

SECTION A

# 2005 MWCEA Conference



## ABOUT THE SPEAKERS

## SECTION A

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

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

### **Adolfo Arsuaga, MS, CRC, CRP**

Mr. Arsuaga is the Branch Manager of the GENEX Hispanic Resource Center, which he developed to meet the special needs of the Spanish speaking population and later expanded language services to meet the needs of other rapidly growing populations in the D.C. Metropolitan area. Mr. Arsuaga holds a Masters Degree in Rehabilitation Psychology from the University of Wisconsin. Mr. Arsuaga has 23 years of experience in providing vocational rehabilitation expertise for persons with special needs and cultural barriers. He is an active member of IARP and a Past President of the Virginia Chapter.

### **Philip Appel, M.D.**

Dr. Appel is the Director of the Psychology Service of the National Rehabilitation Hospital and has been with the hospital since 1987, working with individuals who experience persistent pain that interferes with their performance and obtaining quality of life. He works to help individuals adjust to the life challenges that are brought on by disability and chronic illness or injury. Dr. Appel has written extensively about the use of hypnosis in enhancing performance in rehabilitation. He is a Fellow of the American Society of Clinical Hypnosis, a past President of that Organization, is listed in the National Register for Health Service Providers in Psychology, certified by the Association of State and Provincial Psychology Boards and is licensed in both Maryland and the District of Columbia. Dr. Appel is President-elect of the DC Psychological Association.

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

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

### **Mary Buonanno, Esq.**

Ms. Buonanno is fluent in Spanish and over 95 percent of her clients are Spanish speaking immigrants. Ms. Buonanno is the Co-Chair of the Workers' Compensation Section of the Montgomery County Bar Association, Immediate Past President of the Women's Bar Association of Maryland, Section Counsel member of the Solo Small Firm Section of the Maryland State Bar Association, and a fellow to the Maryland Law Foundation. She represents Claimants in Workers' Compensation cases in Maryland, DC and Virginia.

### **Scott Brown, M.D., CIME**

Dr. Scott Brown is head of the department of Rehabilitation Medicine at Sinai Hospital of Baltimore. Dr. Brown is board certified in his primary field of physical medicine and rehabilitation, as well as the ABMS recognized subspecialty of Pain Medicine. Dr. Scott Brown is certified in Electrodiagnostic Medicine and as an Independent Medical Examiner. He has served as a qualified Medical Evaluator for the state of California and is a contributor to the AMA guides to The Evaluation of Permanent Impairment, 5<sup>th</sup> Edition. A graduate of Yale University (BA) and Rutgers Medical School (M.D.), he interned at NYU/Bellevue Hospital and served his residency at Albert Einstein College of Medicine/Montefiore Medical Center in the Bronx. He has lectured and contributed to many publications on Workers' Compensation, pain management and performing arts medicine. A jazz enthusiast, Dr. Brown is the biographer of jazz pianist/ composer James P. Johnson.

## SECTION A

### **The Honorable A. Frank Carven, III**

Honorable A. Frank Carven, III was appointed by Governor Ehrlich and sworn in as a member of the Maryland Workers' Compensation Commission in April of 2004. Prior to his appointment, Commissioner Carven served as County Attorney for Harford County Government. A graduate of the University of Delaware and the University Of Baltimore School Of Law, Commissioner Carven began his legal career in 1979 as an Assistant State's Attorney for Harford County. Commissioner Carven remained in that position for almost nine years before being appointed a legal advisor to Governor William Donald Schaefer in 1987. Commissioner Carven served in that capacity for two years before being appointed Counsel and Chief of Staff to Lieutenant Governor Melvin A. Steinberg. Commissioner Carven served in that position until 1995 when he was appointed an Assistant Attorney General representing the Maryland Department of Environment in the office of Maryland Attorney General, J. Joseph Curran, Jr.

### **Matthew Chilton, M.D.**

Dr. Chilton is a workers compensation survivor. During his surgical residency, he sustained a herniated lumbar disc while lifting a patient. The treatment for this injury required a discectomy and later a fusion. Dr. Chilton is also a Board Certified Orthopaedic Surgeon in private practice in Frederick, Maryland. He is an '86 graduate of the Rothman Institute and the Thomas Jefferson University Hospital System in Philadelphia, PA. Dr. Chilton is an examiner for the American Board of Orthopaedic Surgeons and a clinical assistant professor of orthopedics at the University of Maryland School of Medicine. He is a team physician for the Frederick Keys Minor League Baseball Team and a consultant to the Baltimore Orioles. Dr. Chilton chairs the Orthopaedic Advisory Committee for MAMSI/United Health Care and is former chairman of the Department of Surgery and Chief of the Division of Orthopedics at Frederick Memorial Hospital.

### **Robert H. Clark**

Robert H. Clark is an outreach coordinator for CMS (Centers for Medicare & Medicaid Services) assigned to work with the newly promoted Medicare Set-Aside Approval process for Workers' Compensation cases. Currently Mr. Clark's duties include service for six states under the auspices of the Philadelphia Regional Office. Mr. Clark was born and raised in Philadelphia, Pennsylvania, graduating Northeast High School in 1967 and Ursinus College in 1971. He joined the U.S. Department of Health, Education & Welfare in 1972, and spent 5 years in West Virginia combating AFDC Welfare fraud. Mr. Clark returned to Philadelphia in 1978 and moved over to the newly formed Health Care Financing Administration (HCFA), turning his attention to Medicaid fraud and abuse. While at HCFA, Mr. Clark was able to address many of the needs expressed by state officials, including the creation of an internet web site that compiled the language of all 50 States' anti-fraud statutes, as well as a web site that lists the types of software that each State uses to identify inappropriate service patterns, and a third web site that recommends strategies for combating fraud and abuse in the ever-expanding world of Medicaid Managed Care.

### **P. Matthew Darby, Esq.**

Mr. Darby is a principal partner in the law firm of Albertini & Darby, P.A. where he specializes in workers' compensation and personal injury claims. Mr. Darby is a graduate of Loyola College and the University of Maryland School of Law. Mr. Darby is the plaintiff's bar member of the Maryland Joint Workers' Compensation Benefit and Insurance Oversight Committee as well as the Workers' Compensation Commission's Medical Fee Guide Revision Committee.

### **Janet M. Dayhoff, M.S., CDMS, CRC, CCM**

Janet Dayhoff is the President of First Rehabilitation Resources, Inc., which has been providing medical and vocational case management services for over 15 years. Janet has a Master's Degree in Rehabilitation Counseling, and three national certifications. Previous experience includes work for an international disability case management firm and the Virginia Department of Corrections. Janet is recognized as an expert in the vocational rehabilitation profession. She is actively involved in all aspects of First Rehabilitation Resources, Inc. and maintains close contact with numerous state and national professional associations representing the rehabilitation profession.

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### **Sonia Dufour, R.N., CCM, RN-WCCM**

Ms. Sonia Dufour is a Senior Nurse Case Manager with First Rehabilitation Resources, Inc. She has worked extensively in the field of workers' compensation case management for over 10 years. She has specifically been involved in the coordination and monitoring of medical treatment to include plan development, provided extensive education to patients and their families, and is recognized as a medical expert in the field. Her clinical experience has been medical-surgical, orthopaedic and rehabilitation to include spinal cord injuries, traumatic brain injuries, amputations, strokes and ventilator dependence. Her leadership, communication, and quality assurance abilities are unsurpassed. Sonia has achieved national certification as a Certified Case Manager (CCM).

### **The Honorable Nathaniel Exum**

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

### **Debora Fajer-Smith, Esq.**

Ms. Fajer-Smith received her Bachelors degree, with honors, from the University of Maryland Baltimore County and law degree from the University of Maryland School of Law. Following graduation, Ms. Fajer-Smith joined the law firm of Howoritz and Foran, PA. Ms. Fajer-Smith established her own law firm in Bowie Maryland in 1988, specializing in workers compensation and personal injury. Ms. Fajer-Smith has worked with MICPEL on education programs including, Co Editor of MICPEL'S 2002 Maryland Automobile Desk Book. Ms. Fajer-Smith is an active volunteer in her community, her contributions include: Chair of the Workers Compensation Section for the Prince George's County Bar Association; Chair of the Maryland - Rio de Janeiro Sister State Committee; Executive Board Member of University of SOCS, Inc, a non profit organization that mentors children; the System of Maryland Foundation, Inc.; Member of Rotary International; Greater Crofton; and the Maryland General Assembly's Joint Committee on Workers Compensation Benefits and Insurance Oversight.

### **Ira Fedder, M.D.**

Dr. Fedder is fellowship trained in spine surgery. Dr. Fedder received his Doctor of Pharmacy and Medical degrees from the University of Maryland. His postgraduate training was completed at University of Maryland Hospital and Saint Joseph Medical Center in Towson, MD. Dr. Fedder's medical specialties are operative and non-operative care of spine problems and general orthopedic surgery.

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

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

### **Angela Maria Ferro**

Ms. Angela Maria Ferro is a native of Colombia, South America. Ms. Ferro's family migrated to the United States in 1982. Ms. Ferro holds a bachelor's degree from the University of Maryland where her primary focus was social-cultural anthropology. Ms. Angela Ferro has always worked in a bilingual capacity. Ms. Ferro lived and worked overseas for almost four years in a bilingual position for an American multi-national corporation. Upon returning back to the States in 1999, Ms. Ferro has been pursuing a lifetime career in interpreting and translating. Ms. Ferro has been employed as an interpreter with the Maryland Workers Compensation Commission since November of 2003.

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### **Kathleen Fink, M.D.**

Dr. Kathleen Fink is board certified in physical medicine & rehabilitation and pain management. Her practice is based in Bethesda, Maryland at NRH/Suburban Regional Rehab. Dr. Fink specializes in pain, musculoskeletal/sports medicine, fluoroscopic spine injection techniques, occupational medicine (including Independent Medical Evaluations) and performing arts. Before joining NRH, Dr. Fink completed postgraduate training and fellowship at the Rehabilitation Institute of Chicago. Her continuing education has expanded to include acupuncture with training from the UCLA Medical acupuncture course for physicians. Dr. Fink continues to be active in education for training future physicians and professionals within the community regarding musculoskeletal conditions and treatment.

### **James R. Forrester, Esq.**

Mr. Forrester is an associate at the law firm of Semmes, Bowen & Semmes where he specializes in Maryland and District of Columbia Workers' Compensation cases. A graduate of the University of Baltimore (JD and MBA), he also represents management in the areas of employers' liability and insurance defense litigation.

### **Jeffrey Gaber, M.D.**

Dr. Jeffrey Gaber is the principal physician in a medical practice of the same name. Dr. Gaber was certified by the American Board of Internal Medicine in 1982 and the American Board of Geriatrics in 1994. Dr. Gaber received his Bachelor's Degree from Emory University in 1973 and Medical Degree from the University of Maryland School of Medicine in 1979. A recipient of numerous awards for excellence in medicine, Dr. Gaber is an Assistant Professor in the Department of Medicine at the University of Maryland School of Medicine.

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

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

### **The Honorable Ana Sol Gutierrez**

Delegate Gutierrez was elected to the Maryland House of Delegates in 2002 where she serves on the Judiciary Committee. Prior to her election to the Maryland General Assembly, Delegate Gutierrez was a member of the Montgomery County Board of Education and the Governor's Commission on Hispanic Affairs. Delegate Gutierrez is President and Chief Operating Officer for SOL Quality Systems, Inc. Delegate Gutierrez received a BS in Chemistry from Pennsylvania State University, her MS in Technology of Management, Scientific & Technical Information Systems from American University, followed by postgraduate studies in Applied Engineering) at George Washington University.

### **The Honorable John J. Hafer**

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

### **Maija B. Jackson, Esq.**

A principal of the law firm of Franklin & Prokopik since its inception in 1999, Maija B. Jackson concentrates her practice in the area of civil litigation, especially state workers' compensation cases, general liability defense and insurance coverage issues. Ms. Jackson received her BA from the Johns Hopkins University in 1986. In 1991, she received her Juris Doctor from the University of Baltimore, School of Law. Ms. Jackson is a current member of the American Bar Association and has been active on its Torts and Insurance Practice Section, Workers' Compensation Committee.

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### **Robin L. Karns, B.S.N., R.N., C., CCM, CNLCP, RN-WCCM**

Robin Karns is a Nurse Life Care Planner at M Hayes and Associates, LLC, providing life care planning services for plaintiff and defense in a variety of settings, including Workers Compensation, liability, personal injury, and medical malpractice. Attaining certification in 1995, Ms. Karns was one of the first one hundred Certified Nurse Life Care Planners (CNLCP) in the country. Additionally, Ms. Karns holds two national certifications in case management, Certified Case Manager (CCM) from the Commission for Case Manager Certification, and Registered Nurse, Certified (R.N., C.) from the American Credentialing Center for the American Nurses Association. Graduating summa cum laude with a Bachelor of Science in Nursing (B.S.N.) from Marquette University, Ms. Karns has 27 years of nursing experience, with the last ten years in case management and life care planning. Ms. Karns earned a certificate of Professional Training in Medicare Set-Aside Allocations per the University of Florida/Medipro Seminars in 2004, an CMS-approved program.

### **John Kelly, Esq.**

Mr. Kelly was an attorney in the law firm of White, Mindel, Clark and Hill for approximately two years. Mr. Kelly was an Assistant State's Attorney in Harford County and County Attorney for Harford County. Mr. Kelly maintained a private general practice of law in Bel Air until he joined the Law Firm of Hatem, Kelly, Baldwin & Marshall was formed in 1976. Mr. Kelly opened a general practice law firm, John E. Kelly, P.A. in 1985 where he specializes in litigation, personal injury, workers' compensation, and criminal law. Mr. Kelly is a member of the Susquehanna Law Club and the Maryland Trial Lawyers' Association.

### **David Koman, M.D.**

Doctor David Koman is an orthopedic surgeon practicing with the Orthopedic Specialty Center. Dr. Koman received an undergraduate degree in Zoology from George Washington University in 1990 and a medical degree from Finch University of Health Sciences and the Chicago Medical School in 1994. After Medical School, Dr. Koman completed his Orthopedic Surgery Residency at the University of Virginia, Orthopedic Sports Medicine Fellowship in 1999.

### **The Honorable Richard LaFata**

Commissioner LaFata is currently serving as a "Recall Commissioner." Commissioner LaFata was appointed to the Maryland Workers' Compensation Commission by Governor William Donald Schaefer in 1994. He is a magna cum laude graduate of the University of Maryland Baltimore County. Commissioner LaFata received his JD from the University of Baltimore School of Law in 1980. Commissioner LaFata was admitted to the Bar in 1980. Since then, Commissioner LaFata has focused his practice in the area of workers' compensation law. Commissioner LaFata is a member of the adjunct faculty at the University of Baltimore School of Law. Additionally, Commissioner LaFata is a frequent lecturer to professional associations and visiting international groups.

### **Frank L. Lipshultz, Esq.**

Mr. Lipshultz received his JD and BA from the University of Maryland, Baltimore County in 1970. Mr. Lipshultz practices in the law firm of Lipshultz and Miller P.A. Mr. Lipshultz is a member of the American Bar Association, the Maryland State Bar Association, and The District of Columbia Bar Association. Mr. Lipshultz is a member of the Maryland Association of Defense Trial Counsel, as well as the Defense Research Institute, where he has published an article for DRI Workers Compensation Newsletter on Medicare Set Aside "A Necessary Component of Your Workers' Compensation Settlements". He is currently Chair of the Maryland State Bar Association's Negligence Insurance and Worker's Compensation Section Council.

### **Antonio Roberto Lopez, Esq.**

Mr. Lopez is the chief trial attorney in the firm of Krause, Crogan, Fizer, Lopez, and Dent, staff counsel for Zurich North America. A graduate of the University of Maryland School of Law (with honors), Mr. Lopez specializes in workers' compensation defense in the State of Maryland and the District of Columbia. He is also a frequent public speaker and active in civic activities in addition to his professional memberships. Mr. Lopez also has experience in certain employment-related areas, such as wrongful discharge claims and in the representation of employers in subrogation claims.

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### **Jody Malcolm, MSW, MAS, CCM, CRC, CVE, CDMS**

Ms. Malcolm is the owner and business manager of Vocational Consultants which was established in 1989 to provide services in the management of workers' compensation, personal injury, and medical malpractice cases. She is a MSW graduate of UMAB and LCSW-C. She is a MAS graduate of Johns Hopkins University and Masters level Business Administrator. Ms. Malcolm is a committee member on the MWCEA Board, the Insurance Advisory Board for NRH, and the Vocational Rehabilitation Committee for the State of Maryland Workers' Compensation Commission.

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

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

### **The Honorable Joseph (Sonny) Minnick**

Delegate Minnick was elected to the Maryland House of Delegates in 1988 where he serves on the Economic Matters Committee, the Workers' Compensation subcommittee and the Workers' Compensation Benefit and Insurance Oversight Committee. A life long resident of Dundalk, Maryland, Delegate Minnick attended Dundalk High School, Dundalk Community College, and Essex Community College, 1974. He is the owner and operator of Minnick's Restaurant and Catering Service.

### **The Honorable Cynthia S. Miraglia**

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

### **Lance Montour, Esq.**

Lance Montour is an associate attorney at the law firm of Herwig & Humphries where he handles advanced workers' compensation defense matters. Prior to joining Herwig & Humphries, Mr. Montour was the senior litigation attorney with the law offices of Nancy L. Harrison. Mr. Montour received his Bachelor's Degree from Loyola College in Baltimore, Maryland and Law Degree from the University of Maryland School of Law.

### **Luz E. Neighoff**

Ms. Neighoff currently serves as Senior Claims Representative for the Schaffer Companies, Ltd. In her capacity as the Senior Claims Representative, Ms. Neighoff partners with clients to provide investigation of and comprehensive management services for workers' compensation claims. Ms. Neighoff's is Bilingual (Spanish/English), which is often required when addressing bicultural issues in claims management. Ms. Neighoff began her career in claims administration over 17 years ago with the Cigna Insurance Company handling medical only claims. After 9 years of service at Cigna, Ms. Neighoff joined Cambridge Integrated Services Group until her relocation to Baltimore nearly six years ago. Ms. Neighoff is an active member of the Baltimore Claims Association.

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### **The Honorable Thomas Patrick O'Reilly**

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

### **John Parkerson, MD, MS**

Dr. Parkerson is in solo private medical practice, specializing in occupational medicine. He is a Certified Independent Medical Examiner, performing IME and return to work evaluations. As the Medical Director for Cambridge Integrated Services Group, a TPA, he provides national case management services. He is a 1983 graduate of the University of Maryland School of Medicine, with an MS degree in Epidemiology and Preventive Medicine from their Graduate School in 1989. He is an Associate Faculty member of the Johns Hopkins School of Hygiene and Public Health, and a Fellow in the American College of Occupational and Environmental Medicine.

### **Jane Parks, R.N., BSN, CCM**

Ms. Parks is Medical Services Consultant, serving the Maryland Eastern Shore and Delaware. Ms. Parks has thirteen years experience as a medical case manager and six years experience working with trauma cases, including three years in clinical care at Shock Trauma and open-heart recovery.

### **Anita Patel, Esq.**

Anita Patel graduated from Virginia Tech with a Bachelor of Science in Political Science in 2000, and graduated from University of Baltimore School of Law in 2003. Ms. Patel was admitted to the Maryland Bar in December of 2003 and became an associate with Jenkins, Block, & Associates shortly thereafter.

### **The Honorable Maureen Quinn**

Commissioner Maureen Quinn has been a member of the Workers' Compensation Commission since her 2002 appointment by Governor Parris N. Glendening. In 1987, Commissioner Quinn graduated from Temple University School of Law. Commissioner Quinn received her Bachelor's Degree in 1982 from the American University, where she was a recipient of the Stafford Cassell Award for Governmental Leadership. Commissioner Quinn was engaged in the private practice of law as a trial attorney from 1987 until 2002, opening her own law firm in 1995 specializing in general civil litigation. Commissioner Quinn is an adjunct professor of Business Law at UMUC.

### **The Honorable Stephen Rosenbaum**

Commissioner Stephen Rosenbaum has been a member of the Workers' Compensation Commission since his 1983 appointment by Governor Harry R. Hughes. He graduated from Syracuse University in 1972 with a Bachelor of Arts Degree and from the University of Baltimore School of Law in 1975 with a JD. He served as Law Clerk to the Honorable Richard P. Gilbert, Chief Judge, Court of Special Appeals of Maryland from 1976 until 1977. Commissioner Rosenbaum served as Assistant Attorney General of Maryland from 1977 to 1983. He is a member of the Bar of the Court of Appeals of Maryland, U.S. District Court for the District of Maryland, United States Court of Appeals for the Fourth Circuit, and the Supreme Court of the United States.

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

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

### **The Honorable Lauren A. Sfekas**

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

### **Mark Snyder, Esq.**

Mr. Snyder is a founding partner in his Law firm of Cohen, Snyder, Eisenburg, and Katzenburg. Mr. Snyder is the first Vice President of the Maryland Workers' Compensation Educational Association. Mark Snyder is a graduate of the University of Maryland in College Park and the University of Maryland School of Law

### **Cliff Sobin, Esq.**

Mr. Sobin is a founding partner of Berman, Sobin & Gross, LLP and is its managing partner. Mr. Sobin graduated from the University of Maryland. He attended the University of Maryland School of Law where he graduated with honors. Following graduation from law school, Mr. Sobin was a law clerk for the Honorable Jacob S. Levin in Prince George's County. Mr. Sobin is a member of the Maryland State Bar Association, Inc., the District of Columbia Bar and is licensed to practice before all local and state courts and the United States District Court in Maryland. On many occasions he has served as a mediator at the request of the Court. He has taught numerous continuing legal education courses for lawyers and given numerous seminars and lectures to various labor and vocational rehabilitation organizations.

### **Tim Strachan, Esq.**

Tim Strachan is in his eighth season as the sideline reporter on Maryland's football broadcasts. Mr. Strachan is a former DeMatha High football standout and a 1999 graduate of the University of Maryland with a degree in communication. During his undergraduate years (1996-99), Tim was a student assistant coach with the Terps football team. Since graduation from the University of Maryland in 1999, Tim received his law degree from Georgetown University and passed the Maryland bar exam.

Paralyzed with a broken neck by a swimming accident before his senior year of high school, Tom was completely paralyzed from the neck down. Against all odds, Tim applied the same determination that made him a successful athlete to his rehabilitation and regained limited use of his arms and legs. During his recovery, Tim Strachan launched T13 charities – A Foundation for Spinal Cord Injuries as a way to benefit others with spinal cord injuries. Tim is an inspiring professional motivational speaker and a freelance reporter for the Ralph Friedgen and Gary Williams coaches' television shows. He has been featured on Real Sports with Bryant Gumbel and named the 1999 Washingtonian of the year by Washingtonian Magazine.

### **Ross Sugar, M.D.**

Dr. Ross Sugar is a board-certified physician in the areas of Physical Medicine and rehabilitation with a subspecialty in Pain Medicine. A graduate of the Medical College of Virginia, Dr. Sugar did an Internship at the University of Maryland Cancer Center, a Residency at Sinai Hospital, and a Fellowship with Georgia Spine and Sports Physicians, P.C.

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

Mr. Szczesny has been a defense attorney since 1991. He is a partner in the law firm of Budow and Noble, P.C., with offices in Montgomery County and Howard County, Maryland. Mr. Szczesny is the founder and current Chairman of the firm's Workers' Compensation Defense Practice Group. His practice includes workers' compensation defense in Maryland and the District of Columbia, as well as a wide variety of insurance-related litigation and medical issues, and he has extensive trial practice experience in these areas. Mr. Szczesny is an active member of numerous Bar Associations and professional associations where he is a frequent speaker in the field of workers' compensation law. Mr. Szczesny practices law in Maryland and the District of Columbia and is a trained and certified civil mediator. He serves as a volunteer Settlement Conference Officer in the Circuit Court for Anne Arundel County, where he was approved by the Judges of that court to assist in the mediation and settlement of workers' compensation claims.

### **John S. Tiedemann, AIC, ARM**

John S. Tiedemann was born and raised in Washington, D.C. In 1987 he graduated from Shenandoah College with a Bachelors of Science in Business Administration. Mr. Tiedemann received an Associate in Claims and an Associate in Risk Management designations through the Insurance Institute of America. Mr. Tiedemann, a recipient of the Marriott Service Award, is currently a Claims Unit Manager for Marriott Claims Services managing the Maryland Workers' Compensation team. Mr. Tiedemann's team also manages general liability claims for the New York jurisdiction. With almost 20 years of casualty claims experience, Mr. Tiedemann has managed claims in Maryland, New York, Virginia, West Virginia, Delaware, New Jersey, Pennsylvania and Washington, D. C. Before joining Marriott in 1992, Mr. Tiedemann adjusted casualty claims for Federal Kemper Insurance Company and The Netherlands-Excelsior Insurance Company.

### **Suja M. Varghese, Esq.**

Ms. Suja M. Varghese is a Pennsylvania native and first generation Indian American. A graduate of the University of Maryland School of Law, Ms. is currently an Associate at the law firm of Cohen & Dwin, PA where her primary areas of practices are Workers' Compensation and Social Security Disability cases. After pursuing her undergraduate degree in psychology at the University of Maryland, Baltimore County, Ms. Varghese worked at a youth residential treatment center before attending the graduate program in Criminology and Criminal Justice at the University of Maryland College Park. It was while attending this program that Ms. Varghese discovered her primary focus for her legal career, making the courts and legal system more responsive to those for whom the need is greatest.

### **The Honorable Lawrence M. Vincent**

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

### **Jeffrey Weinberg, Esq.**

Mr. Weinberg attended the University of Maryland (BA) and the University of Baltimore (JD). Mr. Weinberg is a Past president and current board member of Maryland Worker's Compensation Educational Association. Other associations in which Mr. Weinberg is active include: the Baltimore City Bar Association (member and past chairman/current member of Worker's Compensation Committee), and the Maryland State Bar Association, Maryland Trial Lawyers Association (Workers' Compensation Legislative Committee).

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### **The Honorable John R. Webster, Jr.**

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

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

Delegate Wood (Democrat) was elected to the Maryland House of Delegates in 1987 to represent District 29A, Charles & St. Mary's Counties. He is a member of the House Committee on Economic Matters, Chairman of the Subcommittee on Workers' Compensation and House Co-Chairman of the Workers' Compensation Benefit and Insurance Oversight Committee.