

37th Annual SEAK, Inc. National Workers' Compensation and Occupational Medicine Conference

July 18-20, 2017

*See pages
28-29 for
exhibiting
information*

Preconferences July 17, 2017

- **Evidence-Based Occupational Medicine:
For Workers' Compensation and Occupational
Health Professionals**
- **Managing & Defending Difficult Workers'
Compensation Claims: For Workers' Compensation
and Occupational Health Professionals**
- **Return to Work: Evidence Based Skills
and Strategies**
- **ADA and FMLA: In Depth**

37th Annual National Workers' Compensation and Occupational Medicine Conference**Please register me for the following preconference (choose one):**

*A 20% discount is available for two or more people registering together from the same company

July 17, 2017 (\$395 on or before March 31, 2017; \$445 April 1, 2017–June 30, 2017; \$495 After June 30, 2017)

- ☐ **Evidence-Based Occupational Medicine for Workers' Compensation and Occupational Health Professionals**
- ☐ **Managing & Defending Difficult Workers' Compensation Claims: For Workers' Compensation and Occupational Health Professionals**
- ☐ **Return to Work: Evidence Based Skills and Strategies**
- ☐ **ADA and FMLA: In Depth**

Please register me for the main conference:

*A 20% discount is available for two or more people registering together from the same company

- ☐ **37th Annual National Workers' Compensation and Occupational Medicine Conference**
July 18-20, 2017 (\$995 on or before March 31, 2017; \$1095 April 1, 2017–June 30, 2017; \$1195 After June 30, 2017)

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)
- ☐ **Evidence Based Medicine in Workers' Compensation** (\$395)

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

Please print or type all items to assure accuracy.

All confirmations will be sent to the individual indicated. Priority Code: WCSEMINAR2017

☐ 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:		

Join us on Cape Cod for SEAK's 37th Annual National Workers' Compensation and Occupational Medicine Conference. SEAK has been proud to provide cutting edge, unbiased education to over 10,000 workers' compensation and occupational medicine professionals since 1980. You will leave SEAK with numerous priceless tips that you can take back to immediately help you, your employer and your practice. As you can see from the following detailed course information, we offer a top notch faculty, relevant and timely topics, continuing education credits, and numerous breakouts so that you can customize your learning experience.

Hyannis is located in the heart of Cape Cod, which is one of the top ten travel destinations in the U.S. The Cape offers warm water beaches, dining options for every taste, shopping, biking, hiking, fishing, museums, and entertainment. Our site hotel is located very close to the ferry terminals so that you can also easily explore the world famous islands of Martha's Vineyard and Nantucket.

**"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."**

**"Excellent! The expertise of your
speakers was exceptional!"**

Registration Information

REGISTRATION INFORMATION/DISCOUNTS: Tuition is \$995 on or before March 31, 2017; \$1095 April 1, 2017-June 30, 2017; \$1195 After June 30, 2017. Your tuition includes handout materials to be distributed at the door, coffee breaks, reception, three continental breakfasts, a social event on Wednesday night, and two conference luncheons with faculty. Tuition for each preconference is \$395 on or before March 31, 2017; \$445 April 1, 2017-June 30, 2017; \$495 After June 30, 2017. A 20% discount is available for two or more persons registering together from the same company. **You can save up to 33% when you register early and bring a colleague.**

CONTINUING EDUCATION CREDIT: Please see below and pages 20, 22, 24, and 26 for continuing education information.

CONFERENCE CANCELLATIONS: Conference cancellations received in writing on or before June 30, 2017 will receive a full refund. Persons canceling after June 30, 2017 will not receive a refund, but will receive a full tuition credit.

TRAVEL INFORMATION: Hyannis is 70-80 miles from the Boston and Providence airports and also has its own regional airport with flights from Boston and New York. There is even bus service that connects Boston with Hyannis if you prefer to not rent a car. You can drive to the Cape from all of the Northeast U.S.

HOTEL ACCOMMODATIONS: SEAK's 2017 Conference will be held at The Resort and Conference Center at Hyannis. SEAK has secured a special group rate of \$170/night for single/double occupancy plus tax. Rooms are limited and this rate expires on June 18, 2017. To make your reservations, please call 866-828-9111 and refer to the SEAK Group rate. **Overflow Hotel:** We have reserved a limited block of overflow rooms at The Holiday Inn Hyannis at a discounted rate (\$184 single/double). To make your reservations, please call (508) 775-1153 and identify yourselves as being with the SEAK, Inc. group or go to www.holidayinn.com/hyannisma and enter group code "SEA". Free shuttle service will be provided between the Holiday Inn and the site hotel. **Alternative Lodging:** As a tourist destination, the Hyannis area has numerous alternative lodging options for different tastes and budgets. Hyannis features national chains such as Holiday Inn, Courtyard by Marriott, Doubletree, Fairfield Inn and Suites, and Comfort Inn as well as numerous independent inns, hotels and bed and breakfasts. Since our dates are not over weekends there is typically wide lodging availability.

EXHIBITING/ADVERTISING INFORMATION: We expect hundreds of conference attendees and have a limited number of exhibiting booths available. To reserve your booth or for advertising opportunities please contact Alex Babitsky at (508) 457-5150 or via email at Alex@seak.com. Please see pages 28-29 for more information.

MAIN CONFERENCE CONTINUING EDUCATION CREDIT INFORMATION:

Note: **If your specialty does not appear below and you desire credits, please contact Karen Cerbarano (Karen@seak.com or 781-826-4974).** We can often obtain desired credits upon request, but unfortunately, obtaining some types of credits are not feasible. Please register early, as we can only apply for credits after your registration form has been received and it can take time to get the requested approvals back from the accrediting agencies.

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 the same number of CNE's for the ARN Certification that is approved by the ANA/AAOHN.

NOTE: Any and all commercial products or services displayed or advertised at the 2017 SEAK Conference are neither endorsed by the American Nurses Credentialing Center's Commission on Accreditation nor SEAK, Inc. SEAK does not accept commercial support for its programs and does not use faculty members with conflicts of interest.

PRECONFERENCES: Continuing education credit information for the preconferences is found on pages 20, 22, 24, and 26.

FREQUENTLY ASKED QUESTIONS

Q. What sets SEAK apart?

A. Our conference is interdisciplinary, permitting professionals of many professions and disciplines to interact with and learn from one another. In addition, we feature very highly credentialed speakers who are leaders in their fields.

Q. What do you do differently to you ensure that your presentations are bias free?

A. Unlike other conferences, we don't attempt to manage or mitigate/disclose speakers with conflicts of interest – we exclude them.

Q. Do you offer any discounts on tuition?

A. Yes. Early registration discounts of up to \$200/per person are available. In addition, we offer a 20% discount for two or more people registering together from the same company. You can save up to 33% if you register early and bring a colleague.

Q. What are my lodging options beyond the site hotel?

A. As a tourist destination, the Hyannis area has numerous alternative lodging options for different tastes and budgets. Hyannis features national chains such as Holiday Inn, Courtyard by Marriott, Doubletree, Fairfield Inn and Suites, Comfort Inn as well as numerous independent inns, hotels and bed and breakfasts. Since our dates are not over weekends there is typically wide lodging availability.

Q. Who will I be able to network with at the conference?

A. The diversity of our conference is one of our strengths. Typical attendees are anyone interested in reducing workers' compensation costs and improving employee health along with their employer's bottom line. This includes occupational physicians and nurses, risk managers, attorneys, executives, case managers, insurers, employers, TPAs, adjusters, etc. We also will have numerous exhibitors at the conference.

Q. What are my options for getting to the Cape?

A. There are many. You can drive from anywhere in the Northeast, fly in to major airports in Boston or Providence (70 and 80 miles respectively) and rent a car, or connect into Hyannis' own regional airport. There is even bus service from Boston if you prefer not to rent a car.

Q. Will I have time to get out and enjoy the Cape?

A. Yes. Our sessions start early each day so that they can end between 3:40 and 4:40 in the afternoon. This will allow you several hours of daylight (sunset is around 8pm in July) to enjoy the Cape, as well as every evening.

Q. Do you offer continuing education credit?

A. Yes. Credits are available for many specialties, please see page 4.

Q. What if I have additional questions about the conference? Who can I speak with?

A. You may call our president, Steve Babitsky on his direct line 508-548-9443 and he will be pleased to speak with you.



37th Annual SEAK, Inc. National Workers' Compensation and Occupational Medicine Conference July 18-20, 2017

PRECONFERENCES Monday, July 17, 2017



Evidence Based Occupational Medicine: For Workers' Compensation and Occupational Health Professionals

James B. (Jim) Talmage, MD



Managing & Defending Difficult Workers' Compensation Claims: For Workers' Compensation and Occupational Health Professionals

Shenan Pellegrini, Esq.



Return to Work: Evidence Based Skills and Strategies

Jason Parker, BHK



ADA and FMLA: In Depth

Adam P. Forman, Esq.



Asha Santos, Esq.

*Registration is limited.
Register Today!*

Main Conference: Day 1 Tuesday, July 18, 2017

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

8:50-9:00 INTRODUCTORY REMARKS, ANNOUNCEMENTS

9:00-9:50 **Causation: Evidence Based Occupational Medicine**



James B. (Jim) Talmage, MD
Cookeville, TN

9:50-10:00 EXHIBITS & NETWORKING OPPORTUNITY

10:00-10:50 **How to Evaluate, Manage, and Defend Complex Workers' Compensation Claims**



Lora Northen, Esq.
Capehart Scatchard, Mount Laurel, NJ

10:50-11:00 EXHIBITS & NETWORKING OPPORTUNITY

11:00-12:00 **The Forecast From Ground Level: An Injured Worker's Perspective**



Lauren Danahy, RN, BS, MBA, CCM, LNCC, CCHP
Willamette Nurse Consultant Group, Portland, OR

12:00-1:15 LUNCH (PROVIDED WITH FACULTY) & EXHIBITS

1:15-2:15 BREAKOUT SESSIONS, CHOOSE ONE



A. **The Excellent Neuropsychological IME**
Shane Bush, PhD, ABPP
Long Island Neuropsychology, PC
Lake Ronkonkoma, NY



B. **Occupational Shoulder Injuries: Diagnosis, Treatment, and Return to Work**
Suzanne Miller, MD
Boston Sports and Shoulder Center, Waltham, MA



C. **The Biggest Mistakes Employers Make in Workers' Compensation Cases and How to Avoid Them**
Christopher Norton, Esq.
Lester, Norton & Brozina, PC, Phoenix, AZ

2:15-2:25 EXHIBITS & NETWORKING OPPORTUNITY

2:25-3:25 BREAKOUT SESSIONS, CHOOSE ONE



A. **OSHA Latest Developments: For Workers' Compensation and Occupational Health Professionals**
Charles Keller, Esq.
Snell & Wilmer, LLP, Phoenix, AZ



B. **Managing Workers' Compensation Claims with Comorbid Conditions**
Eric Patten, RN, BSN
One Call Care Management, Jacksonville, FL



C. **Traumatic Brain Injury: Return to Work**
Brian Im, MD
Rusk Institute Of Rehabilitation Medicine At NYU
Langone Medical Center, New York, NY

3:25-3:35 EXHIBITS & NETWORKING OPPORTUNITY

3:35-4:35 BREAKOUT SESSIONS, CHOOSE ONE



A. **ADA: Latest Developments for Workers' Compensation and Occupational Health Professionals**
Lawrence Postol, Esq.
Seyfarth Shaw LLP, Washington, DC



B. **Building Your Ergonomics Program: Risk and Injury Reduction**
Rachel Michael CPE, CHSP
Aon Risk Solutions, Heber City, UT



C. **Psychological Aspects of Workers' Compensation and Unnecessary Disability**
Garson Caruso, MD, MPH
Mechanicsburg, PA

4:45-6:00 WELCOME RECEPTION

Main Conference: Day 2 Wednesday, July 19, 2017

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

8:00–8:50 **The Future of Occupational Health: Integrating Health Promotion with Health Protection**
Raymond Fabius, MD
HealthNext, Newtown Square, PA

8:50–9:00 **EXHIBITS & NETWORKING OPPORTUNITY**

9:00–9:50 **Use and Abuse of Diagnostic Testing: Medical Cost Containment**
Steven Testan, Esq.
Adelson, Testan, Brundo, Novell & Jimenez
Westlake Village, CA

9:50–10:00 **EXHIBITS & NETWORKING OPPORTUNITY**

10:00–10:50 **Mental Health and Workers' Compensation: Early Intervention to Prevent Delayed Recovery**
Denise Zoe Algire, MBA, RN, COHN-S/CM
Albertsons Companies, Pleasanton, CA

10:50–11:00 **EXHIBITS & NETWORKING OPPORTUNITY**

11:00–12:00 **The Goal Achievement Model for Back Pain: Return to Work**
Rowland Hazard, MD
Dartmouth Hitchcock Medical Center
Lebanon, NH

12:00–1:15 **LUNCH (PROVIDED WITH FACULTY) & EXHIBITS**

1:15–2:15 **BREAKOUT SESSIONS, CHOOSE ONE**

A. FMLA: Fighting Abuse
Jeffrey Dretler, Esq.
Fisher Phillips LLP, Boston, MA

B. Integrated Disability Prevention: Preventing Delayed Recovery
Jonathan K. Torres, MD, MPH, FACOEM
Workmed Occupational Health Services
Auburn, ME

C. How to Write Effective Work Restrictions
Stephanie Hammond, DNP, CRNP
Birmingham, AL

2:15–2:25 **EXHIBITS & NETWORKING OPPORTUNITY**

2:25–3:25 **BREAKOUT SESSIONS, CHOOSE ONE**

A. Occupational Hand Injuries: Diagnosis, Treatment, and Return to Work
Roderick Bruno, MD
Access Sports Medicine and Orthopaedics
Exeter, NH

B. Total Worker Health®: Best Practices
Deborah Fell-Carlson, RN, MSPH, COHN-S
SAIF Corporation, Salem, OR

C. Aging Workers: Prevention, Safety, and Return to Work
Wayne Maynard, CSP, CPE, ALCM
Liberty Mutual Insurance
Hopkinton, MA

8:00–9:30 **SOCIAL MIXER**



Main Conference: Day 3 Thursday, July 20, 2017

7:00–8:00 **CONTINENTAL BREAKFAST**

8:00–8:50 **A View from the Bench**
Judge David Imahara
State Board of Workers' Compensation
Atlanta, GA

8:50–9:00 **BREAK & NETWORKING OPPORTUNITY**

9:00–9:50 **Return to Work: Disability Management Best Practices**
Steven Wiesner, MD
Kaiser Permanente, Oakland, CA

9:50–10:00 **BREAK & NETWORKING OPPORTUNITY**

10:00–10:50 **Medical Marijuana in the Workplace: Latest Developments**
Mark Pew
Prium, Duluth, GA

10:50–11:00 **BREAK & NETWORKING OPPORTUNITY**

11:00–12:00 **Chronic Pain: Best Practices for Managing Chronic Pain Patients**
Alan Kaye, MD, PhD
Tulane School of Medicine
New Orleans, LA

12:00–1:30 **LUNCH (ON YOUR OWN)**

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

A. Occupational Cartilage and Meniscal Injuries of the Knee: Latest Developments
Lyndon B. Gross, MD, PhD
The Orthopedic Center of St. Louis, St. Louis, MO

B. Reducing Opioid Use by Workers' Compensation Claimants
Bridget Pitcock, RN, BSN, CCM
Ascension Care, Lexington, KY

C. Defending the Workers' Compensation Case: Proactive Early Intervention & Documentation
Cassandra Roberts, Esq.
Young Conaway Stargatt & Taylor, LLP
Wilmington, DE

2:30–2:40 **BREAK & NETWORKING OPPORTUNITY**

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

A. Occupational Foot and Ankle Conditions
Aprajita Nakra, DPM, FACFAS
Advanced Ankle and Foot, Gilbert, AZ

B. How Employers, Insurers and Self-Insurers Can Save Money
Kacey Wiedt, Esq.
Marshall Dennehey Warner Coleman & Goggin
Camp Hill, PA

C. The Enhanced Care Program (ECP): An Innovative Approach
Deborah Kroninger
Ohio Bureau of Workers' Compensation
Columbus, OH

*Register early
and save up to \$300!*

CONFERENCE PROGRAM: TUESDAY, JULY 18, 2017, DAY 1

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

8:50-9:00 INTRODUCTORY REMARKS, ANNOUNCEMENTS

9:00-9:50 Causation: Evidence-Based Occupational Medicine

James B. (Jim) Talmage, MD

Dr. Talmage will explain the main difference between medical and legal causation in workers' compensation claims. He will discuss the science of causation of back pain, rotator cuff disease, elbow tendinopathy/ulnar neuropathy at the elbow, and carpal tunnel syndrome. Dr. Talmage will offer practical suggestions for effectively dealing with the issue of causation in workers' compensation claims. **Questions & Answers.**



James B. (Jim) Talmage, MD is an orthopaedic surgeon by training. He is Board Certified in Orthopaedic Surgery and in Emergency Medicine. He 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).

9:50-10:00 EXHIBITS & NETWORKING OPPORTUNITY

10:00-10:50 How to Evaluate, Manage, and Defend Complex Workers' Compensation Claims

Lora Northen, Esq.

Attorney Northen will discuss and demonstrate, with examples, the importance of early recognition of difficult claims and offer tips for recognizing these cases. She will provide keys to minimizing the overall exposure in complex claims. Attorney Northen will discuss the advantages of early and detailed investigation and the value of partnering with your medical team. She will offer practical suggestions on how the employer can assist in managing complex workers' compensation claims. **Questions & Answers.**



Lora Northen, Esq. is an attorney and co-chair of the workers' compensation department at the law firm of Capeheart Scatchard. She has written and lectured extensively on numerous areas of workers' compensation law and practice, is certified by the supreme court of New Jersey as a workers' compensation law attorney, and is a fellow of the College of Worker's Compensation Attorneys. Attorney Northen received her BA from the State University of New York at Buffalo and her JD from Rutgers State University of New Jersey School of Law.

She focuses her practice on the representation of employers, self-insureds, and carriers in workers' compensation defense matters. She has been named to the list of Super Lawyers by Law and Politics and New Jersey Monthly.

10:50-11:00 EXHIBITS & NETWORKING OPPORTUNITY

11:00-12:00 The Forecast From Ground Level: An Injured Worker's Perspective

Lauren Danahy, RN, BS, MBA, CCM, LNCC, CCHP

A former injured worker with a catastrophic injury will share his story about having a Nurse Case Manager assigned to him during his rehabilitation from his injuries. He was able to RTW modified duty 16 months post-injury and slowly progress back to full duty with his employer of injury via a comprehensive RTW plan that was mutually agreed upon by the injured worker, treating provider, employer and NCM. Lauren Danahy will discuss nurse case management, high risk cases, challenges faced when managing a file, and "stellar" vs. "good" case management. She will offer practical advice on how to identify injured workers who would benefit from having a nurse case manager assigned. **Questions & Answers.**

*Registration is limited.
Register Early and Save!*

CONFERENCE PROGRAM: TUESDAY, JULY 18, 2017, DAY 1



Lauren Danahy, RN, BS, MBA, CCM, LNCC, CCHP is Principal at Willamette Nurse Consultant Group and has had 21 years of diverse nursing experience that began after completing a six year service obligation in the U.S. Army Military Police Corps. Ms. Danahy completed a RN to BS nursing program at Oregon Health and Science University and holds a MBA in Healthcare Management from Marylhurst University. Ms. Danahy is Board Certified in Case Management from the Case Management Society of America (CMSA), she is also a Board Certified Legal Nurse Consultant from the American Association of Legal Nurse Consultants (AALNC) as well as a Certified Correctional Health Professional from the National Commission on Correctional Health Care (NCCCHC). Ms. Danahy is a member of the Workers' Compensation Claims Association of Oregon (WCCA), Professionals in Workers' Compensation (PWC) (Oregon), CMSA, AALNC and NCCCHC. Ms. Danahy has worked for Fortune 500 companies and national carriers holding positions from staff level nurse to C-Level. She currently is in active practice in Home Health/Chronic Disease Management and Corrections Health.

12:00–1:15 LUNCH (PROVIDED WITH FACULTY) & EXHIBITS

1:15–2:15 BREAKOUT SESSIONS, CHOOSE ONE

A. The Excellent Neuropsychological IME

Shane Bush, PhD, ABPP

Dr. Bush will explain the differences between clinical neuropsychological evaluations and IME. He will discuss the multi-method assessment approach, selection of assessment measures (tests) and norms, estimating premorbid/optimal functioning, determining response, symptom, and performance validity ("malingering"), and data interpretation – when do low scores reflect impaired cognitive abilities? Dr. Bush will offer a discussion of ecological validity and provide examples of when performance on tests may not reflect real-world functioning. Dr. Bush will offer practical suggestions on dealing with causal relationship and what you can and should expect in the excellent neuropsychological IME and report. **Questions & Answers.**



Shane Bush, PhD, ABPP is Director of Long Island Neuropsychology, P.C. He is board certified in Clinical Neuropsychology, Rehabilitation Psychology, Clinical Psychology, and Geropsychology. He is a fellow of the American Psychological Association (6 Divisions) and a past president and fellow of the National Academy of Neuropsychology. He has published more than 20 books and journal special issues, including *Neuropsychological Assessment of Work-Related Injuries* (2012), *Mild Traumatic Brain Injury: Symptom Validity Assessment and Malingering* (2013), *The APA Handbook of Forensic Neuropsychology* (in press), and

The Neuropsychological IME (in press). He is a contributing author on more than a dozen position papers that address forensic, ethical, and professional issues in neuropsychology. He serves on the editorial boards of eight journals, including *Psychological Injury and Law*. He is a veteran of both the Marine Corps and Naval Reserve.

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

Suzanne Miller, MD

Dr. Miller will describe the shoulder and the most common occupational shoulder injuries. She will discuss and demonstrate, with video, the latest advanced techniques in arthroscopic shoulder instability and rotator cuff repair. She will explain the pitfalls in therapy, treatment, and recovery. Dr. Miller will offer practical suggestions for early and safe return to work for workers with shoulder injuries. **Questions & Answers.**



Suzanne Miller, MD is a board certified orthopedic surgeon at Boston Sports and Shoulder Center and is an assistant clinical professor at Tufts University. She has written and lectured extensively on shoulder injuries. Dr. Miller completed her medical school and her residency training at The Mount Sinai Hospital in New York followed by a sports medicine fellowship at The University of Pittsburgh. She has a Master's Degree from Columbia in Exercise Physiology. Dr. Miller is board certified and holds a subspecialty certificate in orthopaedic sports medicine and she serves as an Assistant Clinical Professor at Tufts University School of Medicine. Dr. Miller's clinical interests lie in treating sports medicine injuries of the shoulder and lower extremity. She has published extensively in medical literature and has several ongoing clinical trials involving shoulder and hamstring injuries.

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Register Today!*

CONFERENCE PROGRAM: TUESDAY, JULY 18, 2017, DAY 1

C. The Biggest Mistakes Employers Make in Workers' Compensation Cases and How to Avoid Them

Christopher Norton, Esq.

Attorney Norton will discuss case selection and choosing the wrong cases to litigate. He will explain the common and costly mistakes employers, insurers, and self-insurers make when dealing with defense counsel including: not getting counsel involved early, sending counsel an incomplete file, and conceding on causation and the mechanism of injury without a proper investigation. Attorney Norton will discuss best practices when dealing with treating physicians and other health care providers. Attorney Norton will offer practical, cost-effective suggestions for achieving excellent settlements. **Questions & Answers.**



Christopher S. Norton is a shareholder at Lester Norton & Brozina, P.C. Mr. Norton has devoted 100% of his practice to the area of workers' compensation defense litigation. He is a Workers' Compensation Certified Specialist (State Bar of Arizona Board of Legal Specialization). He represents workers' compensation insurance carriers, self-insured employers, and third-party administrators before the Industrial Commission of Arizona and Arizona Appellate Courts. He graduated from the J. Reuben Clark Law School at Brigham Young University. He is licensed in Texas and Arizona. He has been rated as a Southwest Super Lawyers Rising Star for 2013-2015. He serves as board member of the Arizona Self-Insured Association.

2:15-2:25

EXHIBITS & NETWORKING OPPORTUNITY

2:25-3:25

BREAKOUT SESSIONS, CHOOSE ONE

A. OSHA Latest Developments: For Workers' Compensation and Occupational Health Professionals

Charles Keller, Esq.

Attorney Keller will explain the latest OSHA developments including the use of the multiple employer citation policy and the general duty clause, reporting requirements, drug testing, and incentive programs. He will discuss OSHA "Hot Topics," such as temporary workers, recordkeeping, and vulnerable workers. Attorney Keller will offer practical suggestions for workers' compensation and occupational health professionals for OSHA compliance and best practices to deal with inspections and citations. **Questions & Answers.**



Attorney Chuck Keller's primary area of practice is in employment law, concentrated in defending employers protesting federal- and state-issued Occupational Safety & Health Administration and Mine Safety & Health Administration citations, resolving and contesting citations in federal and state administrative hearings, and appealing administrative decisions to the OSHA Review Board and federal or state Courts of Appeal. He is experienced in counseling employers in other OSHA and MSHA related matters, including drafting and reviewing safety and compliance programs, petitioning for variances, and complying with OSHA and MSHA standards.

B. Managing Workers' Compensation Claims with Comorbid Conditions

Eric Patten, RN, BSN

Mr. Patten will review the rise of workers' compensation claims with comorbid diagnosis and increased costs. He will define today's top comorbid conditions including hypertension, diabetes, cardiac, obesity, etc. and how they impact the workers' compensation claims. He will offer practical suggestions and best practices for effectively dealing with comorbid conditions, reducing costs, and achieving return-to-work. **Questions & Answers.**



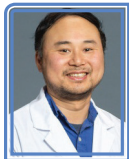
Eric Patten, RN, BSN is the director of clinical management and complex case at One Call Care Management. Mr. Patten received his BSN from Northeast University. He has had over 12 years of experience as a catastrophic nurse case manager, and 23 years of overall nursing experience. Mr. Patten has lectured extensively on clinical management of the complex case, diabetes and recovery, and workers' compensation challenges: aging, obesity, and comorbidities. He is a member of the case management society of America and performs onsite evaluations of high exposure claims to deal with comorbidities and identify potential opportunities for improved outcomes and savings.

Register early and save up to \$300!

CONFERENCE PROGRAM: TUESDAY, JULY 18, 2017, DAY 1

C. Traumatic Brain Injury: Return to Work*Brian Im, MD*

Dr. Im will discuss the physical, behavioral, and cognitive difficulties common to traumatic brain injury and the challenges they pose to successfully returning to work. He will review the deterrents to return to work in this population and identify strategies that can facilitate successful transition back to work after a traumatic brain injury. He will explain the role of vocational rehabilitation in facilitating return to work after a traumatic brain injury. Dr. Im will offer practical suggestions for the use of adaptive technology in facilitating return to work following a traumatic brain injury. **Questions & Answers.**



Brian Im, MD is an assistant professor and brain injury medicine fellowship director at the New York University School of Medicine. Dr. Im completed his physical medicine and rehabilitation residency at NYU School of Medicine/Rusk Institute of Rehabilitation Medicine and subsequently did a fellowship in brain injury rehabilitation medicine at UMDNJ/Johnson Rehabilitation Institute. Upon finishing his fellowship, Dr. Im returned to Bellevue Hospital specifically with an interest to improve the brain injury rehabilitation program for the underserved public city hospital population. During his five years at Bellevue, Dr. Im became the director of the brain injury rehabilitation program. Currently, Dr. Im is associate director of brain injury rehabilitation at Rusk Rehabilitation where he continues to treat both inpatients and outpatients. He is also co-director of the TBI model systems project at Rusk Rehabilitation and Bellevue Hospital. He provides care for patients as part of the NYU concussion center as well.

3:25–3:35**EXHIBITS & NETWORKING OPPORTUNITY****3:35–4:35****BREAKOUT SESSIONS, CHOOSE ONE****A. ADA: Latest Developments for Workers' Compensation and Occupational Health Professionals***Lawrence Postol, Esq.*

Attorney Postol will discuss the latest ADA developments, including: leaves of absence - how long is too long, essential job functions - what must an employee be able to do, and what must be transferred to others as part of required job restructuring. Mr. Postol will address telecommuting, and how it can be abused and what employers can do to try to limit such abuse. Other issues like the duty to transfer to vacant positions, and the defense of undue hardship will also be discussed. Mr. Postol will review defenses employers have to ADA claims and the limitations on the employer's obligations to the employee. Attorney Postol will offer real world suggestions for employers to avoid ADA abuse and for compliance and defending against ADA claims. Mr. Postol will also explain the interaction between the ADA and workers' compensation claims, and how employers can use the ADA to show that injured workers can do light duty work. Mr. Postol will explain how prospective employers must accommodate the injured employee's work restrictions, and thus how that can assist in a labor market survey. Mr. Postol will also offer advice on provisions to use in workers' compensation settlements so as to avoid an ADA claim after settling a workers' compensation case. **Questions & Answers.**



Lawrence Postol, Esq. is a partner and litigator concentrating his practice in the Labor and Employment Law area in the Washington, D.C. office of the national law firm of Seyfarth Shaw LLP. Attorney Postol has defended against claims for race, age, sex, and disability discrimination. He has also handled FLSA, ERISA and OSHA litigation. Mr. Postol counsels clients on all aspects of employment law and has particular expertise with respect to ADA compliance. Additionally, Attorney Postol has extensive experience in workers' compensation defense, as well as handling the defense of toxic tort litigation, and environmental litigation.

Attorney Postol has successfully argued over three dozen cases in the United States Court of Appeals and two cases before the United States Supreme Court.

B. Building Your Ergonomics Program: Risk and Injury Reduction*Rachel Michael, CPE, CHSP*

Ms. Michael will explain how to avoid ergonomics program pitfalls and utilize best practices to reduce workers' compensation claims. She will discuss how to develop and use a job/process hazard analysis worksheet, and root cause analysis to reduce recurring injuries. Ms. Michael will offer practical advice on building a cost-effective successful ergonomics program. **Questions & Answers.**

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CONFERENCE PROGRAM: TUESDAY, JULY 18, 2017, DAY 1



Rachel Michael, CPE, CHSP is Thought Leader of the ergonomics practice group within Aon Global Risk Consulting developing solutions that drive safety, efficiency and productivity for a global client base. Rachel holds a Master's degree in Ergonomics and is the 2017 President of the board of directors for the Board of Certification in Professional Ergonomics (BCPE). Ms. Michael has experience implementing successful ergonomics controls and programs in diverse industries including hospitality, retail, manufacturing, distribution, defense, government, office, and tribal entities.

C. Psychological Aspects of Workers' Compensation and Unnecessary Disability

Garson Caruso, MD, MPH

Dr. Caruso will examine some of the psychological elements of workers compensation claims and claimants that are relevant to both positive and negative outcomes. He will discuss factors contributing to unnecessary disability, including personal, medical, psychological, sociocultural, systemic, and workplace elements, and the under-recognized contribution of medically unexplained symptoms. He will propose the need for greater acknowledgment of these influences and a paradigm shift incorporating them into workers' compensation and disability medicine, and offer potential management strategies for dealing with patients who fail to recover as expected. **Questions & Answers.**



Garson Caruso, MD, MPH is a board certified occupational medicine physician and consultant in Mechanicsburg, Pennsylvania. Dr. Caruso received his BA from Washington and Jefferson College, his MD from Temple University School of Medicine, and his MPH from the Johns Hopkins Bloomberg School of Public Health. He has performed occupational health services and consulting for organizations including AmTrust, Bechtel Aberdeen, CorVel, Dean Foods, Lockheed Martin, The New York Transit Authority, PepsiCo, and the Johns Hopkins Medical Institutions. Dr. Caruso is the lead author of Chapter Five of the *ACOEM Practice*

Guidelines, on Work Disability Prevention and Management, and has written and lectured on that topic, as well as medically unexplained symptoms and psychology in occupational medicine and disability.

4:45-6:00

WELCOME RECEPTION

CONFERENCE PROGRAM: WEDNESDAY, JULY 19, 2017, DAY 2

7:00-8:00

CONTINENTAL BREAKFAST AND EXHIBITS

8:00-8:50

The Future of Occupational Health: Integrating Health Promotion with Health Protection

Raymond Fabius, MD

Dr. Fabius will discuss how to break down the silos of safety practices and occupational health and wellness to achieve integrated health protection and promotion. He will discuss population health, disease progression, and the connection between health and productivity. Dr. Fabius will explain and demonstrate, with examples, how companies can maximize workforce performance and well-being while also achieving a competitive advantage in the workplace. **Questions & Answers.**



Raymond Fabius, MD is co-founder of HealthNext which helps companies build cultures of health. He is the author of the textbook, *Population Health: Creating Cultures of Wellness*. He is a frequent speaker on workplace health, having lectured at the Institute of Health and Productivity Management, the American College of Occupational and Environmental Medicine, the American Association of Physician Leadership, the American College of Sports Medicine, the National Business Group on Health, the National Business Coalition on Health, the Health Enhancement Resource Organization, and the Population Health Alliance to name a few. Dr.

Fabius is most passionate about developing systems of care to meet the needs of populations, establishing the ties between the health and productivity of workforces and building cultures of health within companies, organizations and communities.

Register early and save up to \$300!

CONFERENCE PROGRAM: WEDNESDAY, JULY 19, 2017, DAY 2

8:50–9:00

EXHIBITS & NETWORKING OPPORTUNITY

9:00–9:50

Use and Abuse of Diagnostic Testing: Medical Cost Containment

Steven Testan, Esq.

Attorney Testan will discuss and provide examples of how unnecessary diagnostic testing is driving ballooning medical costs in workers' compensation cases. He will review why utilization management, IMEs, and utilization review has not stopped unnecessary and ill-advised surgeries and medical treatment. He will explain the impact of early MRI utilization on outcomes, disability, and claim costs. Attorney Testan will offer practical suggestions for the proper use of diagnostic testing in workers' compensation cases. **Questions & Answers.**



Steven Testan, Esq. is the Founder and Senior Managing Partner of the Law Offices of Adelson, Testan, Brundo, Novell, and Jimenez (ATB), the largest workers' compensation defense law firm in the United States which currently employs 140 attorneys in 26 offices servicing 14 states. He has practiced in the field of Workers' Compensation for over 30 years. Attorney Testan has devoted his entire legal career to the pursuit of excellence in the defense of litigated workers' compensation claims. As a trial attorney, author, speaker, guest faculty member of the Harvard School of Public Health, former member of the Board of Governor's of the California Insurance Guarantee Association, and business leader, he has consistently lead through innovation. Mr. Testan began his career in the insurance industry as a workers' compensation claims examiner. He was appointed as Judge Pro Tem for the Los Angeles and Santa Monica Workers Compensation Appeals Board.

9:50–10:00

EXHIBITS & NETWORKING OPPORTUNITY

10:00–10:50

Mental Health and Workers' Compensation: Early Intervention to Prevent Delayed Recovery

Denise Zoe Algire, MBA, RN, COHN-S/CM

Ms. Algire will discuss delayed recovery, its dynamics, and what it looks like. She will explain why mental health is a comorbidity in many workers' compensation cases. Ms. Algire will explain and demonstrate, with examples, a highly successful early intervention approach to delayed mental health recovery management, including: screening, triage, and provider engagement. Ms. Algire will offer practical suggestions on how with the proper use of early intervention, delayed recovery due to mental health issues can be prevented.

Questions & Answers.



Denise Zoe Algire, MBA, RN, COHN-S/CM is the National Director of Managed Care & Disability for the combined organizations of Albertsons and Safeway Inc, one of the largest food and drug retailers in North America with over 285,000 employees across 35 jurisdictions. Ms. Algire is a nationally recognized expert in health care, workers' compensation and integrated disability management. She is board certified in occupational & environmental health and case management, and a fellow of the American Board of Occupational & Environmental Health Nurses. She received her MBA in International Business and Global Leadership from the University of Texas and her BSN from the University of New Mexico. Prior to joining the Albertsons Companies, Denise was a Principal and the Integrated Health Practice Leader for Risk Navigation Group where she developed and implemented medical management programs and strategies for global employers, healthcare, government, and P&C insurance companies. Ms. Algire is a published author, researcher and frequent speaker at national industry conferences.

Leadership from the University of Texas and her BSN from the University of New Mexico. Prior to joining the Albertsons Companies, Denise was a Principal and the Integrated Health Practice Leader for Risk Navigation Group where she developed and implemented medical management programs and strategies for global employers, healthcare, government, and P&C insurance companies. Ms. Algire is a published author, researcher and frequent speaker at national industry conferences.

10:50–11:00

EXHIBITS & NETWORKING OPPORTUNITY

11:00–12:00

The Goal Achievement Model for Back Pain: Return to Work

Rowland Hazard, MD

Dr. Hazard will discuss the limitations of the biomedical approach to the diagnosis and treatment of low back pain. He will review the connection between the patients' thoughts, beliefs, and attitudes for their pain and the development of disability. Dr. Hazard will describe the impact and use of personal goal achievement to assist in the functional restoration and return to work for patients with chronic back pain. **Questions & Answers.**

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CONFERENCE PROGRAM: WEDNESDAY, JULY 19, 2017, DAY 2



Rowland Hazard, MD is a professor of orthopedics and medicine at Dartmouth Medical School. He is the director of the functional restoration program, Dartmouth Hitchcock Center. Dr. Hazard has written and lectured extensively on back pain and functional restoration. Dr. Hazard has seen patients dealing with passive motion and back pain. He received his BA from Harvard University and his MD from the University of Vermont and is board certified by the American Board of Internal Medicine. Dr. Hazard is a scientific advisory board member for the translation of rehabilitation engineering advances and technology (NIH).

12:00–1:15

LUNCH (PROVIDED WITH FACULTY) & EXHIBITS

1:15–2:15

BREAKOUT SESSIONS, CHOOSE ONE

A. FMLA: Fighting Abuse

Jeffrey Dretler, Esq.

Attorney Dretler will discuss the common ways employees abuse FMLA and offer strategies for how employers can effectively curb those abuses. He will review Monday/Friday absences, recurrent and/or chronic illnesses, intermittent leave, medical certifications and recertifications, second opinions, transfers to alternative positions, call-in procedures, and fraud investigation. Attorney Dretler will offer practical tips and suggestions for employers on how to best modify and proactively enforce their FMLA policies. **Questions & Answers.**



Jeffrey Dretler, Esq. is a partner in the national law firm of Fisher Phillips. He has more than 20 years of experience representing employers in state and federal courts in cases involving discrimination, sexual harassment, retaliation, payment of wages, trade secret and other matters. Jeff also advises employers on compliance with the FMLA, reasonable accommodation, hiring/firing and personnel policies and procedures. He has been elected by his peers as a Fellow of the College of Labor and Employment Lawyers and has been recognized as a Massachusetts "Super Lawyer" for employment litigation defense and as one of the top 100 lawyers in Massachusetts.

Jeff earned his B.A. from Northwestern University and his J.D. from Northeastern University School of Law.

B. Integrated Disability Prevention: Preventing Delayed Recovery

Jonathan K. Torres, MD, MPH, FACOEM

Dr. Torres will discuss the integrated disability prevention (IDP) program and explain how it is being utilized to enhance patient care, improve recovery, prevent disability, and also decrease costs through early intervention. He will explain the components of IDP and how it can successfully be integrated into clinical practice. Dr. Torres will offer case examples of IDP and will provide practical suggestions on how to start an IDP program to help prevent delayed recovery and disability. **Questions & Answers.**



Jonathan K. Torres, MD, MPH, FACOEM is the Medical Director of St. Mary's WorkMed in Auburn, ME. Dr. Torres received his BS from Brown University, his MD from the University of Virginia School of Medicine, and his MPH from the University of Massachusetts School of Public Health. Dr. Torres is a former flight surgeon for the United States Air Force, including service in support of operation Desert Shield/Storm. Dr. Torres is the author of The Integrated Disability Prevention (IDP) Approach: A Clinical Paradigm Shift, in progress.

C. How to Write Effective Work Restrictions

Stephanie Hammond, DNP, CRNP

Dr. Hammond will discuss the role and importance of work restrictions in the workers' compensation and occupational medicine system. She will explain why one should not assume that the employer can't accommodate the restrictions. Dr. Hammond will offer best practices in writing work restrictions, including: being specific about what the worker can and cannot do, clearly communicating to the worker and employer how long the restrictions are to be in place, and determining the actual job duties of the worker. Dr. Hammond will offer examples of common worker restrictions in workers' compensation cases and will provide examples of well written and poorly written work restrictions. **Questions & Answers.**



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Great, timely topics,
taught clearly & concisely
by highly qualified faculty."**

CONFERENCE PROGRAM: WEDNESDAY, JULY 19, 2017, DAY 2



Stephanie Hammond, DNP, CRNP is an instructor at the University of Alabama at Birmingham and adult nurse practitioner specializing in occupational and environmental health; her faculty practice is at The Workplace, an occupational medicine clinic that manages work related injuries for over 100 employers in central Alabama. Dr. Hammond is also on faculty with the National Institute of Occupational Safety and Health (NIOSH) funded interdisciplinary Deep South Education and Research Center for Occupational Health and Safety, a collaborative partnership of the University of Alabama at Birmingham and Auburn University. Dr. Hammond received her Masters of Science in Nursing and Doctorate of Nursing Practice from the University of Alabama at Birmingham and authored several publications including *Evaluation and Treatment of the Acutely Injured Worker*. Dr. Hammond directs nurse practitioner student clinical practice with adult clients in primary and occupational health care settings and lectures on occupational health and safety topics for graduate students and professional colleagues. She also supervises interdisciplinary fieldwork for graduate students in occupational health nursing, safety engineering, injury prevention, ergonomics, and industrial hygiene and is active at the local and national levels of the American Association of Occupational Health Nurses.

2:15–2:25

EXHIBITS & NETWORKING OPPORTUNITY

2:25–3:25

BREAKOUT SESSIONS, CHOOSE ONE

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

Roderick Bruno, MD

Dr. Bruno will discuss and illustrate the most common occupational upper extremity injuries including: compressive neuropathies (carpal and cubital tunnel syndrome), soft tissue injuries, tendinopathies of the elbow (lateral and medial epicondylitis, biceps tendon ruptures) and trauma. He will review treatment options, rehabilitation, and return to work. Dr. Bruno will offer practical suggestions and best practices for effective treatment and recovery times for workers with upper extremity injuries and conditions, and in particular, the special needs of the injured worker. **Questions & Answers.**



Roderick Bruno, MD is an orthopedic and upper extremity surgeon who works at Access Sports Medicine and Orthopaedics in the Exeter, New Hampshire. Dr. Bruno is certified by the American Board of Orthopaedic Surgeons, with a Certificate of Additional Qualification for Surgery of the Hand. He is a Fellow in the American Academy of Orthopaedic Surgeons, and is a member of the American Society for Surgery of the Hand, the New England Hand Society, and the New England Orthopaedic Society. He has numerous publications in the field of hand and upper extremity trauma, reconstruction, and congenital deformities. He is

formerly an Assistant Professor, Department of Orthopaedic Surgery, Tufts University School of Medicine, New England Medical Center, and the Floating Hospital for Children, and remains on staff in Boston as a Voluntary Clinical Instructor.

B. Total Worker Health®: Best Practices

Deborah Fell-Carlson, RN, MSPH, COHN-S

Ms. Fell-Carlson will discuss the National Institute for Occupational Safety and Health Total Worker Health approach and explain how integrating protection from work-related safety and health hazards with promotion of injury and illness prevention advances worker well-being and engagement. Ms. Fell-Carlson will illustrate how this approach can help speed overall recovery and return to work when an injury does occur. Ms. Fell-Carlson will offer practical advice on how to achieve Total Worker Health. **Questions & Answers.**



Deborah Fell-Carlson, RN, MSPH, COHN-S is involved in strategic efforts to help Oregon employers gain efficiencies, improve productivity, prevent injuries, and shorten injury recovery times by applying National Institute for Occupational Safety and Health Total Worker Health® principles – an approach linking health improvement to injury prevention 24/7. Deb is a certified occupational health nurse specialist with a Masters' Degree in Public Health from Oregon State University. She was selected to the 2013 American Association of Occupational Health Nurses Class of Fellows and was the 2013-2014 recipient of the American Society of Safety Engineers' Columbia-Willamette Chapter Safety Professional of the Year Award.

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CONFERENCE PROGRAM: WEDNESDAY, JULY 19, 2017, DAY 2

C. Aging Workers: Prevention, Safety, and Return to Work *Wayne Maynard, CSP, CPE, ALCM*

Mr. Maynard will discuss the implications of the aging workforce and the cognitive and health-related changes that can be anticipated. He will explain the relationship between age, physical work capacity, and productivity. Mr. Maynard will offer best practices for training, safety and prevention, and return to work for aging workers. **Questions & Answers.**



Wayne Maynard, CSP, CPE, ALCM is product director – workers' compensation, ergonomics and tribology, Risk Control Technical Services Liberty Mutual Research Institute For Safety. He is a certified professional ergonomist and certified safety professional. Mr. Maynard has written and lectured extensively on aging workers, safety, prevention, slips, trips, and falls, and ergonomics. He holds leadership roles on several ANSI and ASTM technical committees on ergonomics, pedestrian walkway safety and footwear. Mr. Maynard is coauthor of *Aging Workers and Ergonomics: A Fresh Perspective*.

8:00-9:30

SOCIAL MIXER

CONFERENCE PROGRAM: THURSDAY, JULY 20, 2017, DAY 3

7:00-8:00

CONTINENTAL BREAKFAST

8:00-8:50

A View from the Bench *Judge David Imahara*

Judge Imahara will discuss the impact of objective and subjective evidence in contested workers' compensation cases. He will explain what does and does not impress workers' compensation judges at hearings/trials including: medical records and testimony, witness credibility, and surveillance. Judge Imahara will offer practical suggestions on how workers' compensation and occupational health professionals can make a difference in litigated cases. **Questions & Answers.**



Judge David Imahara is a chief trial judge in Atlanta, Georgia in the Hearing Division at the State Board of Workers' Compensation. David oversees 15,000 to 20,000 hearing requests and over 1,000 trials per year. David has been involved in the Georgia workers' compensation system for over 15 years, and employed in a number of other positions at the Board, including director of ADR and division director of the Appellate Division. David is a frequent speaker on hearings, mediations, the Board's paperless/online processes, and workers' compensation. David obtained his undergraduate and law degrees from the University of Georgia and is a member of the State Bar of Georgia, California, and the District of Columbia.

8:50-9:00

BREAK & NETWORKING OPPORTUNITY

9:00-9:50

Return to Work: Disability Management Best Practices *Steven Wiesner, MD*

Dr. Wiesner will identify resources that support evidence-based disability management decision making. He will explain the difference between medically necessary and medically unnecessary work disability and identify the clinical justification for total disability and time off. Dr. Wiesner will identify risk factors that lead to delayed recovery and offer interventions to consider. He will explain and demonstrate effective communication approaches that can be used by clinicians in managing conversations when addressing return to activity decision makers. Dr. Wiesner will offer practical advice for return to work disability management best practices. **Questions & Answers.**



Steven Wiesner, MD is a physiatrist and Chief of Occupational Health, Kaiser Permanente in Oakland, CA. Dr. Wiesner obtained his medical degree from the University of Wisconsin and completed his internship and residency in Physical Medicine and Rehabilitation from Northwestern University Medical School/The Rehabilitation Institute of Chicago, in Chicago, Illinois. Following the completion of his residency, he continued at Northwestern University Medical School as a faculty member and helped develop two outpatient sports medicine and musculoskeletal clinics. Dr. Wiesner continues to provide medical treatment as well as performing administrative duties. He is a member of the American Academy of Physical Medicine and Rehabilitation, the American College of Occupational and Environmental Medicine and the California Medical Association. Dr. Wiesner has written and lectured extensively on effective disability management and return to work.

CONFERENCE PROGRAM: THURSDAY, JULY 20, 2017, DAY 3

9:50–10:00

BREAK & NETWORKING OPPORTUNITY

10:00–10:50

Medical Marijuana in the Workplace: Latest Developments*Mark Pew*

Mr. Pew will review the growing number of states who have legalized medical marijuana. He will discuss delivery methods, the FDA's criteria for medicine, medical applications of marijuana, and the recognized mental and physical effects. Mr. Pew will review the current legal landscape, pending legislation, and the implications for the workers' compensation systems. Mr. Pew will offer practical suggestions for effectively dealing with medical marijuana in the workplace. **Questions & Answers.**



Mark Pew, The RxProfessor, is a senior vice president of PRIUM. He is an expert in workers' compensation management with a focus on prescription drug management. Mr. Pew created PRIUM's award-winning medical intervention program. From March 2012 thru August 2016, Mark presented educational content 356 times to 23,979 people in 39 states + DC, including 16 national webinars. He serves on the IAIABC Medical Issues Committee, the SIIA Workers' Compensation Committee, and the Pharmacy & UR Groups for CompSense in California and New York. In addition, he serves as a technical advisor to multiple jurisdictions on subjects such as drug formularies, treatment guidelines and medicinal use of cannabis.

10:50–11:00

BREAK & NETWORKING OPPORTUNITY

11:00–12:00

Chronic Pain: Best Practices for Managing Chronic Pain Patients*Alan Kaye, MD, PhD*

Dr. Kaye will explain how acute pain can become chronic pain. He will discuss the contribution of psychosocial factors and the biopsychosocial approach to chronic pain and will explain the latest developments in the treatment of chronic pain. Dr. Kaye will offer best practices for the use of opioids, epidural injections, and anesthesia in the treatment of patients with chronic pain. Dr. Kaye will offer practical advice for Workers' Compensation and Occupational Health Professionals for the treatment of chronic pain patients. **Questions & Answers.**



Alan David Kaye, MD, PhD, is the Professor and Chairman of the Department of Anesthesiology at LSU Health Sciences Center in New Orleans. He is Board Certified as a Consultant in Anesthesiology and has a special certificate in Pain Management for the American Board of Anesthesiology. He is also a Diplomate of the American Board of Pain Medicine and the American Board of Interventional Pain Physicians. Dr. Kaye has published over 700 peer reviewed articles and book chapters. He is editor-in-chief of the journal *Pain Physicians* and is on the FDA Advisory Board on Anesthetics and Analgesics.

12:00–1:30

LUNCH (ON YOUR OWN)

1:30–2:30

BREAKOUT SESSIONS, CHOOSE ONE

A. Occupational Cartilage and Meniscal Injuries of the Knee: Latest Developments*Lyndon B. Gross, MD, PhD*

Dr. Gross will discuss cartilage and meniscal injuries of the knee, including how to delineate between acute and chronic injuries. Dr. Gross will discuss non-operative and operative treatment options, including the various operative options. He will review off work protocols and offer practical suggestions for getting the injured worker back to work after an occupational knee injury. **Questions & Answers.**



Lyndon B. Gross, MD, PhD is a board certified orthopedic surgeon with a subspecialty in orthopedic sports medicine. He studied under James R. Andrew, MD and practices at the Orthopedic Center of St. Louis. Dr. Gross has written and lectured extensively on shoulder, elbow and knee injuries and workers' compensation. Dr. Gross performs advanced arthroscopic procedures, joint reconstruction and replacement, and cartilage restoration procedures. He has been selected by his peers as one of the best doctors in America since 2007. Dr. Gross was an assistant team physician for the St. Louis Cardinals.

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CONFERENCE PROGRAM: THURSDAY, JULY 20, 2017, DAY 3

B. Reducing Opioid Use by Workers' Compensation Claimants

Bridget Pitcock, RN, BSN, CCM

Ms. Pitcock will discuss the opioid epidemic and will explain the impact it has on recovery, return to work, and increasing costs. Ms. Pitcock will offer red flags for identification of problematic claims and will explain how to use clinical treatment guidelines, pharmacy benefit managers, utilization reviews, and physician education and support to reduce unnecessary opioid use. Ms. Pitcock will offer case management best practices and practical suggestions for reducing opioid overuse in workers' compensation claims. **Questions & Answers.**



Bridget Pitcock, RN, BSN, CCM received her Bachelors of Science in Nursing after completing an intensive, accelerated 2nd degree program at Bellarmine University and is chief of staff at Ascential Care Partners. Ms. Pitcock began her career as an Intensive Care nurse in the Neurosurgical ICU at the University of Louisville Hospital (Trauma I) where she handled medically complex, traumatic, and catastrophic injuries. As a home health nurse, Bridget treated patients in diverse settings and honed her patient advocacy skills. In 2012, she joined Ascential Care as a case manager and earned her CCM certification in 2014. As a case manager, Bridget was known for her tenacious healthcare advocacy and collaboration with physicians. She was instrumental in building awareness for opioid drug abuse and developing case management techniques to combat opioid addiction. A two-time Ironman and marathoner, Bridget enjoys endurance sports. Always an advocate, Bridget is "mom" to three rescued pitbulls.

C. Defending the Workers' Compensation Case: Proactive Early Intervention & Documentation

Cassandra Roberts, Esq.

Attorney Roberts will explain and demonstrate, with examples, how early and thorough investigation and documentation of the file with contemporaneous medical and other collateral evidence can assist the defense of a claim. She will explain how "locking down" the facts and original medical complaints can help reduce the costs and fight late escalating claims. Attorney Roberts will offer practical suggestions on how workers' compensation and occupational health professionals can assist counsel in the defense of contested workers' compensation claims. **Questions & Answers.**



Cassandra Roberts, Esq. is a partner at the Delaware law firm of Young Conway Stargatt & Taylor specializing in workers' compensation defense. Attorney Roberts has had extensive experience litigating workers' compensation cases. She has been repeatedly named a "Top Lawyer" in workers' compensation by *Delaware Today Magazine* (and was the top vote getter in 2001, 2009 and 2015). Attorney Roberts has received the distinctions of being named to the Larson's National Workers' Compensation Advisory Board and Best Lawyers in America Workers' Compensation Law 2005-present. She is the author of the *Delaware Workers' Compensation Case Law Update*, a quarterly newsletter, and also has a legal blog on the topic of workers' compensation, *The Delaware Detour & Frolic*, which has been repeatedly recognized by LexisNexis as a Top 25 Law Blog on workers' compensation and workplace issues.

2:30-2:40

BREAK & NETWORKING OPPORTUNITY

2:40-3:40

BREAKOUT SESSIONS, CHOOSE ONE

A. Occupational Foot and Ankle Conditions

Aprajita Nakra, DPM, FACFAS

Dr. Nakra will discuss the most common occupational foot and ankle injuries. She will explain and demonstrate, with video conservative and surgical treatment options. Dr. Nakra will explain the proper use of orthotics, brace wear and physical therapy. She will also offer practical suggestions and best practices for the diagnosis and treatment of occupational foot and ankle conditions to help achieve returning the patient to work. **Questions & Answers.**

CONFERENCE PROGRAM: THURSDAY, JULY 20, 2017, DAY 3



Aprajita Nakra, DPM, FACS is Board Certified in Reconstructive Foot & Ankle Surgery and is also a Fellow of the American College of Foot and Ankle Surgeons. Dr. Nakra successfully finished a surgical residency program at Emory Hospital in Atlanta. She then began practicing podiatric foot and ankle medicine and surgery in Arizona. Besides private practice, Dr. Nakra has authored chapters in surgery text book and in medical journals. She is the Editor of one of the leading textbooks globally in foot and ankle surgery titled “McGlamry’s Comprehensive Textbook of Foot and Ankle Surgery, 4th edition.” Dr. Nakra’s medical philosophy is to help

individuals regain mobility, reduce pain and have a good quality of life. To foster this philosophy Dr. Nakra lectures nationally and internationally on innovative foot and ankle medicine and surgery topics; is involved in clinical and scientific research studies; and has been volunteering in medical mission trips globally performing pro bono surgery since 1999. Dr. Nakra’s commitment to medicine and surgery is seen by her involvement in all aspects of medicine - as such, she was elected and serves as the President of the Arizona State Physicians Association, Arizona Podiatric Medical Association; Residency Director of St. John’s Episcopal Hospital; she also sits on the Medical Executive Committees of ACOs (Affordable Care Organizations), insurance company, hospitals and is a faculty member at Midwestern University and the internationally renowned “The Podiatry Institute” and “American Academy of Foot and Ankle Osteosynthesis”. In addition, she is the CEO and Founder of Global Elite Docs – a multispecialty medical concierge company providing elective medical and surgical care.

B. How Employers, Insurers and Self-Insurers Can Save Money *Kacey Wiedt, Esq.*

In this presentation, Attorney Wiedt will explain how to judge the compensability of workers’ compensation claims and determine which ones to accept or defend. He will discuss how to partner with defense counsel to create accountability and reduce overall costs on litigated workers’ compensation claims. Attorney Wiedt will offer practical suggestions for deciding how and when to settle claims and resolve difficult legacy claims.

Questions & Answers.



Kacey Wiedt, Esq. is a workers’ compensation attorney and Assistant Director of the Workers’ Compensation department at the civil defense litigation law firm, Marshall Dennehey Warner Coleman & Goggin. Kacey focuses his practice on high-exposure and complex workers’ compensation litigation, representing clients in the construction, oil and gas, grocery, hospitality, landscaping, transportation and poultry industries. Kacey also consults with workers’ compensation carriers to provide advice and guidance on pre-litigated workers’ compensation cases. He is also a frequent presenter on topics relating to workers’

compensation for carriers and employers. A graduate of Washington & Jefferson College, Kacey received a B.A. in Political Science and Business Administration. He subsequently received his juris doctor from Widener University School of Law.

C. The Enhanced Care Program (ECP): An Innovative Approach *Deborah Kroninger*

Ms. Kroninger will explain and demonstrate with examples, how the enhanced care program (ECP) has been adopted to simplify processes, improve outcomes, and increase reimbursements to participating physicians. She will discuss how ECP works to increase the quality of care, reduce costs, and decrease workers’ compensation days. Ms. Kroninger will offer practical suggestions on how an ECP program can be implemented in other workers’ compensation jurisdictions. **Questions & Answers.**



Deborah Kroninger is chief of medical operations for the state of Ohio bureau of workers’ compensation. She is a key member for the implementation of agency healthcare delivery improvements including the innovating: Enhanced Care Program. Ms. Kroninger has extensive workers’ compensation experience, including managing workers’ compensation claims, coordinating national health and workers’ compensation programs, and risk management. As the chief of medical operations for the state of Ohio bureau of workers’ compensation, she helped develop and implement initiatives to improve quality of care, cost containment, and effective performance. She received her BS in business administration from Franklin University.

*Registration is limited.
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Evidence Based Occupational Medicine for Workers' Compensation and Occupational Health Professionals

Monday, July 17, 2017

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 on or before March 31, 2017; \$445 April 1, 2017–June 30, 2017; \$495 After June 30, 2017 and includes a continental breakfast, lunch with faculty, a workshop manual, and a dynamic learning experience. A 20% discount is available for two or more individuals registering together from the same company. **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 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).

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 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 the same number of CNE's for the ARN Certification that is approved by the ANA/AAOHN.

Register early and save!

Evidence Based Occupational Medicine for Workers' Compensation and Occupational Health Professionals

Monday, July 17, 2017

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 Difficult Workers' Compensation Claims: For Workers' Compensation and Occupational Health Professionals

Monday, July 17, 2017

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 workers' compensation 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 conditions, 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 on or before March 31, 2017; \$445 April 1, 2017-June 30, 2017; \$495 After June 30, 2017 and includes a continental breakfast, lunch with faculty, a workshop manual, and a dynamic learning experience. A 20% discount is available for two or more individuals registering together from the same company. **To register, please use the form on page 2, visit www.seak.com or call 508-457-1111.**

Distinguished Faculty



Shenan Pellegrini, Esq. is a Partner with the law firm Mullen & McGourty in Boston, MA, where she specializes in workers' compensation defense litigation. She has over 16 years of experience in defending and litigating on behalf of employers, self-insurers, and insurance carriers. She is a graduate of Boston College (B.S. Cum Laude 1996) and Suffolk University Law School (J.D. Cum Laude 1999). Ms. Pellegrini has been a frequent lecturer on workers' compensation continuing legal education, insurance industry groups and employers. She is an adjunct professor at Suffolk University Law School for the Workers' Compensation course. She is a member of the Massachusetts Bar Association Workers' Compensation Sub-Committee (now a full section) and serves on its Education Sub-Committee. She is also a member of the American Bar Association. Ms. Pellegrini is a contributing author for the Lexis Nexis *Practice Guide for Massachusetts Workers' Compensation 2014 Edition*.

Continuing Education Credits

Note: **If your specialty does not appear below and you desire credits, please contact Karen Cerbarano (Karen@seak.com or 781-826-4974).** We can often obtain desired credits upon request, but unfortunately, obtaining some types of credits are not feasible. Please register early, as we can only apply for credits after your registration form has been received and it can take time to get the requested approvals back from the accrediting agencies.

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Managing & Defending Workers' Compensation Claims: For Workers' Compensation and Occupational Health Professionals

Monday, July 17, 2017

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 is 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 conditions, 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

Return to Work: Evidence Based Skills and Strategies

Monday, July 17, 2017

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:

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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

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Return to Work: Evidence Based Skills and Strategies

Monday, July 17, 2017

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 improves 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”

“Excellent, helpful”

“Useful material, love presenter”

“Excellent, speaker was so well prepared, enthusiastic and thorough”

“Fantastic, well presented, good info backed up by evidence”

“Great knowledgeable speaker. Very good slides, stories, models and content”

“Positive/proactive”

ADA and FMLA: In Depth

Monday, July 17, 2017

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

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Distinguished Faculty:



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



Asha Santos, Esq. is a shareholder in the Boston office of Littler Mendelson. She devotes her practice to the representation of employers in a wide range of employment disputes, including discrimination, and wage and hour cases. In addition to litigating single- and multi-plaintiff cases, she has represented employers in class and collective actions alleging federal and state wage violations as well as claims alleging discriminatory patterns and practices. Asha also regularly counsels employers with respect to strategic planning and human resources issues, including: terminations, disability accommodations, leaves of absence, wage and hour compliance, personnel policies, and employment contracts.

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ADA and FMLA: In Depth

Monday, July 17, 2017

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"



SEAK 37TH ANNUAL National Workers' Compensation *and* Occupational Medicine Conference

CAPE COD

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- Operations Personnel
- Physicians
- Researchers
- Risk Managers
- Risk Analysts
- RNs
- TPAs
- Workers' Compensation & Disability Claims Analysts
- And other Workers' Compensation Professionals

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.

HERE'S WHAT PAST EXHIBITORS HAVE TO SAY:

"The conference encourages all the attendees to visit your booth."

"The exhibit hall created good conversation and interaction on a consistent basis."

"Loved it."

"The best show we've ever attended!"



**FOR MORE
INFORMATION,
CONTACT:**
Alex Babitsky, MBA,
508.457.5150,
Alex@seak.com



WORKERS' COMPENSATION AND OCCUPATIONAL MEDICINE DVD COURSES

Evidence Based Medicine in Workers' Compensation

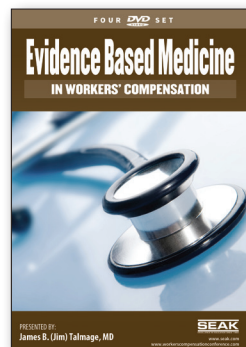
4 DVD SET

Presented by: James B. Talmage, MD

Workers' Compensation administrative systems and the courts are increasingly using evidence based medicine in causation analysis, utilization review of treatment, and work ability assessment. This DVD program will show you how scientific evidence can and should impact causation determinations, treatment decisions, and work restrictions and limitations. \$395 (6.5 hours of instruction + 314 page written manual)

At the completion of this DVD program, you will:

- Know the definition and role of Evidence Based Medicine in Workers' Compensation.
- 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.



Causation of Occupational Injuries Fact or Fiction

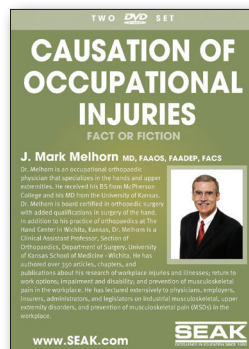
2 DVD SET

Presented by J. Mark Melhorn MD, FAAOS, FAADP, 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 (4.5 hours of instruction + 75 page written manual)

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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WORKERS' COMPENSATION AND OCCUPATIONAL MEDICINE DVD COURSES

Advanced Orthopedics for Workers' Compensation and Occupational Health Professionals

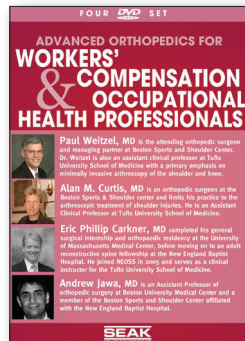
4 DVD SET

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 (7 hours of instruction + 140 page written manual)

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.



Advanced Neurology for Workers' Compensation and Occupational Health Professionals

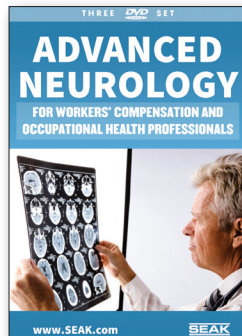
3 DVD SET

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 (6.5 hours of instruction + 94 page written manual)

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



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37th Annual SEAK National Workers' Compensation and Occupational Medicine Conference

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"Excellent as usual."

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

"Very excellent speakers. Very efficiently managed."

"Quite Good."

Diverse selection of topics & speakers."

"As expected, high quality."

"As usual, the conference

was EXCELLENT!!

"Excellent! The expertise of your speakers was exceptional!"
You all do a fantastic job! Thank you."

"Wonderful cross-section of subjects, disciplines, & topics."

"Better than expected—exceeded expectation!! Very good."

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