



# 20<sup>th</sup> Annual MWCEA Conference

## Speaker Biographies

### **Alfredo Antezana, Esq.**

Mr. Antezana is a partner in the law firm of Antezana and Antezana with offices in Gaithersburg, Maryland.

### **Kenneth M. Berman, Esq.**

Kenneth M. Berman, a Principal Partner of Berman, Sobin & Gross, LLP received his B.A. degree with honors from the University of Rochester and his J. D. Degree from the National Law Center, George Washington University in the District of Columbia. He is a member of the Maryland State Bar Association, the District of Columbia Bar, the United States Supreme Court Bar, the Fourth Circuit of U.S, Court of Appeals Bar, District Court of Maryland and the District Court of the District of Columbia. He has been honored as Diplomat of the Court Practice Institute for Trial Advocacy. Mr. Berman has lectured before legal organizations and unions, and presented seminars to other attorneys and the insurance industry on the issues of Personal Injury and Workers' Compensation. He has testified before the State of Maryland Legislature on pending legislation and has worked with the Governor's Study Commission on Workers' Compensation.

### **Edward J. Bernacki, M.D., M.P.H.**

Dr. Bernacki received his B.S. from Fairfield University before going on to earn his M.D. from the University of Medicine and Dentistry of Newark, New Jersey and a M.P.H. from Yale University School of Medicine. Dr. Bernacki is currently an associate professor and director in Occupational Medicine at the Johns Hopkins School of Medicine, and Executive Director of Health, Safety and Environment at JHU. Dr. Bernacki serves as the Medical Director for the Center for Occupational and Environmental Health at the Occupational Injury Clinic at Johns Hopkins Hospital as well as the Marriott Corporation in Bethesda, Maryland.

### **Leonard B. Bluit, Jr.**

Mr. Bluit received his B.S. in Business Administration from Bloomsburg University before going on to earn his M.B.A. in General Administration from Howard University. Mr. Bluit currently serves as Senior Account Executive for CompManagement, Inc. in Baltimore, Maryland, where he is responsible for directing regional business development initiatives for risk management service organizations providing self-insurance claims, disability management, cost-containment and loss prevention services. In addition, he also provides risk management consultation to clients by reviewing program design, industry benchmarks, market trends and comparable outcomes. Prior to moving on to his current position, Mr. Bluit was the Regional Director of Marketing in Secaucus, New Jersey for Concentra Managed Care, where he developed and directed regional marketing activities for a network of physician management practices.

### **Hon. Michael Erin Busch**

Delegate Mike Busch is currently the Speaker of the Maryland House of Delegates. He has been a member of House of Delegates since January 14, 1987. He was elected House Speaker on January 8, 2003. During his tenure in the State legislature Delegate Busch has served as a member of the Judiciary and Economic Matters Committees. A former high school athletics director and current director of the Anne Arundel Department of Recreation, Delegate Busch served as the Chair for the State Commission on Physical Fitness. In 2000, Delegate Busch was appointed to the Governor's Task Force to Study the Injured Workers' Insurance Fund. Delegate Busch is currently a member of the Board of Directors for the University of Maryland Medical System Corporation.

### **Kathryn M. Darby, RN, BSN, CCM, WCCM, MCERSP**

Ms. Darby is a Medical Case Manager for Case Management Concepts (CMC) of McLean Virginia. She received her Bachelor of Science degree from the University of Maryland in 1993. Before her employment at CMC, Ms. Darby provided medical case management services for eight years at Medical Management and Rehabilitation Services and the University of Maryland Center for Health Program Development. As a supervisor and quality management coordinator, she was responsible for promoting CMSA standards of practice in addition to direct supervision of case managers. Ms. Darby was a staff nurse for four years at the Howard County General Hospital. She is a national and local member of the Case Management Society of America.

### **Paula S. Etting, Esq.**

Mrs. Etting is an honors graduate of Johns Hopkins University. She then attended the University of Maryland School of Law where she won the American Jurisprudence Award for Evidence. She has practiced law in Maryland since January 1985 and was admitted to the U.S. District Court for the District of Maryland in 1989. After a brief stint at the U. S. Department of Labor as an advisor to the administrative law judges of the Black Lung Benefits Review Board, Mrs. Etting practiced criminal law as an Assistant State's Attorney for Baltimore County from March 1986 through June 1989. She prosecuted cases in the district, juvenile, and circuit courts. From June 1989 to the present, her practice has been a general civil practice with a heavy emphasis on workers' compensation and tort defense litigation. Other areas of her law practice include bankruptcy and collections. She has tried cases on the County's behalf in the district and circuit courts and has represented the County before the Court of Special Appeals. Mrs. Etting appears often on the County's behalf in hearings before the Maryland Workers' Compensation Commission. She is currently a Senior Assistant County Attorney with the Harford County Department of Law and is a member of the Maryland State Bar Association as well as the Harford County Bar Association.

### **Hon. Nathaniel Exum**

Senator Nathaniel Exum (Democrat) was elected to the Maryland Senate in 1999 to represent District 24 in Prince George's County. Senator Exum is a member of the Senate Finance Committee and Senate Chairman of the Workers' Compensation Benefit and Insurance Oversight Committee. From 1975 to 1999, Senator Exum served in the Maryland House of Delegates where he was a member of the House Economic Matters Committee and Chairman of the Subcommittee on Workers' Compensation.

### **Larry J. Feldman, Esq.**

Larry J. Feldman is an associate with Cohen, Snyder, Eisenberg & Katzenberg, P.A., where his practice focuses on Workers' Compensation, Personal Injury, Family Law, Consumer Bankruptcy and Criminal Law matters. He received his B.A. in 1994 from the University of Delaware, and his J.D. in 1997 from the University of Baltimore. In addition to his litigation practice, Mr. Feldman is an Adjunct Professor of Law at Villa Julie College in Stevenson, Maryland, where he teaches paralegal studies courses in legal research and writing. He is a member of the Maryland State Bar Association and the Maryland Trial Lawyers Association.

### **Alberto Felix, CDMS, CCM, CRC**

Mr. Felix has been a vocational counselor at Aurora Case Management since 1997; he also works as a mobile therapist for the Youth Advocacy Program in York, Pennsylvania. Mr. Felix earned his BA at State University of New York at Buffalo and his MA in psychology at Towson State University, Baltimore, MD. From January of 96' to July of 97' he received training in the practice of psychiatric therapy at Johns Hopkins Hospital, Community Psychiatry Program. He serves on the Test Bias Sensitivity Review Committee for the Certification of Disability Management Specialists Commission. He has also held positions as a Bilingual Rehabilitation Consultant for Crawford Healthcare Management, as a Case Manager at the Maryland Dept. of Labor/Job Services and as a Public Affairs Reporter at Family Stations Inc. (WFBF).

### **Terry Fleming**

Mr. Fleming has over 35 years experience in insurance and risk management in the public and private sectors, and is currently serving as the Director of Risk Management for Montgomery County, Maryland. The county self-insurance program provides coverage for 14 agencies including the County, Montgomery County Public Schools, Montgomery College, Maryland-National Capital Park and Planning Commission, City of Rockville, City of Gaithersburg and several local governments and agencies. The program covers over 40,000 lives and generates over 3500 workers' compensation claims annually. Mr. Fleming and the Montgomery County Self-Insurance Program have been nationally recognized as highly reputed leaders in public risk management. He currently serves on the Risk and Insurance Management Society (RIMS) Board of Directors, and on the RIMS Conference Programming Committee. He is a past president of the Maryland Chapter of Public Risk and Insurance Association (PRIMA). He received an Associate in Claims certification from the Insurance Institute of America.

### **H. Edward Fox, RN, MS, CCM, WCCM, CLCP**

Mr. Fox has been a Medical Case Manager for over 14 years. He is currently employed by GENEX Services Inc. in Glen Burnie Maryland where he has worked as a supervisor and medical case manager. Mr. Fox received his Bachelor of Science Degree in Nursing from the University of Maryland in Baltimore and a Masters Degree in Health Science Administration from Towson State University. Prior to joining GENEX, Mr. Fox worked as a Primary Trauma Nurse at the University of Maryland Institute for Emergency Medical Services and as a Nursing Supervisor for the Baltimore County Department of Home Health Services. Mr. Fox has nursing licensures from Maryland, Pennsylvania, Delaware and New Jersey. He is a member of the American Association of Legal Nurse Consultants.

### **Mitchell A. Greenberg, Esq.**

Mr. Greenberg specializes in the practice of workers' compensation and criminal defense with the Greenberg Law Office in Baltimore. He is a member of the Maryland Trial Lawyers Association where he has served on the Board of Governors. He was the Editor of their quarterly publication, a member of the Workers' Compensation Committee and a member of the Legislative Sub-Committee. Mr. Greenberg serves as the Maryland Trial Lawyers representatives on the Joint Task Force on the Injured Worker. He is current chair of the Task Force's Public Relation Committee and is an active member of the Program Committee. He is a presenter on panels and workshops on workers' compensation issues.

### **Cathryn H. Gustafson RN, BSN, CDMS, CCM**

Ms. Gustafson is a District Manager for the CorVel Corporation. She received her BA in nursing at St. Joseph's College, Emmitsburg, MD, earned her Coronary Care Nursing Certificate at Essex Community College and her Critical Care Nursing Certificate at the Greater Baltimore Medical Center. Ms. Gustafson is certified as a Disability Management Specialist (CDMS), as a Case Manager (CCM) and as a State of Maryland Workers Compensation Case Manager. She is a member of the Case Management Society of America, was the Program Chair for the Chesapeake Chapter (94 - 97) and served as President (00 - 01). Other professional experience includes: a position as the Director of Medical Services at Rintelmann and Associates Inc., Rehabilitation Specialist for the Central Rehabilitation Associates Inc., Vienna, VA and as an emergency room staff nurse at the Greater Baltimore Medical Center. Ms. Gustafson has presented "Medicare Set Aside Trust and Life Planning Techniques," participated in a panel presentation "Ethics and Nursing Case Management" and served on a review/contribution committee for Case Management Practice Guidelines.

### **Hon. John J. Hafer**

Maryland Senator John J. Hafer (Republican) has represented Maryland's 1<sup>st</sup> District (Allegany, Garrett & Washington Counties) since January 1991. He is a member of the Senate Finance Committee and Senate Co-Vice Chair of the Joint Committee on Workers' Compensation Benefit and Insurance Oversight Committee. A native of Frostburg, Maryland, Senator Hafer served in the U.S. Army as a Medic prior to attending the Wharton School at the University of Pennsylvania (B.S. in Economics) and the Pittsburgh Institute of Mortuary Science.

### **Jeffrey C. Herwig, Esq.**

Mr. Herwig is a partner at the law firm of Herwig & Humphreys. He received his B.A. in 1978 from Loyola College of Baltimore. He was a Judicial Clerk for the Honorable James A. Perrott in the Circuit Court for Baltimore City. He was admitted to the Maryland Bar in 1981 and the District of Columbia Bar in 1985. He is a member of the Maryland State Bar Association, Bar Association of Baltimore City, District of Columbia Bar Association, and the Maryland Association of Defense Trial Lawyers. He has served as a leader for several associations: Maryland State Bar Association (Chair, 95-96), Joint Task Force on Injured Workers' Rehabilitation (Chair, 90-92), District of Columbia Bar Association of Insurance Compensation Attorneys (President, 1993), Injured Workers Rehabilitation Convention (94-96, Co-Chair 97-present), and American Bar Association (Chair).

### **Jeff Horowitz, Esq.**

Jeff Horowitz is a partner at the law firm of Belsky, Weinberg and Horowitz, LLC, and has concentrated his practice in the area of workers' compensation law for over eighteen years. Mr. Horowitz graduated from the University of Baltimore School of Law in 1981 and is licensed to practice in Maryland, Florida and the District of Columbia. Mr. Horowitz has lectured on a variety of workers' compensation topics for the Maryland Workers' Compensation Educational Association and for the Maryland Institute for Continuing Education of Lawyers (MICPEL). He is a member of the Maryland State Bar Association and the Bar Association for Baltimore City, and is a current director and past president of the Maryland Workers' Compensation Educational Association. Mr. Horowitz is also a founding and present director of Kids' Chance of Maryland, Inc., a nonprofit organization dedicated to providing educational scholarships to children of seriously injured Maryland workers.

### **Linda Jenkins**

Ms. Jenkins is the Director of the Court Reporting Division for the Maryland Workers' Compensation Commission. Linda began employment in 1983 as a hearing reporter with the Maryland Workers' Commission. Ms. Jenkins earned an Associate of Arts Degree, in Court Reporting from Essex Community College. Upon graduation, she began her career with the legal community in 1978 working as an office manager for the Paul M. Harrod Company, a legal publishing company specializing in the filing and preparation of appellate briefs and legal publications. In 1992, Ms. Jenkins worked as the Assistant Court Reporter Supervisor. From 1996 until the present, she has held the position of Director of the Court Reporting Division. In that capacity she actively reports hearings and oversees the daily operations of the division. In 1984, Ms. Jenkins earned her Maryland Certified Shorthand Reporter (CSR) certification; and, in 1991 was awarded the Registered Professional Reporter (RPR) certification from the

National Court Reporters Association. Linda is an active member of the National Court Reporter's Association and the Maryland Court Reporters Association, serving as a director from 1990-1991.

### **Heather H. Kraus, Esq.**

Ms. Kraus is a Principal at the law firm of Semmes, Bowen & Semmes, P.C., and first began practicing law in 1985. She graduated with honors from the Georgetown University Law Center in 1985 and with high honors from the University of in 1981. Ms. Kraus has had extensive experience in the handling of Maryland workers' compensation claims, including appearing before the Maryland Workers' Compensation Commission in hundreds of cases, and numerous jury trials before the various Circuit Courts throughout the State of Maryland. In addition, she handles liability matters and claims arising under the Longshore and Harbor Workers' Compensation Act. Ms. Kraus has handled and argued appellate cases before the Maryland Court of Appeals and Court of Special Appeals

### **Hon. Richard LaFata**

Commissioner LaFata has been a member of the Maryland Workers' Compensation Commission since his appointment by Governor William Donald Schaefer in March, 1994. He is a magna cum laude graduate of the University of Maryland Baltimore County. He received his J.D. from the University of Baltimore School of Law in 1980. He was admitted to the Bar in 1980. Since then, he has focused his practice in the area of workers' compensation law. Commissioner LaFata has been a member of the adjunct faculty at the University of Baltimore School of Law for many years. He is currently teaching a course in workers' compensation law. Additionally, Commissioner LaFata is a frequent lecturer to professional associations and visiting international groups.

### **Lynne K. Levin, ARM**

Ms. Levin is the current President of the Maryland Workers' Compensation Educational Association. She is the Risk Management Administrator for Howard County Government, where she has responsibility for the administration of a self-insured risk management program. Ms. Levin is a graduate of the University of Maryland and holds a certification for an Associate in Risk Management from the Insurance Institute of America. She is the 2004 President of the Maryland Chapter of the Public Risk Management Association, and Past President of the Baltimore Claims Association.

### **Samuel O. Matz, M.D.**

Dr. Matz received a B.A. from Johns Hopkins University in 1977, after which he earned his M.D. from the University of Maryland School of Medicine. Between 1985-86, Dr. Matz was chief resident of Orthopaedic Surgery at the University of Maryland and completed a Sports Medicine Fellowship at the Southern California Center for Sports Medicine the following year. Dr. Matz surgical career spans a decade and a half as a team physician and orthopaedic consultant for both McDaniels College and Mount Saint Mary's University, and as an instructor in Orthopaedic Surgery at the University of Maryland. Dr. Matz is the Chairman of Orthopaedic Surgery and Medical Director of the "Center for the Female Athlete" at Carroll County General Hospital, and is certified by the American Board of Orthopaedic Surgery. In 1996 Dr. Matz earned his J. D. from the University of Maryland School of Law. He has been a member of the Maryland Bar since 1997. Dr. Matz currently maintains a practice at the Advanced Centers for Orthopaedic Surgery and Sports Medicine.

### **R. Donald McDaniel, Jr., MBA**

Mr. McDaniel is the Vice President, and General Manager of Lighthouse Risk Solutions, the Risk Management and Insurance Services division of IWIF. In this executive management position, he is responsible for developing Lighthouse's business strategy and marketing plan, and driving the delivery of services. Prior to his involvement with Lighthouse Risk Solutions, he was the Managing Principal of Cura Partners, President, Integrated Solutions Group, Vice President of Bon Secours Baltimore Health System, Vice President of Liberty Health System, and Founder and Partner of Medical Management Solutions, Inc. Mr. McDaniel is a practitioner faculty member of The Johns Hopkins University; Board member of The Merrick Advisory Board, Merrick School of Business, University of Baltimore; and Director for MedBank of Maryland, Inc. Mr. McDaniel earned a Bachelor's degree from The Johns Hopkins University and a Master's in Business Administration from the University of Baltimore.

### **American Joe Miedusiewski**

Mr. Miedusiewski is the Director of Public Affairs for Semmes, Bowen & Semmes. In this capacity he provides clients with legislative affairs consulting services, lobbying and government affairs training. Prior to joining the law firm, he served in the Maryland House of Delegates from 1975-1988, and in the State Senate from 1988-1995. He was a member of the Senate Economic and Environmental Affairs Committee where he chaired the Alcoholic Beverage Subcommittee. Senator Miedusiewski was a democratic candidate for Governor in Maryland's 1994 Primary Election. He is a graduate of the University of Baltimore

(B.A.). Mr. Miedusiewski is among the best known personalities in Annapolis, with a sandwich named after him at Chick and Ruth's Deli and a weekly live radio talk show during the legislative session.

### **Robert J. Mellendick, CPCU, AIS**

Mr. Mellendick has over 30 years of experience in risk management consulting services as an account executive and senior vice president at Riggs, Counselman, Michaels & Downes, Inc. Mr. Mellendick received his BA degree from Loyola College of Maryland, and a CPCU from the Insurance Institute of America. Since his initial employment with Riggs, Counselman, Michaels & Downes, Inc. in 1979, he has served as an advisor during initial planning and development phase of Self Insured Services Company (SISCO), and has worked extensively in implementing the service provision for self-insured employers.

### **Hon. Cynthia S. Miraglia**

Commissioner Miraglia has been a member of the Maryland Workers' Compensation Commission since her January 11, 1999 appointment by Governor Parris N. Glendening. In 1983, she graduated cum laude from the University of Baltimore School of Law (J.D.). Commissioner Miraglia received her Bachelor's Degree in Political Science from Goucher College in 1979. She was employed by Allstate Insurance Company as a Senior Casualty Claims Adjuster from 1979 until May, 1980. From November 1983 until December, 1999 she was engaged in the private practice of law, serving as a civil trial attorney for Ashcraft and Gerel, LLP where she concentrated on workers' compensation, personal injury, medical malpractice and products liability. Commissioner Miraglia is a Past President of the Women's Bar Association of Maryland, Inc. and serves on the Board of the Maryland Chapter of the National Association of Women Law Judges.

### **Constantine "Gus" Misoul, M.D.**

Dr. Misoul has been a board certified Orthopedic Surgeon since 1988. As a principal of Multi-Specialty HealthCare, Dr. Misoul has been instrumental in developing a practice with a reputation for integrity and quality. Dr. Misoul is recognized as a leader in treating and managing personal and work related injuries. He has years of experience in providing fair and impartial evaluations based on each individual case. Dr. Misoul is skilled at delivering a diagnosis, determining a cause, evaluating pre-existing conditions, evaluating work ability, exploring treatment alternatives and useful modified work situations. He is also skilled at determining temporary and permanent impairment and evaluating future medical costs. Dr. Misoul graduated Summa Cum Laude from Queens College of the City University of New York with a BS in Biology; attended Penn State University College of Medicine and did his residencies in general surgery and orthopedics at State University of New York at Stony Brook. Dr. Misoul is a Diplomat for the National Board of Medical Examiners and the American Board of Orthopedic Surgery.

### **Robert Moss, ACAS, MAAA, ARE**

Mr. Robert Moss is an Associate Actuary for the National Council on Compensation Insurance (NCCI). His work experience at NCCI involves mostly workers' compensation ratemaking and legislative pricing, and includes lead actuary responsibilities for the State of Maryland. Among his responsibilities are testifying at workers compensation rate hearings and testifying before legislative committees. Overall, his insurance career spans almost 15 years. He previously served as Director for American Reinsurance Corporation in Princeton, New Jersey where he served as Regional Pricing Actuary for American Re's Direct Insurance Company Operations (DICO) unit. He has also held reinsurance reserving and pricing functions with Odyssey America Reinsurance Corporation in New York, New York. Mr. Moss is an Associate of the Casualty Actuarial Society, Member of the American Academy of Actuaries and has also earned the Associate in Reinsurance designation.

### **Thomas J. Murphy, CPA**

Mr. Murphy was appointed Director of the Insurance Division for the Maryland Workers' Compensation Commission in 2002. In that capacity, Mr. Murphy regulates the self-insurance status for individual self-insured employers and public sector self-insured groups. In addition, Mr. Murphy directs a program for third party administrators, certification of compliance and related programs for small business and interpreter services for limited English proficiency (LEP) claimants. Prior to his appointment with the Commission, Mr. Murphy was a sole proprietor and partner in the public accounting firm of T.J. Murphy and Associates which specialized in government related services. Mr. Murphy received his Bachelors Degree in Business Administration from Mount Saint Mary's and American Universities and an MBA Degree from Loyola College.

### **James O'Connor, Esq.**

Mr. O'Connor has been an Assistant Attorney General representing the Maryland Uninsured Employers' Fund for the past ten years. Prior to this he was in private practice for six years, counsel for Aetna Insurance Company for four years and Assistant Attorney General for the Injured Workers' Insurance Fund for seven years. Mr. O'Connor is a graduate of the American University (B.A. Political Science), and received his law degree (J.D.) from the University of Baltimore School of Law. A member of the Maryland Bar Association, Mr. O'Connor contributes to the Section for Negligence, Insurance and Workers' Compensation.

## **Hon. Thomas Patrick O'Reilly**

Governor William Donald Schaefer appointed Chairman O'Reilly to the Commission in 1994 and Governor Parris N. Glendening named him Chairman in 1999. Chairman O'Reilly took advantage of the Vietnam GI Bill to earn a Bachelor's Degree in Electrical Engineering from the University of Maryland and later received a J.D. from the University of Maryland School of Law. He began his career with General Electric, first as an engineer and then as a patent attorney. After clerking for Prince George's County Circuit Court Judge Robert Banks Mathias, he opened a general law practice in the Riverdale/Greenbelt area of the county in the early 1970s. He was elected to the Maryland Senate in 1974 and served five consecutive terms. Chairman O'Reilly held a number of Senate offices, including Vice Chairman of the Judicial Proceedings Committee, Deputy Majority Leader and Chairman of the Senate Finance Committee.

## **Steve Perroots**

Mr. Perroots is the Senior Director of claims services for Marriott International's eastern region. After earning his Business degree from the University of West Virginia in 1979, Mr. Perroots began his career with Liberty Mutual in 1980 before moving to Marriott International in 1983. In his 24 years of experience in this field, he has garnered such accolades as Marriott's Award of Excellence. He was promoted to Senior Director in 2000, and is responsible for seven states, with a staff of 43 handling a pending caseload of over 3500 multi-line casualty claims. He is also responsible for administering over 3000 claims under Marriott's Short Term Disability program, and handles similar claims for Sodexo's disability program. Mr. Perroots serves on the Board of Directors of the New York Self-Insured Association, is Vice-Chairman of the Maryland Chamber of Commerce Committee on Worker's Compensation, and Vice-President of MSIECA.

## **Hon. Sheldon H. Press**

Commission Vice Chairman, Sheldon H. Press, has been a member of the Maryland Workers' Compensation Commission since his appointment by Governor William Donald Schaefer in May, 1994. He received a Bachelor of Arts Degree in Government, History and Economics from the University of Maryland and his Law Degree from the University of Baltimore School of Law. He served in the United States Air Force Reserve and obtained the rank of First Lieutenant. Commissioner Press was engaged in the private practice of law until 1974, concentrating in workers' compensation, negligence, criminal law and domestic relations. In 1974, he joined the Baltimore City Law Department serving as the Chief Solicitor of the Workers' Compensation-Pension Section. During this time, he served as president of the Maryland Self-Insurer's Association. From 1989 until 1994, he was a member of the Board of Contract Appeals for the State of Maryland.

## **Michael W. Prokopik, Esq.**

Michael W. Prokopik is a partner at Franklin & Prokopik. He received his BA cum laude in 1975 from Loyola College of Baltimore. He received his JD from the University of Baltimore in 1978. While at the University of Baltimore, he was Case Note Editor for the Law Review. He was admitted to the Maryland Bar in 1979. He is a member of the American Bar Association, Baltimore City Bar Association, Maryland Defense Council (Workers' Compensation Committee), Defense Research Institute (former Vice-Chair of the Workers' Compensation Committee), the Tri-State Safety Council and Baltimore Claims Association. In addition to handling workers' compensation matters, he handles claims arising under the Longshore and Harbor Workers' Compensation Act and the Federal Employers' Liability Act. Mr. Prokopik has handled appellate cases before the Court of Special Appeals and the Court of Appeals of Maryland. Mr. Prokopik has lectured extensively on workers' compensation and longshore topics and is a past speaker in 2002 at the MWCEA Annual Conference.

## **Lisa Redifer, RN, BSN, CCM, WCCM, MCRSP**

Ms. Redifer is the Branch Manager for CorVel Corporation in the Annapolis office. She received her Bachelor of Science in Nursing from Towson State University in 1992. After graduating, she was employed as a staff nurse in the operating room at Johns Hopkins Bayview Medical Center in 1992. She has also worked as a Nurse Consultant at the New Children's Hospital in the Pain Management Center. Ms. Redifer worked for IWIF as a Quality Assurance Nurse/Acting Director/Nurse Case Manager before going to CorVel as a medical case manager in October 1998. She is affiliated with a number of professional organizations: Case Management Society of America (CMSA), International Association of Rehabilitation Professionals (IARPS), Chesapeake Association of Rehabilitation Professionals in the Private Sector (CARPPS). Ms. Redifer was a presenter at the 2003 MWCEA conference.

## **Frances Salbeck**

Ms. Frances Salbeck is the Director of the Support Services Division of the Maryland Workers' Compensation Commission. This division consists of the rehabilitation, appeal, and medical sections. Ms. Salbeck has been an employee of the Commission for over 23 years. She has a Master of Science Degree from The Johns Hopkins University. She has taught courses in career

development and career counseling. Ms. Salbeck is a founding member, past chair of the Injured Workers' Task Force on Rehabilitation and is a founding and current member of the Maryland Rehabilitation Center Advisory Board. She is the Chair of the Rehabilitation and Medical committee of Southern Association of Workers' Compensation Administrators, which represents 17 states. She is a member of the National Rehabilitation Association and has served as the Mid-Atlantic representative. She is a board member of the Maryland Rehabilitation Association. Ms Salbeck serves on the Maryland Workers' Compensation Education Association (MWCEA). Ms.. Salbeck is a frequent speaker on workers' compensation rehabilitation issues for both private and public organizations.

### **Jack J. Schmerling, Esq.**

Mr. Schmerling's areas of practice include Workers' Compensation, Personal Injury, Social Security Disability, DWI, and Traffic Violations. He is currently in private practice handling primarily workers compensation and personal injury cases. Mr. Schmerling received his BA from California State University, Northridge; his JD from the California Western School of Law; and took the 75<sup>th</sup> Basic JAG Course at the University of Virginia. Mr. Schmerling is admitted to practice in: Maryland, D.C., Pennsylvania, the U.S. Federal District Court (MD), the U.S. Supreme Court and the Court of Military Appeals. He has taught numerous programs including: Handling a Workers' Compensation Claim (for the Anne Arundel County Bar Assoc.); Use of Psychologists Before the Social Security Administration (for the Maryland Psychological Assoc.); Adjusting Workers' Compensation Claims (for firm clients); Vocational Rehabilitation in Workers Compensation Claims (seminar for vocational counselors). Previous positions include: Attorney for O' Malley, Miles, McCarthy, Harrel & Levin, National Legal Aid and Defender Association, Defense Counsel and Chief Defense Counsel for the Judge Advocate General Corps, United States Army, Fort Meade, MD.

### **Hon. Lauren A. Sfekas**

Commissioner Lauren A. Sfekas has been a member of the Workers' Compensation Commission since her appointment by Governor Parris N. Glendening in 1996. She is a 1978 cum laude graduate of Mount Saint Mary's College. In 1981, she graduated cum laude from the University of Baltimore School of Law where she served as editor of the Law Review. Commissioner Sfekas spent fourteen years in private practice concentrating in the area of workers' compensation. She has published and lectured on workers' compensation matters.

### **Douglas M. Shepard, M.D.**

Dr. Shepard received a BA from Johns Hopkins University and his MD from the Baylor College of Medicine in Houston, Texas. Dr. Shepard did his graduate training at the Yale New Haven Hospital and Baylor College of Medicine where he completed a post-graduate fellowship in Reconstruction of the Upper Extremity and Hand Surgery. Dr. Shepard is Board Certified as Diplomate of the American Board of Orthopedic Surgery. He has presented at the 11<sup>th</sup> Annual Lectureship, Shriner's Hospital for Crippled Children: "Lower Extremity Growth Disturbance Following Open Knee Surgery" and "Avascular Necrosis of the Talus Following Posteromedial Release for Club Foot Deformity." He also presented the Joe W. King Annual Lectureship: "Elbow Instability and Radial Head Fractures."

### **Bruce E. Sicilia, M.D.**

Dr. Sicilia is the Medical Director of the HealthSouth Rehabilitation Hospital of York and Medical Director of Incentives Chronic Pain Management Program of York, PA. Dr. Sicilia received his BS from Montclair State, Montclair, NJ and studied for his medical degree at Lyceum Northwestern, Dagupan City, Philippines and the Medical College of Pennsylvania in Philadelphia.

### **Lorne F. Silverstein, Esq.**

Lorne F. Silverstein is the principal in the Baltimore law firm of The Law Offices of Lorne F. Silverstein, P.C. Mr. Silverstein is a general practitioner whose practice areas include workers' compensation, social security disability, personal injury, medical malpractice, product liability, wrongful discharge, Americans with Disabilities Act litigation, sexual harassment and criminal defense. He received his B.S. degree from Syracuse University and his J.D. from the University of Baltimore. He is a member of the American Bar Association, the American Trial Lawyers Association, Maryland Trial Lawyers Association, the Baltimore County Bar Association (Chair, Public Awareness and Speaking Committee) and the Pro Bono Legal Resource Center.

### **Tish Smith-Wisel, CPCU, ARM**

Ms. Tish Smith-Wisel has been a member of the Workers' Compensation claim community in Maryland for over twenty years. She began her career with Crawford & Company handling medical only claims and worked her way through the ranks at various insurance companies to an RMG Claims Supervisor with Royal & Sun Alliance in 1999. She has been a member of the Joint Task Force for Injured Workers' Rehabilitation for more than ten years, Chair of their Handbook Committee and past Vice Chair of the Task Force. Ms.. Smith-Wisel is currently a Quality Manager for Sedgwick CMS in Baltimore, Maryland.

### **Charles Smolkin, M.ED, LCPC, CRC, CVE, CDMS, CCM, MCERSP**

Mr. Smolkin is President and Founder of Smolkin Vocational Services, Inc. He has practiced in the field of vocational rehabilitation for over 30 years. Mr. Smolkin is a licensed counselor in the State of Maryland and holds many national rehabilitation certifications. He is the Chairperson of the Rehabilitation Advisory Committee of the Maryland Workers' Compensation Commission. Mr. Smolkin is Past President of CARPPS, MRA and the National Vocational Evaluation Association. Mr. Smolkin appears as a Vocational Rehabilitation Expert in both State and Federal courts. He is a proponent of active rather than passive vocational counseling.

### **Janet Denise Spry, Ed.D, CRC, LPC, MCERSP**

Dr. Spry is a professor in the Masters Rehabilitation Counseling Education Program (RCEP) and Chair of the Department of Applied Psychology and Rehabilitation Counseling at Coppin State College. She has over twenty years experience as a rehabilitation counselor and practitioner with a special interest in the injured worker population. Dr. Spry received her M.Ed. from Coppin State College in Rehabilitation Counseling and her Doctorate Degree from George Washington University. She has received the coveted Who's Who Among American Teacher's Award for her contributions to Coppin State College during the 1995-1996 and 1999-2000 academic years. She serves on numerous collegiate, professional and community-based committees and is affiliated with professional organizations. In addition to her solid list of credentials, Dr. Spry is currently certified as a Vocational Evaluator.

### **Hon. Michael S. Steele, Maryland Lieutenant Governor**

In January 2003, Michael Steele earned a place in history when he became the first African American elected to statewide office, and the first-ever Republican Lieutenant Governor in Maryland. As Lieutenant Governor, Michael Steele serves as a partner, advisor and principal representative for Governor Robert L. Ehrlich, Jr. Mr. Steele rose through the political ranks in Prince George's County to become the first African American County Republican Party Chairman. In 1995, Mr. Steele was selected Maryland State Republican Man of the Year. In December 2000, Mr. Steele became the first-ever African American to be elected chairman of a state Republican Party. Mr. Steele also served as a member of the Executive Committee of the Republican National Committee. In 2002, President George W. Bush appointed Mr. Steele to serve on the Board of Visitors of the United States Naval Academy. He graduated from Archbishop Carroll High School, earned his bachelor's degree in International Relations from Johns Hopkins University in 1981 and his law degree from Georgetown University Law Center in 1991. Mr. Steele also attended the Augustinian Friars Seminary at Villanova University in Villanova, Pennsylvania, in preparation for the priesthood.

### **Kathy M. Stone, CDMS, CCM, MCERSP**

Kathy M. Stone, founder of Stone Vocational Services, LLC has nineteen years of experience as a vocational counselor in Workers' Compensation, auto, long-term disability FECA, Social Security, personal injury and divorce cases. She is a Certified Disability Management Specialist, has served on the Joint Task Force on Injured Workers' Rehabilitation as past chair, and the Tri-State safety Counsel as past president and CARPPS as past president. Additionally, Ms. Stone is a member of the Academy of Certified Case Managers. She was appointed by Chairman O'Reilly of the Maryland Workers' Compensation Commission to serve on the Rehabilitation Advisory Board and the Vocational Rehabilitation Committee. Geographically unique, Stone Vocational Services, LLC, is located in central Maryland, servicing Maryland, Virginia, District of Columbia, Pennsylvania and West Virginia jurisdictions.

### **J. Charles Szczesny, Esq.**

Mr. Szczesny has been a defense attorney for thirteen years, and his practice has been concentrated primarily in the area of workers' compensation in Maryland and the District of Columbia. He is a partner in the law firm of Budow and Noble, P.C., with offices in Montgomery County and Howard County, Maryland. Mr. Szczesny is the founding and current chairman of the firm's Workers' Compensation Defense Practices Group. Mr. Szczesny is a member of many bar associations, he is active in the leadership of a number of professional associations, and he has been a frequent speaker in the field of workers' compensation law. Mr. Szczesny is a member of the Baltimore Claims Association, and is on the Board of Directors of the Maryland Self-Insurers' and Employers' Compensation Association (MSIECA), where he serves as the Chairman of the Program Committee and is active on the Membership Committee. He is also a member of the Washington Claims Association, and is the current Chairman of the Worker's Compensation Committee of that organization.

### **Charles J. Thorne, D.C.**

Dr. Charles J. Thorne is currently President of Advanced Medical Management, Inc. He received his Doctor of Chiropractic Medicine with honors from Palmer Chiropractic University in 1981 with a meritorious award for clinical excellence. Dr. Thorne is currently responsible for the business activities of Advanced Medical Management, a "health delivery system" comprised of three clinical companies – Multi-Specialty HealthCare, LLC (MSHC), Harford County Ambulatory Surgical Center, LLC (HCASC) and

Baltimore Work Rehab, LLC (BWR). Dr. Thorne directs the business development function of the entire system. He also serves on the Board of Directors of AMM and is President of Baltimore Work Rehab, LLC, and a member of Harford County Ambulatory Surgical Center, LLC and Multi-Specialty HealthCare, LLC.

### **Ronald Travers, Esq.**

Mr. Travers is the President of MSIECA, the Maryland Self-Insurers' and Employers' Compensation Association, Inc. Mr. Travers is a graduate of the University of Baltimore School of Law. In his capacity as Assistant County Attorney at Anne Arundel County, Mr. Travers is responsible for legal work including workers' compensation.

### **Hon. Lawrence M. Vincent**

Commissioner Vincent has been a member of the Maryland Workers' Compensation Commission since his 1996 appointment by Governor Parris N. Glendening. He is a 1965 graduate of Loyola College with a Bachelor of Science Degree and a 1976 graduate of the University of Baltimore School of Law with a J.D. He was employed with the Metal Products Division of Koppers Co., Inc. from 1965 until 1979 serving in various capacities including Manager of Employment and Employee Training and Development. From 1979 until 1996, he was engaged in the private practice of law. Commissioner Vincent is a Past President of the Maryland Workers' Compensation Educational Association and a member of the Maryland State Bar Association.

### **Hon. John R. Webster, Jr.**

Commissioner Webster has been a member of the Maryland Workers' Compensation Commission since his December, 1997 appointment by Governor Parris N. Glendening. He is a graduate of the University of Maryland and received his Law Degree at George Washington University where he graduated with honors. He spent 24 years engaged in private practice with the firm of Miller and Webster, P.A. concentrating in civil and criminal law, personal injuries, medical malpractice, product liability and workers' compensation. Commissioner Webster is a member of the Prince George's County Bar Association, Maryland State Bar Association, American Bar Association and American Trial Lawyers Association.

### **Hon. John F. Wood, Jr.**

Mary's Counties. He is a member of the House Committee on Economic Matters, Chairman of the Subcommittee on Workers' Compensation and House Chairman of the Workers' Compensation Benefit and Insurance Oversight Committee

### **Joseph F. Zauner, III**

Mr. Zauner has been practicing law in the Baltimore-Washington area for over 20 years. He received his BA from Georgetown in 1977, and went on to the University of Maryland School of Law, where he graduated with honors in 1980. Mr. Zauner has been a member of the MSIECA since 1988, and was its former Treasurer, and was the former member and vice-chairman of the Maryland COC Workers' Compensation Committee. His practice has primarily focused on workers' compensation defense for large self-insured corporations, self-insurance group trusts, employers and insurers since 1986. He is now the owner and principal for Zauner, Gawlik & Flax, P.A since 2000, when he also was appointed special counsel to represent Montgomery County, Maryland in workers' compensation cases.