Impairment Evaluations’ which appeared in For the Defense Magazine. Attorney Valente writes a monthly column on workers’ compensation for employers published by the Barre Times Argus and Rutland Herald, and he serves as the editor of the Vermont Workers’ Compensation Bulletin. He has authored the Vermont section of Workers’ Compensation Law A State by State Analysis published by ALFA International. Attorney Valente lectures for attorneys, insurance adjusters, employers and medical providers at local, state, regional and national conferences. He regularly provides workshops and trainings for employers. Attorney Valente is frequently asked to testify before the Vermont Legislature on matters of proposed workers’ compensation legislation. He is a member of the Defense Research Institute, the Society for Human Resource Management, where he currently serves on the Vermont State Leadership Council, and the Vermont Bar Association’s Workers’ Compensation Practice and Procedure Committee. He is admitted to practice in Vermont, New York and the District of Columbia. In 2014 Attorney Valente was honored as one of the 50 Most Influential People in Workers’ Compensation by the National Workers’ Compensation and Occupational Medicine Conference. 

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 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 continuing nursing education (CNE) activity was approved for 7.5 CNE’s by The American Association of Occupational Health Nurses, Inc. (AAOHN), as accredited provider 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 7.5 CNE’s for ARN Certification
Managing & Defending Workers’ Compensation Claims: For Workers’ Compensation and Occupational Health Professionals
Crowne Plaza Chicago O’Hare Hotel and Conference Center, Rosemont, IL
Monday, June 8, 2015

7:00–8:00  
**REGISTRATION AND CONTINENTAL BREAKFAST**

8:00–8:15  
**Introduction**
Faculty will explain why an understanding of the legal basis of workers’ compensation claims are crucial for all those involved in the Workers’ Compensation & Occupational Health field.

8:15–9:45  
**Disability Issues**
The faculty will present an overview of the Workers’ Compensation system, the keys to early intervention, proper investigation, how medical providers can assist both before and after the claim and how the proper training of supervisors and employees is important to containing claims and improving outcomes. They will review the importance of communication and working with the Insurance Company, Medical Providers, The Employer and the Injured Worker. Questions & Answers.

9:45–10:00  
**BREAK AND NETWORKING OPPORTUNITY**

10:00–11:00  
**Back & Neck Claims**
The faculty will review best practices for information gathering for back and neck claims as well as the specific challenges of back and neck claims, including causation, preexisting and degenerative condition, and return to work. They will explain how back and neck claims affect permanent impairment and permanent total disability issues. Questions & Answers.

11:00–12:00  
**Lower and Upper Extremity Claims**
The faculty will review the specifics of information gathering for upper and lower extremity claims as well as the specific challenges of those claims, including knee, hand, arm, and shoulder conditions, and return to work. They will explain how to identify and address permanent impairment and permanent total disability issues for upper and lower extremity. Questions & Answers.

12:00–1:00  
**LUNCH PROVIDED WITH FACULTY**

1:00–2:00  
**The Psychological Claim**
The faculty will discuss the increasing number of mental health claims, including those resulting from physical injury and those resulting from mental stress. The faculty will explain the legal issues raised by the type of claim, the type of investigation needed, preexisting condition, the burden of proof requirements and common steps to take to manage the claim. The faculty will also discuss the medical challenges involved in return to work issues for psychological claims. Questions & Answers.

2:00–3:15  
**“10 Essential Steps to Controlling the Value of a Comp Claim”**
In this extended intensive session the faculty will present the 10 crucial steps to controlling and managing workers’ compensation claims that allow the injured worker to return to work quickly and safely, in the most cost efficient manner possible. Questions & Answers.

3:15–3:30  
**BREAK AND NETWORKING OPPORTUNITY**

3:30–4:30  
**Current Issues Involving Reasonable & Necessary Medical Care, Medications, Opioids, Impairment, & Permanent & Total Disability**
The faculty will explain the legal requirement for proving or disproving that treatment, care or medications are allowed benefits under workers’ compensation. They will discuss the important role occupational health professionals can play. Questions & Answers.

4:30–5:00  
**Takeaways & Discussion**

Register early and save!
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:
Tuition is: $395 Before February 28, 2015; $445 March 1, 2015-May 31, 2015 and $495 After May 31, 2015 and includes a continental breakfast, lunch with faculty, a detailed workshop manual, and a dynamic learning experience. To register, please use the form on page 2, visit www.seak.com or call 508-457-1111.

Distinguished Faculty:

Michael C. Congiu, Esq. is a shareholder in the Chicago office of Littler Mendelson, PC. He represents management in connection with leave of absence, disability accommodation, discrimination, harassment, and other claims. Atty. Congiu regularly speaks on the ADA and FMLA, and other matters relating to labor and employment law. He has also written on employment law topics, including the ADA and FMLA. He received his BA from the University of Wisconsin and his JD from the Chicago-Kent College of Law. In law school, Atty. Congiu was the recipient of the CALI Award for Excellence in International Employment Law. In college, Atty. Congiu was the Captain of the University of Wisconsin Madison Men’s Soccer Team.

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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Registration is limited. Register Today!
ADA and FMLA: In Depth
Crowne Plaza Chicago O’Hare Hotel and Conference Center, Rosemont, IL
Monday, June 8, 2015

7:00–8:00  REGISTRATION AND CONTINENTAL BREAKFAST

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 AND 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 AND 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”
“Best seminar I’ve been to in many years. Well done”
Return to Work: Evidence Based Skills and Strategies
Crowne Plaza Chicago O’Hare Hotel and Conference Center, Rosemont, IL
Monday, June 8, 2015

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:
Tuition is; $395 Before February 28, 2015; $445 March 1, 2015-May 31, 2015 and $495 After May 31, 2015 and includes a continental breakfast, lunch with faculty, a detailed workshop manual, and a dynamic learning experience. To register, please use the form on page 2, visit www.seak.com or call 508-457-1111.

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 programs 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 7.0 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 (CNE) activity was approved for 7.25 CNE’s by The American Association of Occupational Health Nurses, Inc. (AAOHN), as 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 7.25 CNE’s for ARN Certification when you submit your certificate.
Return to Work: Evidence Based Skills and Strategies
Crowne Plaza Chicago O’Hare Hotel and Conference Center, Rosemont, IL
Monday, June 8, 2015

7:00–8:00  
**REGISTRATION AND CONTINENTAL BREAKFAST**

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 AND 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 AND NETWORKING OPPORTUNITY**

3:15–4:30  
**Integrating it All: The Engagement Model**
Once we have a 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 take 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”
This is the largest and longest running Workers’ Compensation and Occupational Medicine conference in the country. We have hundreds of Workers’ Compensation Professionals in attendance with a limited number of exhibiting booths available.

In our widely acclaimed program, the nation’s leading workers’ compensation professionals join together to discuss cutting edge issues. Conference exhibitors will be able to meet with their colleagues and leaders in their fields from across the United States. Conference attendees are highly qualified professionals who exert strong influence on buying decisions for services, equipment and supplies for their companies.

On average, a SEAK attendee spends more than $2,000 to attend the conference. They come from across the country and are very invested in the program and interested in learning about your products and services.
By using our Conference Passport Program, attendees are strongly encouraged to visit the exhibit hall and talk with exhibitors about their products and services. This provides you with a tremendous amount of exposure to the attendees and allows more opportunities to showcase your products and services to prospective buyers.

"Excellent foot traffic — almost ran out of promotional materials in the first two hours!"

FOR MORE INFORMATION, CONTACT:
Alex Babitsky, MBA, 508.457.5150, Alex@seak.com
**Advanced Orthopedics for Workers’ Compensation and Occupational Health Professionals**

**4 DVD SET**

Presented by Paul Weitzel, MD, Alan M. Curtis, MD, Eric Phillip Carkner, MD, and Andrew Jawa, MD

Each year a large portion of workers’ compensation indemnity and medical costs are spent on claimants with orthopedic injuries, conditions, and treatment. This DVD course (with detailed handbook) 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. $395

**Covers:**
- 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 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

**Causation of Occupational Injuries Fact or Fiction**

**2 DVD SET**

Presented by J. Mark Melhorn, MD, FAANS, FAADEP, FACS

This DVD course set (with detailed handbook) 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. This course is based on the AMA Press book entitled “Guides to the Evaluation of Disease and Injury Causation” edited by Melhorn and Ackerman. $395

**Covers:**
- Methodology, Apportionment, History, Physical Examination, and Record Review
- Spine Examples-Specific cases are discussed.
- Lower Limb Examples-Specific cases are discussed.
- Upper Limb Examples-Specific cases are discussed.
- Writing the Report
- Cardiac and Pulmonary Case Examples-Specific cases are discussed.

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You will learn:

- 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
- 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.
- 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
- Causation of neurological injuries, conditions, treatment, impairment, and disability.
- How to effectively manage claims.
- How to evaluate pre-existing conditions.

Advanced Neurology for Workers’ Compensation and Occupational Health Professionals

Presented by WG Strickland, MD, PhD, CIME

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 viewers are, for the first time, able to learn about the diagnostic tests that they have been reading and see them demonstrated live. This DVD course (with detailed handbook) will help attendees make informed decisions about the etiology, progress, treatment, rehabilitation and return to work of claimants with neurological conditions. $395

You will learn:

- The neurological conditions you often are called upon to evaluate in your role as an Occupational Health/Workers' Compensation Professional.
- 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.

IME Skills for Physicians: The Master’s Program

Presented by James B. Talmage, MD, FAADEP and Steven Babitsky, ESQ

This is the most advanced training available on Independent Medical Evaluations (IMEs) and is now available as a DVD set (with detailed handbook). You will learn through lecture, case studies, questions and answers, demonstrations, and interactive learning how to distinguish yourself as an independent medical evaluator. Physicians completing this intensive 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. $895

You will learn:

- 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
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