



ALFA International
THE GLOBAL LEGAL NETWORK



Heave Ho Mateys!

**Don't Let Your Claims Get Pillaged—
Origins of Workers' Compensation in Piracy**

2025 Workers' Compensation Practice Group Seminar

April 2-4, 2025 | The Omni Amelia Island | Amelia Island, Florida

www.ALFAInternational.com

ALL ABOUT AMELIA ISLAND

Situated along 13 miles of pristine, picturesque Atlantic coastline, Amelia Island is the southernmost of the Sea Islands, a chain of barrier islands along the eastern U.S. seaboard. Located on Amelia Island, Fernandina Beach, Florida, was once a vibrant Victorian village by the sea. Amelia Island also owns the unique distinction of being the only U.S. city to have once been under the domain of eight different nations and is still known as the Isle of 8 Flags. Today, this seaside retreat is perfect for nature lovers and those who thrive on sun, sand and outdoor sports and offers an abundance of Amelia Island things to do. The closest airport is the Jacksonville International Airport, which is approximately 30 minutes from the resort. A taxi is the suggested mode of transport to the Omni.



WHAT IS ALFA INTERNATIONAL?

ALFA International is the premier network of independent law firms. Founded in 1980, ALFA International was the first and continues to be one of the largest and strongest legal networks. We have 140 member firms throughout the world. Our 80 U.S. firms represent 95 of the 100 largest metropolitan areas. Our 60 international firms are located throughout Europe, Asia, Australia/New Zealand, Africa, Canada, Mexico and South America.

ALFA International's mission is to provide high quality, cost efficient legal services wherever our clients need them. The ALFA International model enables our members to use their local expertise to deliver highly effective legal solutions, often drawing upon the collective wisdom and experience of other member firms. ALFA International clients benefit from a geographically comprehensive network of exceptional law firms and accomplished trial and business counsel. Our member firms meet high standards to be part of the ALFA International network and are well respected by their peers in the legal and business community.



Heave Ho Mateys!

Don't Let Your Claims Get Pillaged— Origins of Workers' Compensation in Piracy

2025 WORKERS' COMPENSATION PRACTICE GROUP SEMINAR
APRIL 2-4, 2025 | THE OMNI AMELIA ISLAND | AMELIA ISLAND, FLORIDA

Did you know? Pirates employed rudimentary forms of compensation for injuries, such as offering monetary or material rewards to sailors who suffered significant injuries in battle. These systems, focused on the sharing of treasure and spoils and are credited as part of the inception of the concept of workers' compensation.

The ALFA International Workers' Compensation Practice Group cordially invites you to the 2025 Workers' Compensation Practice Group Seminar to be held in gorgeous Amelia Island from April 2, through April 4. Each presentation is designed to provide nuggets of loot to bring back in your treasure chest to your hearties.

The sessions will provide keen insights from experienced workers' compensation professionals to ensure your claims are not plundered. Attendees will benefit from the breadth of knowledge of their industry colleagues and allow your crew to engage in robust discussions.

Topics will include: The Art of the Global Settlement, Work from Home, Safety, Claims Management, AI, TPAs and Hot Topics in the industry. We will kick off the seminar with a Keynote speaker and timely TIPS sprinkled throughout the program. There will also be ample time to gather with your mateys to network and collaborate with other pirates along the beautiful Florida coastline.

We look forward to seeing you in Amelia Island in April for the ALFA International Workers' Compensation Practice Group Seminar.



Shannon Blair

2025 Program Chair, Workers' Compensation Practice Group Seminar
HAIGHT BROWN & BONESTEEL LLP
Los Angeles, California



Grace Garcia

Chair, ALFA International Board of Directors
MORRISON MAHONEY LLP
Boston, Massachusetts



Meredith Rainey

Chair, Workers' Compensation Practice Group
MORRISON MAHONEY LLP
Fall River, Massachusetts



Tom Shires

Marketing Chair, Workers' Compensation Practice Group
BAYLOR EVNEN WOLFE & TANNEHILL, LLP
Lincoln, Nebraska



Shannon Blair

2025 Program Chair, Workers' Compensation Practice Group Seminar
HAIGHT BROWN & BONESTEEL LLP
Los Angeles, California



Kenny Veit

Chair Emeritus, Workers' Compensation Practice Group
LEITNER, WILLIAMS, DOOLEY & NAPOLITAN, PLLC
Nashville, Tennessee



Jeff Linder

Course Book Editor
YOUNG MOORE AND HENDERSON, P.A.
Raleigh, North Carolina



Lauren Hutcheson

Course Book Editor
MCCANDLISH HOLTON, PC
Richmond, Virginia



Julie Murray

Compendia Editor
SEMMEs, BOWEN & SEMMEs
Baltimore, Maryland

2025-2026 WORKERS' COMPENSATION PRACTICE GROUP LEADERSHIP

2:00 p.m. – 6:00 p.m.

EARLY REGISTRATION

Amelia Foyer

2:00 p.m. – 5:00 p.m.

FACULTY REHEARSAL

Amelia 1

*All moderators are encouraged to use this time to set-up a meeting with their panelists to review their session materials.

3:00 p.m. – 4:00 p.m.

CLIENT ADVISORY BOARD MEETING

Azalea Boardroom

*Open to members of the Workers' Compensation Client Advisory Board & Practice Group Leadership.

4:30 p.m. – 5:30 p.m.

**WOMEN'S INITIATIVE EVENT:
Pirates & Prophecies**

Sunrise Cafe & Terrace

The Women's Initiative reception is the perfect opportunity to network, swap tales and forge friendships fit for a crew of pirates. A tarot reader will guide us through the unknown with personalized tarot readings that will unveil secrets of adventure and fortune.



Yana Shapiro
Women's Initiative Liaison
GERMAN, GALLAGHER & MURTAGH, P.C.
Philadelphia, Pennsylvania

5:30 p.m. – 6:30 p.m.

CLIENT ONLY COCKTAIL HOUR

Sunrise Cafe & Terrace

5:30 p.m. – 6:30 p.m.

ALL ALFA INTERNATIONAL ATTORNEY MEETING

Amelia 1

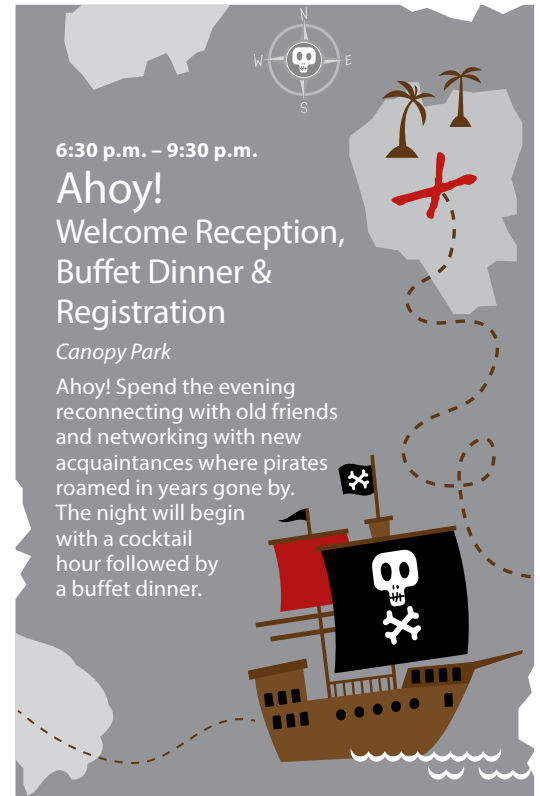
*All ALFA International attorneys are required to attend.

6:30 p.m. – 9:30 p.m.

**Ahoy!
Welcome Reception,
Buffet Dinner &
Registration**

Canopy Park

Ahoy! Spend the evening reconnecting with old friends and networking with new acquaintances where pirates roamed in years gone by. The night will begin with a cocktail hour followed by a buffet dinner.



THURSDAY, APRIL 3

8:00 a.m. – 9:00 a.m.

BREAKFAST BUFFET

8 Flags Patio & Lawn

8:00 a.m. – 9:00 a.m.

FIRST TIME ATTENDEE BREAKFAST

Talbot

*All first time client and attorney attendees are encouraged to attend this breakfast to connect and get to know each other.

9:00 a.m. – 3:30 p.m.

PROGRAM SESSIONS

Amelia 1 & Ossabaw

9:00 a.m. – 9:15 a.m.

Introductory Remarks



Grace Garcia
Chair, ALFA International Board of Directors
MORRISON MAHONEY LLP
Boston, Massachusetts



Jessica Zaroski Bauer
Chief Executive Officer
ALFA INTERNATIONAL
Chicago, Illinois



Meredith Rainey
Chair, Workers' Compensation Practice Group
MORRISON MAHONEY LLP
Fall River, Massachusetts



Shannon Blair
2025 Program Chair, Workers' Compensation Practice Group Seminar
HAIGHT BROWN & BONESTEEL LLP
Los Angeles, California

9:15 a.m. – 10:15 a.m.

KEYNOTE:

The Human Element in Workers' Compensation: Elevating Empathy, Psychology and Purpose

In an industry often driven by policies and procedures, it is easy to overlook the essential human element in workers' compensation. This keynote session will explore how empathy and psychological insight can transform the claims process, creating a more supportive experience for injured workers and benefiting employers and industry stakeholders. Dr. Claire Muselman will introduce Workers' Compensation 2.0—a forward-thinking approach that prioritizes emotional intelligence, purposeful communication and compassion within claims management. Attendees will learn how to reimagine their roles, foster more resilient connections and create long-lasting positive impacts on organizational culture and injured workers' lives. This is more than just compliance; it is about creating a community that truly sees, hears and supports every individual.



Dr. Claire Muselman
Chief Operating Officer
WORKERSCOMPENSATION.COM
Des Moines, Iowa



10:15 a.m. – 10:30 a.m.

FIRST PANEL OF 5 TIPS

During this insightful section of the program, and one additional section that will occur later in the program, ALFA International attorneys and clients will provide valuable tips and strategies to assist you in the administration of your workers' compensation claims. They will share their experience, knowledge gained and lessons learned from years of successfully handling workers' compensation cases throughout the United States.

10:30 a.m. – 10:45 a.m.

BREAK

10:45 a.m. – 11:45 a.m.

GROUP ONE ROUNDTABLE DISCUSSIONS

TRACK 1

ART OF THE GLOBAL SETTLEMENT

When it comes time to settle your case, you want a complete divorce. This would be better than a legible map that leads you to buried treasure! Can one settlement resolve all of your headaches with your most challenging case? This panel will walk you through this process. With presenters from various areas of the law and with an employer's perspective discussion will cover relevant workers' compensation and employment-related issues, strategies and pitfalls to help you achieve that elusive global settlement.



Bo Boyd
Moderator
TAYLOR, DAY,
GRIMM & BOYD
Jacksonville, Florida



Sarah Lamar
HUNTERMACLEAN
Savannah, Georgia



Jonathan Wilburn
Director of Employee
Safety Workers'
Compensation & Liability
HCA HEALTHCARE
Jacksonville, Florida



Yana Shapiro
GERMAN, GALLAGHER
& MURTAGH, P.C.
Philadelphia, Pennsylvania

TRACK 2

EMPLOYMENT RELATED RISKS— HYBRID WORK AND HOW IT AFFECTS WORKERS' COMPENSATION

What is the line on employment related risks and personal risks? What is the compensability of injuries sustained while working remotely or at home? With more and more employees working from home or working remotely, whether full-time or in a hybrid model, there are effects on workers' compensation systems. This discussion will explore the line on employment related risks versus personal risks, the effect of remote and hybrid work and the largest challenges facing workers' compensation systems and the compensability of injuries sustained away from the traditional worksite.



Tom Shires
Moderator
BAYLOR EVNEN WOLFE
& TANNEHILL, LLP
Lincoln, Nebraska



Sarah Platt
Safety & Workers
Compensation Manager
BROOKDALE SENIOR LIVING
Nashville, Tennessee

11:45 a.m. – 1:00 p.m.

LUNCH BUFFET

8 Flags Patio & Lawn

1:00 p.m. – 2:00 p.m.

GROUP TWO ROUNDTABLE DISCUSSIONS

TRACK 1

OPPORTUNITIES AND CHALLENGES OF THE AGING WORKFORCE

As everyone knows, the workforce is getting older. As such, we must be creative in how we deal with this situation, being aware of the additional challenges of having older workers, but also taking advantage of the enormous positives they provide. This panel will explore the safety, legal, human resource and claim issues of having an older workforce, to navigate and manage those issues to the best of our advantage.



Doug Kotarek
Moderator
HALL & EVANS, LLC
Denver, Colorado



Brian Varner
Director of Safety
SODEXO
Denver, Colorado



Katrena Parker
Sr. Workers' Compensation
Manager
OLD DOMINION
FREIGHT LINE, INC.
Thomasville, North Carolina



Lori Allen
YOUNG MOORE AND
ENDERSON, P.A.
Raleigh, North Carolina

TRACK 2

MASTERING CLAIMS MANAGEMENT— BEST PRACTICES AND PROACTIVE STRATEGIES FOR WORKERS' COMPENSATION SUCCESS

This presentation will provide attendees with a comprehensive overview of effective claims management for workers' compensation, focusing on proven best practices and actionable strategies. Topics will include streamlining the claims processes, fostering clear communication and leveraging proactive approaches to identify and address risks early. Participants will gain valuable insights to enhance their claims handling processes, reduce costs and improve outcomes for both employers and employees.



Kate Patton
Moderator
LEITNER, WILLIAMS, DOOLEY
& NAPOLITAN, PLLC
Nashville, Tennessee



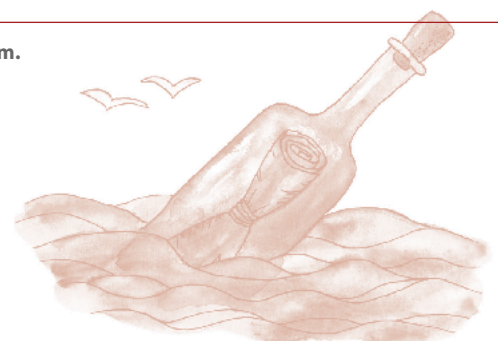
Claudia Heyman
HALLORAN SAGE
New Haven, Connecticut



Rachelle Odell
Claims Manager
LINEAGE LOGISTICS
Elkhorn, Nebraska

2:00 p.m. – 2:15 p.m.

BREAK



2:15 p.m. – 2:30 p.m.


SECOND PANEL OF 5 TIPS

2:30 p.m. – 3:30 p.m.

GENERAL SESSION:

**What's In Your Tacklebox?:
Trolling The Deep Sea For Hidden Data
With Social Media and Surveillance
Investigations to Impact Claim Values**

Cast your net into the vast waters of big data and social media to uncover the actionable intelligence that transforms claim outcomes. In this session, panelists will explore how ethical OSINT techniques and deep-dive digital investigations reveal the hidden evidence needed to challenge fraudulent claims. From reeling in leverage points to timing your findings for maximum impact, the panelists will discuss how these tools can help reshape litigated discussions, expedite settlements and directly influence claim value.

 **Jeff Laudenbach**
Moderator
GERMAN, GALLAGHER & MURTAGH, P.C.
Philadelphia, Pennsylvania

 **Michael Petrie**
Co-Owner
SOCIAL DETECTION
Philadelphia, Pennsylvania

 **Kenny Veit**
LEITNER, WILLIAMS, DOOLEY & NAPOLITAN, PLLC
Nashville, Tennessee

5:30 p.m. – 7:00 p.m.

Networking Reception

Walkers Landing

Stories of buried treasure on the island have been passed through generations. This afternoon, we will raise a glass to the island's history and enjoy a rum tasting that would make the pirates of old envious.



7:00 p.m. – 10:00 p.m.

**Pirates' Feast
Dinner Buffet**

Walkers Landing

Prepare to feast like swashbucklers at tonight's buffet, where plates will be piled high with treasures from the seven seas. Grab yer cutlass and fill yer bellies!



FRIDAY, APRIL 4

8:00 a.m. – 9:00 a.m.

BREAKFAST BUFFET

8 Flags Patio & Lawn

9:00 a.m. – 12:30 p.m.

PROGRAM SESSIONS

Amelia 1





9:00 a.m. – 10:30 a.m.


GENERAL SESSION & ROUNDTABLE DISCUSSION:


**Should Your Third-Party Administrator
Walk the Plank?**


During this roundtable discussion, issues regarding third-party administrator challenges, expectations, and solutions will be addressed. We will hear a firsthand perspective on how one company recently changed their third-party administrator and what that transition entailed. The panel will discuss strategic initiatives to ensure team collaboration between the attorney, employer and third-party administrator and ways to avoid turnover.

 **Meredith Rainey**
Moderator
MORRISON MAHONEY LLP
Fall River, Massachusetts

 **William Powell**
Risk Manager
DONLEY COMPANIES
Cleveland, Ohio

 **Brenda Johnson**
Workers' Compensation Manager
CRETE CARRIER CORPORATION /
TRANSPORTATION CLAIMS
Lincoln, Nebraska

 **Jeff Linder**
YOUNG MOORE AND HENDERSON, P.A.
Raleigh, North Carolina

 **Kevin O'Shea**
Sr. Risk Analyst
LENNOX INTERNATIONAL
Richardson, Texas



10:30 a.m. – 10:45 a.m.

THIRD PANEL OF 5 TIPS

10:45 a.m. – 11:00 a.m.

BREAK

11:00 a.m. – 11:15 a.m.

ALFA International HQ Update

This session will provide an overview of many new and some improved offerings available at ALFAI as well as resources and opportunities available to our clients.



Jessica Zaroski Bauer
 Chief Executive Officer
 ALFA INTERNATIONAL
 Chicago, Illinois

11:15 a.m. – 12:15 p.m.

GENERAL SESSION:

Hot Topics in Workers' Compensation

This panel will discuss significant decisions issued so far in 2025 and decisions that are anticipated over the next several months. The panel will focus on trends, sea changes and some cases that have the potential to surprise everyone.



Julie Murray
 Moderator
 SEMMES, BOWEN & SEMMES
 Baltimore, Maryland

Additional speakers to be confirmed.

12:15 p.m. – 12:30 p.m.

Closing Remarks



Meredith Rainey
 Chair, Workers' Compensation Practice Group
 MORRISON MAHONEY LLP
 Fall River, Massachusetts



Shannon Blair
 2025 Program Chair, Workers' Compensation Practice Group Seminar
 HAIGHT BROWN & BONESTEEL LLP
 Los Angeles, California



FACULTY BIOS

LORI ALLEN is an experienced litigator and practices with the ALFA International firm of Young Moore and Henderson, P.A. in Raleigh, North Carolina. She graduated Phi Beta Kappa from the University of North Carolina and continued her stay in Chapel Hill to complete her law degree at the UNC School of Law. She brings 15 years of experience to her handling of complex workers' compensation issues and is known for her skill in providing efficient and effective resolutions for her clients. Lori handles complex medical issues in injury by accident and occupational disease claims, including catastrophic injuries, asbestosis and death claims. She frequently provides seminars and risk management presentations regarding North Carolina law and best practices. She is named in The Best Lawyers in America® in the area of Workers' Compensation Law – Employers.

SHANNON BLAIR is a partner from Haight Brown & Bonesteel LLP, the ALFA International member firm in Los Angeles, California. She is a Certified Specialist in Workers' Compensation Law by the State Bar of California Board of Legal Specialization. Shannon's practice focuses on California workers' compensation law, including employer serious and willful misconduct, 132a and defense of independent contractor issues before the WCAB. She routinely represents Fortune 500 companies, self-insured employers, insurance carriers, small businesses operating under employee leasing programs or who work with independent contractors and employers who maintain high retention levels requiring strict oversight of their claims. Shannon began her career in-house as legal counsel for a third-party administrator litigating workers' compensation claims for CBS and Paramount Studios. While in college she administered workers' compensation claims at the Federal Aviation Administration.

CHRISTOPHER "BO" BOYD is a shareholder at Taylor, Day, Grimm & Boyd, the ALFA International member firm in Jacksonville, Florida, where he heads the firm's workers' compensation practice group. Bo joined the firm immediately after graduating from law school in 1992 and became a shareholder in 1997. Bo's practice focuses on the defense of claims filed under the Florida Workers' Compensation Act, the Defense Base Act and the Longshore and Harbor Workers'

Compensation Act. Bo frequently speaks at professional organizations' seminars on topics relevant to the defense of employers, self-insureds and insurance carriers in all areas of his practice.

CLAUDIA HEYMAN is a partner in the Workers' Compensation Practice Group at ALFA International's Hartford, CT member firm, Halloran Sage. As Chair of the Workers' Compensation Practice Group, Claudia understands that in order to achieve the best results for her clients, it is necessary to craft solutions based on their unique needs and challenges. With over twenty-five years of experience defending workers' compensation claims for both mom and pop entities and large corporations alike, she is committed to working collaboratively with clients to help them achieve their desired goals. Claudia recognizes that there is no "one size fits all" solution to legal problems, and uses her nuanced understanding of workers' compensation law to develop creative strategies to resolve disputed issues. Claudia's deep attentiveness to the needs of her clients has led to the development of longstanding relationships in which her guidance is sought on a wide variety of claims. These range from a simple strain to catastrophic injuries involving over a million dollars in exposure. She has exceptional skillfulness in medical-legal issues as they relate to the field of workers' compensation, and uses this knowledge to achieve the best possible outcome for her clients. Whether aggressively litigating a matter or swiftly resolving a claim, Claudia is dedicated to partnering with her clients and providing unparalleled service that exceeds their expectations. She earned her BA from the University of Pennsylvania and her JD from Villanova University School of Law. She is admitted to practice law in the State of Connecticut, the District of Connecticut, and the State of Delaware.

BRENDA JOHNSON brings a deep understanding of multijurisdictional claims management and the complexities of ensuring compliance across various states, with over 22 years of experience in the Workers' Compensation industry. She currently serves as the Supervisor of the Workers' Compensation Department at Crete Carrier Corporation, headquartered in Lincoln, Nebraska. In this role, she oversees a

nationwide team responsible for managing claims handled by both internal adjusters and third-party administrators (TPAs) across the lower 48 states. Crete Carrier Corporation is a leading transportation provider, operating more than 5,000 tractors and over 13,000 trailers across the continental United States. Serving a diverse customer base, Crete Carrier's fleet is capable of transporting virtually any product, and the company operates 20 terminals nationwide to support its drivers. Brenda's responsibilities include ensuring the efficient and accurate handling of all Workers' Compensation claims, monitoring claim outcomes, managing risk mitigation strategies, and ensuring compliance with state-specific regulations. She works closely with internal teams and external partners to streamline processes, reduce claim costs, and improve overall claims outcomes for the organization.

DOUG KOTAREK is a member of Hall & Evans, LLC, the ALFA International member firm in Denver, Colorado, where he heads the firm's Workers' Compensation Department. Since 1988, Doug has practiced insurance defense litigation, focusing exclusively on workers' compensation defense since 1992. He is currently on the Executive and Legislative Committees of the Colorado Self-Insurers' Association and lobbies the Colorado legislature regarding workers' compensation legislation for the Association. He is also on the Legal Advisory Board of the Colorado Civil Justice League as their workers' compensation advisor. Doug is a past chair of the ALFA International Workers' Compensation Practice Group.

SARAH H. LAMAR is a partner in the Savannah, Georgia ALFA International law firm of HunterMaclean, and she is a former Chair of ALFA International. Ms. Lamar has experience representing employers in state and federal courts with respect to claims under Title VII, the Age Discrimination in Employment Act, Americans with Disabilities Act, Family and Medical Leave Act, and the Fair Labor Standards Act. She also represents employers with respect to breach of contract and tort claims and conducts in-house training for employers and advises clients on a variety of human resource issues including immigration and affirmative action matters. Ms. Lamar is admitted to the bars of Georgia and the District of Columbia and all federal courts in Georgia. She was also the long-time chair of the Georgia Chapter of the Society for Human Resource Management Government Affairs Committee. Ms. Lamar received her B.A. in History from Yale University in 1988, and her J.D. from Emory University in 1991. She has been selected for Best Lawyers in America in Employment Law - Management Side for the last 12 years and in Chambers USA for Employment Law. She was named by Best Lawyers as 2022 "lawyer of the year" for employment law in her area.

JEFF LAUDENBACH is a partner with ALFA International member firm, German, Gallagher & Murtagh, P.C., in Philadelphia, Pennsylvania. Jeff is a graduate of Lehigh University and Widener School of Law and has over 25 years of experience litigating workers' compensation and employment related matters. Mr. Laudenbach's practice involves representing employers in the Commonwealth of Pennsylvania and State of New Jersey. He has developed a national client base through client education, communication and goal oriented results. In addition to his litigation experience, he served as Vice President to a privately held business where he was responsible for the legal, operational, retail web development and financial management matters. Mr. Laudenbach served as the Program Chair for the 2014 ALFA Workers' Compensation Program in Charleston, SC, and former chair for ALFA International's Workers' Compensation Practice Group. He is a former member of the ALFA International Board of Directors and has been recognized in the 2008-2024 editions of Super Lawyers® for the practice area of workers' compensation defense litigation.

JULIE D. MURRAY is a partner at the Semmes, Bowen & Semmes, the ALFA International member firm in Baltimore, Maryland. She received her B.A. from University of Maryland, College Park, and graduated cum laude from University of Maryland School of Law. Julie's practice focuses on the defense of employers and insurers in their workers'

compensation claims in Maryland and the District of Columbia and she regularly appears before the administrative agencies and appellate courts in both jurisdictions. Her clients include self-insured Employers as well as insurance companies providing coverage for large and small Employers across a broad range of industries. In addition to representing clients in the defense of workers' compensation claims, Julie also regularly provides education and training to risk management professionals to help them successfully manage their claims.

DR. CLAIRE MUSELMAN is an innovative leader and advocate for transformative change within the workers' compensation and insurance landscape. As Chief Operating Officer of WorkersCompensation.com and a professor of practice at Drake University's Zimpleman College of Business, she merges her extensive field experience with research-driven insights, specializing in claims management, human behavior and neuroscience. Dr. Muselman also co-directs the Master of Science in Leadership Program, enhancing leadership in the next generation of industry professionals. With nearly two decades in insurance and risk management, Dr. Muselman is deeply versed in workers' compensation strategies that mitigate costs and improve outcomes. Her work on lag time—pioneering a roadmap to reduce reporting delays—positions her as a top thought leader on managing workers' compensation claims effectively. As the founder of the Workers' Recovery Unit and the Workers' Compensation Center of Excellence, she champions initiatives that elevate claims handling through a blend of empathy, science and innovative strategy. A dynamic speaker and sought-after expert, Dr. Muselman is recognized across industry platforms including Captive.com, WorkCompCollege.com, and WorkersCompensation.com. She has co-hosted the claims podcast ADJUSTED, co-founded The Transitions mentorship program, served as an Ambassador for the Alliance of Women in Workers' Compensation and contributed as a board member to Kids Chance of Iowa. Her passion for uplifting others extends to her role as Dean of Workers' Compensation at CLM's Claims College, faculty at Work Comp College and advisory roles with RISE and the Kind Souls Foundation. Dr. Muselman's energetic and empathetic approach redefines what's possible in workers' compensation, infusing every engagement with actionable strategies and a forward-thinking vision. Her commitment to advancing both people and process makes her an invaluable guide for captive members aiming to streamline claims management, reduce costs and enhance organizational culture.

RACHELLE O'DELL leads the Workers' Compensation Claims Team at Lineage Logistics. For more than 26 years, she has been managing claims for Lineage Logistics, a temperature-controlled warehousing company that currently has 300+ locations nationwide and 480 locations worldwide. Rachelle collaborates across internal departments to continuously monitor the organization's risk profile as it rapidly grows and expands. Rachelle is a Client Advisory Board Member for ALFA International's Workers' Compensation Practice Group and a member of the California Coalition of Workers' Compensation. Beyond the corporate world, Rachelle is a devoted wife, mother to her two daughters, and grandmother (and biggest fan) of Kalyssa, Charlotte and Gabe. When Rachelle is not closing out claims, she enjoys cooking, scrapbooking, planting flowers and her cats.

KEVIN O'SHEA is the Sr. Risk Analyst at Lennox International, a leader in Residential and Commercial HVAC services around the country and the world. He has been in the Workers' Compensation industry for 33 years and with Lennox International for the last 2 years. Most of his career has been in the Workers' Compensation world holding various positions from Senior Adjuster and Complex Claims Manager to Supervisor, managing claims across the United States and in Puerto Rico. The last 13 years have been spent on the Employer side where he has created highly successful Workers' Compensation programs that significantly reduced costs and ensured employees received the best possible medical care. During these years he has worked closely with Loss Control, Risk Management, In-house Legal and many other internal

customers, as well as Third Party Administrators, Insurance Brokers and Carriers, Defense Counsel and vendors who are actively involved in the management of Workers' Compensation claims and Managed Care. With Lennox International, he has oversight of the Workers' Compensation program and assists with Cargo, Auto and Property claims and is actively working with business lines through Loss Control, Business Continuity Planning, Engineering and Site reviews, Corporate EHS with safety, training and OSHA matters and participates in the renewal of all insurance policies, bonds and programs in monopolistic states.

KATE PATTON is a member of Leitner, Williams, Dooley & Napolitan, PLLC, the ALFA International member firm in Nashville, Tennessee. Kate's practice focuses on the area of insurance defense, specializing in workers' compensation claims. Throughout her practice, Kate has assisted in the litigation of hundreds of workers' compensation claims from their inception through trial and appellate levels. She is a member of ALFAI's Workers' Compensation and Future Leaders Practice Groups. Kate is an active member of the Lawyers' Association for Women – Marion Griffin Chapter, Nashville and Tennessee Bar Associations and Tennessee Defense Lawyers Association.

KATRENA PARKER has worked in the insurance arena for thirty years. Twenty-eight of these she has been with Old Dominion Freight Line, Inc. Katrena serves as the Senior Manager over the Workers' Compensation Department. Katrena was charged with the responsibility of building the WC Department that OD knows today. She is responsible for the Workers' Compensation program across multiple state jurisdictions nationwide (including 5 in-house self-administered states) with an annual total claims count of approximately 2,000. Katrena and her staff oversee the TPA's handling of these claims nationwide by providing claims reporting, initial claims investigation, the return-to-work program and claims through their closure.

SARA PLATT is the Safety and Workers' Compensation Manager at Brookdale Senior Living, the largest senior living provider in the United States. In this role, she oversees workers' compensation operations across five states and manages the company's Auto Program. With over 15 years of workers' compensation expertise in the healthcare sector—including senior living, skilled nursing, and caregiving—Sara brings a wealth of industry knowledge to her position. Sara's career began more than 20 years ago as a claims adjuster, handling auto, SIU (Special Investigation Unit), workers compensation and liability claims for organizations such as FedEx, United Van Lines and various hospital corporations. During her tenure as an adjuster handling FedEx and United Van Lines claims, Sara participated in safety initiatives that enhanced organizational compliance and employee well-being. Currently, she serves on the Kids' Chance Committee and has participated in speaking engagements on topics such as PTSD, COVID-19 and psychological claims in the workplace. Sara earned her bachelor's degree in Healthcare Management, graduating summa cum laude. She also holds an OSHA 30-hour certification and has actively contributed to safety committees and initiatives at multiple organizations. Her dedication to workplace safety and workers' well-being is evident throughout her career, making her a trusted leader in her field.

WILLIAM POWELL is the Risk & Safety Manager at Donley Companies, having been with the company for over 14 years his passion for safety and risk management has been demonstrated by his willingness to help out in all business parts. In his role, he has established himself as a valuable resource for the entire company on all risk management & safety-related issues, including developing SSSP's, managing safety related incidents and training on safety programs. William also supports the General Counsel and Operations with general insurance claims, workers comp issues, bonding, drug free workplace program and fleet management. He has been instrumental in developing Donley's corporate safety program, during which time its OSHA Recordable Rate dropped 89%

over the last 10 years. William helps drive Donley's goal to streamline our risk management processes and ensure safety/Risk Management and operations exist as one, working towards operating incident free each day. William has received his CHST through the BCSP and his CRIS through IRMI and is actively working on his ARM through The Institutes.

MEREDITH RAINEY is a Partner at the ALFA International law firm of Morrison Mahoney LLP in Fall River, Massachusetts. She specializes in the area of workers' compensation and represents numerous national self-insurers, insurers and third-party administrators throughout all stages of litigation at the Department of Industrial Accidents. Ms. Rainey is an active member of the ALFAI steering committee for the Workers' Compensation Practice Group, a current faculty member and speaker for the Workers' Compensation Section of the Massachusetts Continuing Legal Education, and a former faculty member at Roger Williams University. She is also the former President of the Fall River Bar Association and the co-chair of the Women's Initiative Group and Hiring Committee within her firm. Ms. Rainey frequently speaks and provides training seminars throughout the country on the workers' compensation law in Massachusetts.

YANA SHAPIRO is a Partner practicing in the Workers' Compensation Department of the ALFA International member firm in Philadelphia, German, Gallagher & Murtagh, P.C. Her practice focuses on representing the self-insured and captive Employers in Pennsylvania and New Jersey, as well as uninsured Employers. Ms. Shapiro has successfully litigated Claim, Review, Modification, Suspension and Termination Petitions before Workers' Compensation Judges and the Workers' Compensation Appeal Board. Ms. Shapiro is on the ALFA International Steering Committee for Hospitality, the Women's Initiative Steering Committee, has organized multiple Women's Initiative Events in Santa Barbara, CA and Austin, TX, and led a successful ALFA International webinar on social media.

TOM SHIRES is an attorney with Baylor Evnen Wolfe & Tannehill, LLP, ALFA International's member firm in Lincoln, Nebraska. Tom handles workers' compensation matters in Nebraska and Iowa for a broad range of clients, from local family-owned businesses to large national corporations. Tom focuses his practice on understanding his client's business and tailoring individual workers' compensation and litigation strategies to meet the individual business's needs. Tom has given numerous presentations to employers and insurers on workers' compensation issues.

BRIAN VARNER has an extensive background in Safety and Risk Management. He is currently serving as Director of Safety for Sodexo Education Division and previously served as VP of Risk and Safety for Compass Group North America for 14 years. At Compass Brian oversaw 14 Corporate Safety Managers while supporting 3 of Compass' 16 Divisions (Oil and Gas; Healthcare; and Education). His leadership has earned him and his team prestigious awards such as the "Teddy Roosevelt Award" (issued by Risk and Insurance Magazine) for demonstrating a significant reduction in workers' compensation claims through innovation and collaboration with field operators. Brian resides in Denver, Colorado.

KENNETH D. VEIT is a Member of Leitner, Williams, Dooley, & Napolitan, PLLC, the ALFA International firm in Nashville, Tennessee. Mr. Veit has been practicing law since 2003 with a primary focus on workers compensation defense throughout Tennessee and Kentucky. Mr. Veit represents clients at administrative, trial and appellate levels. He is an active member of the ALFA International Workers' Compensation Practice Group, including a member of the ALFAI steering committee. Mr. Veit is also a member of the American Bar Association, Tennessee and Nashville Bar Associations, Kentucky Bar Association, Defense Research Institute and Tennessee Defense Lawyers Association. Mr. Veit is regularly asked to present lectures on Tennessee Workers' Compensation to employers and insurance companies.

GENERAL INFORMATION

MEETING LOCATION

Omni Amelia Island
39 Beach Lagoon Rd
Fernandina Beach, FL 32034
Tel: (904) 261-6161
[Hotel Website](#)

REGISTRATION

Please contact ALFA International Headquarters to register.

ATTENDANCE IS OPEN ONLY TO MEMBERS OF ALFA INTERNATIONAL AND THEIR INVITED GUESTS AND IS LIMITED TO AGES 21+.

ATTIRE

The attire for the educational sessions throughout the conference, and for the dinners on Wednesday and Thursday night, is business casual.

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