



E I G H T H A N N U A L

NEVADA

Workers' Compensation Educational Conference

Presented by

NEVADA DEPARTMENT OF
BUSINESS AND INDUSTRY

DIVISION OF INDUSTRIAL RELATIONS

August 23-24, 2018
Tuscany Suites Hotel
Las Vegas, Nevada



*In cooperation with the International Workers' Compensation Foundation, Inc. (IWCF),
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EIGHTH ANNUAL NEVADA WORKERS' COMPENSATION EDUCATIONAL CONFERENCE
Tuscany Suites Hotel • Las Vegas, Nevada • August 23-24, 2018
AGENDA & PROGRAM

THURSDAY, AUGUST 23, 2018

7:00 am - 8:15 am	Registration	Florentine Foyer
7:00 am - 8:15 am	Continental Breakfast	Florentine C
GENERAL SESSION		
8:15 am - 8:30 am	Opening Remarks / Administrative Announcements Administrator, Division of Industrial Relations Intro to Kids' Chance Jim Werbeckes , Vice President of Government & Regulatory Affairs, EMPLOYERS	Florentine AB
8:30 am - 9:45 am	Stories of Workers' Compensation Law in NV From 1913 Forward Lenard T. Ormsby , Executive Vice President, Chief Legal Officer & General Counsel, EMPLOYERS	Florentine AB
9:45 am - 10:15 am	BREAK & EXHIBIT VISITATION	Florentine C
BREAKOUT SESSIONS (Choose 1 of 2)		
10:15 am - 11:30 am	Breakout Session I: The Other Face of Division of Industrial Relations Jess Lankford , OSHA Chief Administrative Officer Stephen Rodgers , SCATS Program Coordinator	Florentine AB
10:15 am - 11:30 am	Breakout Session II: Benefit Penalties: A Panel Discussion Donald C. Smith , Esq., Senior Division Counsel, Division of Industrial Relations J.P. Kemp , Esq., Managing Partner, Kemp & Kemp; John Lavery , Esq., Partner Lewis Brisbois Bisgaard & Smith LLP	Florentine EFG
11:30 am - 12:45 pm	LUNCHEON	Florentine D
BREAKOUT SESSIONS (Choose 1 of 2)		
12:45 pm - 2:00 pm	Breakout Session I: Superbugs: The Roadmap to Employee Safety Kevin T. Glennon , R.N., B.S.N., Vice President of Clinical Programs, One Call Care Management	Florentine AB
12:45 pm - 2:00 pm	Breakout Session II: Workers' Compensation Adjuster Licensing Stephanie McGee , Deputy Commissioner, Nevada Division of Insurance	Florentine EFG
2:00 pm - 2:30 pm	BREAK & EXHIBIT VISITATION	Florentine C
2:30 pm - 3:45 pm	Breakout Session I: Large Deductible Policies Jennifer Wolf Horejsh , Executive Director, IAIABC Gennady Stolyarov II , FSA, ACAS, MAAA, CPCU, ARe, ARC, API, AIS, AIE, AIAF, Lead Property and Casualty Actuary, Nevada Division of Insurance	Florentine AB
2:30 pm - 3:45 pm	Breakout Session II: Vocational Rehabilitation: The Other Side James Wilcher , Wilcher and Associates, LLC	Florentine EFG
3:45 pm - 4:15 pm	BREAK & EXHIBIT VISITATION	Florentine C
4:15 pm - 5:30 pm	Breakout Session I: Shifting The Paradigm in Workers' Compensation Katherine Godwin , R.N., B.S.N., Manager, Medical and Benefit Penalty Units, Division of Industrial Relations/Workers' Compensation Section	Florentine AB
4:15 pm - 5:30 pm	Breakout Session II: Recent Trends in Nevada Supreme Court Cases, Appeals and Hearings Procedures & Legal Ethics Michael J. Ryan , Esq., Muslusky Law; Erica Tosh , Esq., Workers' Compensation Lawyers of Nevada/Injury Lawyers of NV; Mercer Berens , Hearing Officer, NV Department of Administration, Hearings Division	Florentine EFG
5:30 pm - 6:30 pm	RECEPTION	Florentine C

Materials are available to download at <http://dir.nv.gov/WCS/Conference2018>.

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AGENDA & PROGRAM
FRIDAY, AUGUST 24, 2018

7:00 am - 8:00 am	Breakfast	Florentine C
	BREAKOUT SESSIONS (Choose 1 of 2)	
8:00 am - 9:15 am	Breakout Session I: The Causation Method for Evaluation of a Claim Part I Mark Melhorn, M.D. , Clinical Associate Professor, Department of Orthopedics, Univ. of Kansas School of Medicine - Wichita	Florentine AB
8:00 am - 9:15 am	Breakout Session II: What is Worker Misclassification? Gaspar Montanez , District Director, Wage & Hour Division, US Department of Labor Shannon Chambers , Labor Commissioner; Jim Reynolds , Department of Compliance/Audit Investigator III, DETR; Angelia Yllas , Chief Compliance Audit Investigator/District Manager, Division of Industrial Relations/Workers' Compensation Section	Florentine EFG
9:15 am - 9:30 am	BREAK & EXHIBIT VISITATION	Florentine C
9:30 am - 10:45 am	Breakout Session I: The Causation Method for Evaluation of a Claim Part II Mark Melhorn, M.D. , Clinical Associate Professor, Department of Orthopedics, Univ. of Kansas School of Medicine - Wichita	Florentine AB
9:30 am - 10:45 am	Breakout Session II: Self-Insured Guarantee Funds Honorable Dwight Lovan , Former Commissioner, Kentucky Department of Workers' Compensation; Larry B. Clevinger , Vice President, HealthSmart Casualty Claims Solutions	Florentine EFG
10:45 am - 11:15 am	BREAK & EXHIBIT VISITATION	Florentine C
	GENERAL SESSION	
11:15 am - 12:30 pm	The Aftermath - October 1st Angela Leath , MSW, LSW, Crisis Intervention Administrator, Las Vegas Fire and Rescue William Gibbs , Police Employee Assistance Program, LVMPD Toni Mullan , R.N., Clinical Trauma Supervisor, UMC	Florentine AB
12:30 pm - 12:35 pm	Closing Remarks Chuck Verre , Chief Administrative Officer, Division of Industrial Relations/ Workers' Compensation Section	Florentine AB

2018 CONFERENCE BIOGRAPHIES

Chuck Verre is the Chief Administrative Officer, Division of Industrial Relations, Workers' Compensation Section. He has served in this capacity since his appointment in October 1999. His career in Nevada workers' compensation covers 40 years, beginning in 1973 in Carson City as a claims adjuster and later a hearing advocate with the Nevada Industrial Commission. In the late '80s he moved south to Las Vegas and spent 10 years running CDS of Nevada before being named to his current position. Mr. Verre is an avid golfer, voracious reader and a veteran of the US Army Intelligence Service. He will also share a joke or two or three with anyone who'll listen.

Mercer W. Berens is a Hearing Officer, Nevada Department of Administration, Hearings Division. Hearings Officers conduct informal dispute resolution hearings in workers' compensation and victims of crime cases. The hearings are informal and are intended to allow a person who disagrees with a written decision to bring the matter to an independent hearing officer for review and possible settlement or reversal. The Hearing Officer will review the evidence submitted by the parties and listen to any position statement by the parties present in person or by telephone. The burden of showing the decision appealed was wrong is on the person who filed the appeal to the Hearing Officer. The Hearing Officer can affirm or reverse the decision being appealed. The Hearing Officer can also send the matter back for further review.

Shannon Chambers has been the Labor Commissioner for the State of Nevada since December 2014. The Office of the Labor Commissioner is the principal wage and hour and labor regulatory agency for the State of Nevada. The Labor Commissioner duties include educating employers and employees regarding their rights and responsibilities under the law in an effort to promote the growth of business in Nevada. Prior to that she worked for the Nevada Legislature and served as a Deputy Director for the State of Nevada Department of Business and Industry and as a Deputy Attorney General and Administrative Law Judge for the State of California. Ms. Chambers is a graduate of the University of Nevada Reno and Pepperdine University School of Law.

2018 CONFERENCE BIOGRAPHIES

Larry B. Clevinger began his insurance career as an adjuster for Old Republic Insurance in 1970. After 20 years with ORIC Larry continued his career by serving as Vice President and Manager of Continental Insurance's E&S Casualty Mining Program, as Executive Vice President of Kentucky Employers Mutual Insurance Company and as Vice President of American Mining Insurance Company. Throughout those engagements Larry oversaw Underwriting, Claims and Policyholder Services departments. Larry joined Wells Fargo Insurance Services in April 2007 where he served as a Broker and Claims Consultant for the Energy Industry Group as well as having a continuing role as a Sr. Manager for Wells Fargo's TPA Services. In 2018 Larry retired from HS Casualty Claims Solutions, the successor to Wells Fargo TPA. Over his career Larry has served in many industry groups, including 10 years as the President of the Kentucky Workers' Comp Education Association and 6 years on the Board of the Kentucky Workers' Comp Funding Commission. In 2012 Larry was the recipient of a Life Time Achievement Award from the Department of Insurance and Risk Management at Eastern Kentucky University

Bill Gibbs, PEAP (Police Employee Assistance Program) Manager, moved to Las Vegas from Scranton, Pennsylvania, after being offered employment with the Las Vegas Metropolitan Police Department. He began his career in January of 2002. Bill worked as a patrol officer in downtown Las Vegas for 5 years and as a motorcycle officer for 8 years. Bill has always been drawn towards caring for others, having worked as a Licensed Practical Nurse for 12 years prior to Metro. Bill's experience with the Police Employee Assistance Program following his own officer involved shooting in 2011 sparked his passion and desire to give back to others the support he received from PEAP. Bill was appointed to the Police Employee Assistance Program in May of 2015 and subsequently promoted to PEAP Manager in March of 2017.

Kevin Glennon, Vice President of clinical programs, One Call Care Management, manages an extensive clinical education and quality assurance program for home care providers and an in-house staff that oversees medical care coordination for post-discharge injuries. He also partners with One Call's rehab specialists to provide solutions for both short and long-term claims. Kevin has over 30 years experience in clinical and claims management for workers' compensation, auto and general liability. His specialties include medical case management of complex and catastrophic injuries and long-term disabilities. As a well-recognized participant and officer for local, regional and national organizations and associations, Kevin conducts educational programs for claims executives, claims handlers, case managers and other administration and management personnel.

Katherine Godwin, R.N., B.S.N., is the Medical Unit Supervisor, Southern Nevada, Division of Industrial Relations, Workers' Compensation Section, where she supervises the Medical Unit. She has been in her current position for four years. Her nursing experience includes rehabilitation, managed care, case management, utilization review, peer review and neonatology including neonatal intensive care. She has worked in both the public and private sectors. Ms. Godwin has experience in workers' compensation in both Colorado and Nevada and assisted in developing Montana's Medicaid outpatient psychiatric program. Ms. Godwin earned her Bachelor of Science in Nursing at the University of Colorado Health Sciences Center in 1985.

Jennifer Wolf Horejsh is Executive Director, IAIABC. As the Executive Director, she works with the IAIABC community to find solutions to reduce harm and aid recovery from occupational injuries and illnesses. She connects with industry professionals from around the globe to identify emerging issues, develop resources, and reinforce the social purpose of workers' compensation programs. She has authored numerous articles on workers' compensation management and regulatory topics, most recently on alternatives to workers' compensation and the sharing economy. She has also presented on the history, foundations, and structure of workers' compensation in the United States. You can hear her perspective on workers' compensation during the IAIABC's monthly podcast, accidentally. Even though Jennifer accidentally fell into workers' compensation, she appreciates the important role it plays in our health, safety, and security at work. Jennifer manages five staff and works closely with the IAIABC Board of Directors and other Association leaders. Jennifer graduated from the University of Kansas with a B.S. in Chemistry. Her degree is put to good use with baking experiments in her free time.

J.P. Kemp is Managing Partner of Kemp & Kemp, Attorneys at Law, representing employees in employment matters, workers' compensation, and debtors in consumer bankruptcy cases. He is a 1988 graduate of Northern Arizona University with a B.S. in Broadcasting Management. He worked as a radio air personality until entering law school in 1994. He is a 1997 graduate of Quinnipiac University School of Law in Hamden, Connecticut. He is a past Chair of the State Bar of Nevada Labor and Employment Law Section, and he is now on the State Bar of Nevada's Workers' Compensation Specialization Board, which will begin certifying attorneys as specialists within the next several months. He lives in Las Vegas with his wife Heather E. Kemp, Esq., and their son Carson, who is a Junior at the Las Vegas Academy of the Arts.

2018 CONFERENCE BIOGRAPHIES

Jess Lankford is a 26 year resident of Nevada, most of which was spent in the Reno area. Jess worked for 16 years in the commercial printing industry before moving into public sector work. Jess started with the state in 2005 as a Compliance Safety and Health Officer (CSHO) out of the Reno offices of Nevada Occupational Safety and Health Administration (NV OSHA). Jess also worked for the Safety Consultation and Training Section (SCATS) for 2 years as a trainer before moving to Henderson in 2011 to work in NV OSHA administration as a Program Coordinator. Jess was appointed to the role of Chief Administrative Officer for NV OSHA in August of 2014. Jess holds a Bachelor's degree in Occupational Safety and Health from Columbia Southern University and has over 900 hours of course time completed at the Occupational Training Institute in Arlington Heights, Illinois.

John P. Lavery is the National Co-Chairman of the Workers' Compensation Department of Lewis Brisbois Bisgaard & Smith LLP and focuses his practice primarily in the area of workers' compensation defense. Mr. Lavery graduated with a Bachelor of Science from East Carolina University and from the University of Denver College of Law with a Juris Doctorate. His background in workers' compensation includes representation of injured employees and serving as an Appeals Officer in the Nevada Department of Administration. Mr. Lavery is licensed to practice law in Nevada, Colorado, the District of Columbia and before the United States Supreme Court. In his free time he serves as a Justice of the Peace, pro tempore, for Clark County, Nevada; Judge, pro tempore, for the City of Las Vegas and the City of North Las Vegas; and a Discovery Commissioner, pro tempore, for the Clark County Family Courts.

Angela Leath is the Crisis Intervention Administrator for Las Vegas Fire and Rescue (LVFR). She is currently developing or overseeing the development of several programs for LVFR to include: the Critical Incident Stress Management Program, the Peer Support Program, the Chaplaincy Program, the Family Wellness Program, the Retiree Program, and the Therapy Dog Program. Angela was responsible for facilitating the Critical Incident response for LVFR following the Route 91 festival shooting. Angela served as a Behavioral Health Technician in the US Army (2005 -2013), where she developed numerous behavioral health-training curriculums and was the Noncommissioned Officer in Charge (NCOIC) of Combat and Operational Stress Control Operations in both Iraq and Afghanistan. She also served as the NCOIC of the Warrior Resiliency Center's PTSD program in Ft. Bliss, Texas. Angela is an approved instructor for Mental Health First Aid (MHFA) Adult and Public Safety modules, the International Critical Incident Stress Foundation (ICISF) Group Crisis Intervention Course, and for the Living Works Applied Suicide Intervention Skills Training (ASIST) and Suicide Alertness for Everyone (safeTALK) training. Angela has a Master of Social Work Degree and is a Licensed Social Worker in the State of Nevada.

Dwight Lovan has been involved in the Kentucky workers' compensation system for almost 40 years. After graduation from the University of Kentucky College of Law he became the Workers' Compensation staff attorney for the Kentucky Court of Appeals. He then engaged in the private practice of law, including regularly representing parties in WC claims. In 1990 he was appointed as an Administrative Law Judge for the Kentucky Department of Workers' Claims. He subsequently was appointed to the Workers' Compensation Board, including serving as Chair. From February 2008 until his retirement on December 31, 2016, he served as the Commissioner of the Department of Workers' Claims. He served as President of SAWCA and IAIABC and has spoken to numerous groups in Kentucky and nationally

Stephanie Bryant McGee has served as Deputy Commissioner since January 2017 for Market Regulation, Producer Licensing and Captives for the Nevada Insurance Division. Prior to joining the Division, Stephanie served thirteen years with the Wyoming Insurance Department as the Staff Attorney and then as the Deputy Commissioner. Stephanie has experience in compliance and is certified as a Compliance and Ethics Professional. Stephanie attended law school at the University of Wyoming.

Mark Melhorn, M.D., FAAOS, FIAIME, FACOEM, FACS, is an occupational orthopedic physician who specializes in the hands and upper extremities. He is currently a Clinical Associate Professor, Department of Orthopedics, University of Kansas School of Medicine - Wichita. Currently he is the program director for the AAOS Annual CME on workers' compensation. He also is Editor for "AMA Guides to the Evaluation of Work Ability and Return to Work," AMA Guides to the Evaluation of Disease and Injury Causation and was the lead author for the Upper Extremity Chapter in the 6th Edition of the AMA Guides to Impairment.

Gaspar Montañez is the District Director of the Wage and Hour Division for the U.S. Department of Labor. Mr. Montañez started his career with the federal government in Houston, Texas, in 1987 as a Wage-Hour Investigator. He was then promoted to Assistant District Director and transferred to Phoenix in 1997. He transferred to Las Vegas in 2009 and was promoted to District Director of the Las Vegas District Office on March 13, 2011. He received his BS in Chemical Engineering from Texas A & M University in 1978 and was a sales Engineer in the Petro-Chemical Industry from 1978 to 1987.

Toni Mullan, R.N., B.S.N., has decades of experience as a critical care nurse, and serves as a Clinical Supervisor for the Trauma Resuscitation Unit at UMC. Toni and her colleagues at the UMC Trauma Center take tremendous pride in offering Nevada's highest level of care on a daily basis. On the night of October 1, 2017, Toni played an instrumental role in UMC's response to the deadliest shooting in modern American history.

2018 CONFERENCE BIOGRAPHIES

Lenard T. Ormsby has served as Executive Vice President, General Counsel, Chief Legal Officer and Secretary of Employers Holdings, Inc., since February 2007. He was appointed Corporate Secretary to EIG in April 2005, General Counsel in October 2006, and Chief Legal Officer in November 2006. He previously served as Executive Vice President and General Counsel of EICN and ECIC from June 2002 to November 2006. He has served as Secretary or Assistant Secretary of EICN, ECIC and EIS since 2002 and EOH from 2002 to January 2014 when it merged into EIG Services, Inc., EGI since April 2005, and as Assistant Secretary of EPIC, EAC and EIG Services, Inc. (and their predecessors), since November 2008, as well as Pinnacle Benefits, Inc., and AmSERV, Inc. (and their predecessors), from November 2008 to June 2013, when they merged into EIG Services, Inc. Mr. Ormsby has been a Director of ECIC since June 2004, EICN since April 2007, and EPIC, EAC and EIG Services, Inc. (and their predecessors) since November 2008 and Pinnacle Benefits, Inc. and AmSERV, Inc. (and their predecessors), from November 2008 to June 2013. He was Chief Operating Officer of the Fund and EICN from 1999 to June 2002 and General Counsel of the Fund from 1995 to 1999. Before joining the Fund, Mr. Ormsby was a partner in the Nevada law firm of McDonald, Carano, Wilson, McCune, Bergin, Frankovich & Hicks. Mr. Ormsby is a retired Lt. Colonel from the U.S. Military, where he served for over 25 years in the Nebraska and Nevada Air National Guard and the U.S. Air Force.

Jim Reynolds III came to state service July 2007 after a successful career in the brokerage industry. His knowledge of compliance issues served him well as he began his state service working for the Secretary of State's office performing field inspections of broker/dealers. After a brief stint with the Department of Taxation, he has been with DETR since February 2009. He now leads a staff of subordinate investigators looking into several issues regarding unemployment tax issues. For the most part, the issues that he deals with have to do with missing wage credits and worker misclassifications.

Stephen Rodgers is the Program Coordinator for the Safety Consultation and Training Section. Mr. Rodgers is a training specialist with over 30 years of field and classroom experience. His educational background includes a Bachelor of Science from Texas Tech University, and he is near completion of a Masters of Administration at Central Michigan University. He is also an authorized trainer for both OSHA Construction and General Industry 10 and 30 hour Outreach Courses and a National Safety Council Four Hour Defensive Driving Course instructor. He brings a wide range of experiences and other qualifications with him, including eight and a half years in various safety areas as a United States Air Force Officer in Missile Operations, C-130 Operations, and other Command and Control positions; fifteen years in equipment operations training and consulting with a major equipment rental company added to his depth of experience. This directly led to certification as a High Angle Rope Rescue Technician I/II and Search and Rescue team member for over 20 years. As a chef and restaurant owner for 4 years he gained a great deal of experience in restaurant and kitchen safety. Mr. Rodgers also spent time in the medical and equipment supply field.

Michael J. Ryan, is Of Counsel at Muslusky Law firm and has practiced workers' compensation defense and represented Nevada employers and insurers in regulatory matters before the Nevada Division of Industrial Relations and the Nevada Division of Insurance for over 20 years. Mr. Ryan was born and raised in New York City, attended the University of Colorado where he received a Bachelor of Arts degree in English/History in 1984, and graduated from the College of Law at Arizona State University with a Juris Doctor in 1987. After moving to Nevada in 1988, Mr. Ryan worked for the Nevada Legislative Counsel Bureau during the 1989 Legislative session, the Nevada Division of Insurance between 1989 and 1991, and the Nevada State Industrial Insurance System between 1991 and 1993. Since relocating to Las Vegas in 1993, Mr. Ryan has practiced primarily on the employer/insurer side of contested workers' compensation litigation in both Carson City and Las Vegas. Mr. Ryan's current practice includes representing insurers, self-insured employers and injured workers.

Donald C. Smith, is the Senior Division Counsel with the State of Nevada Department of Business & Industry, Division of Industrial Relations (DIR), based in the Henderson office. He has been a licensed attorney in Nevada for more than 39 years with extensive experience in workers' compensation from the regulator's, insurer's and claimant's perspectives. Prior to returning to DIR, he worked 16 years as in-house counsel for the State Industrial Insurance System and later Employers Insurance Company. When he left the corporate world, he was General Counsel and corporate secretary for four workers' compensation insurance companies that wrote coverage throughout the United States. His experience also includes representing workers' compensation claimants in private practice and as a deputy with the Nevada Attorney for Injured Workers. Mr. Smith received his B.A. from the University of Southern California in Los Angeles and his J.D. from the University Of San Diego, School Of Law.

Gennady Stolyarov II, FSA, ACAS, MAAA, CPCU, ARe, ARC, API, AIS, AIE, AIAF, is the Lead Property and Casualty Actuary for the Division of Insurance. Mr. Stolyarov has reviewed several thousand rate and form filings and tens of predictive models from property and casualty insurers. Since 2012, he has been the primary reviewer of NCCI workers' compensation filings in Nevada. He also reviews captive insurer applications and insurers' business-plan changes, assists with monitoring Nevada domestic companies' financial condition, provides input on financial examinations, and frequently responds to inquiries regarding Nevada insurance statutes and regulations. Mr. Stolyarov has actively participated on various NAIC Task Forces, including the Casualty Actuarial and Statistical Task Force, Surplus Lines Task Force, Reinsurance Task Force, and Workers' Compensation Task Force. Mr. Stolyarov also spearheaded the first initiative in the United States to publicly post insurers' home and private passenger automobile policy forms on a state website.

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David Tackitt has been designing, developing and implementing software and hardware solutions for over two decades. He is a MicroSoft Certified Professional and SQL Server Database Administrator. David came to Nevada from the Chicago area, where he served for years as CIO for a multi-national manufacturing company. He also headed his own IT Services Consulting firm specializing in software solutions using MicroSoft and other technologies for a variety of industries such as manufacturing, real estate, retail services, restaurant management, trade show management and more. He spent 2015 working in the federal government with the State Department and is now home working with the State of Nevada in Las Vegas. He is currently an IT Professional with the Division of Industrial Relations. His main focus is on the Claims and Regulatory Data System (CARDS), where he continues to work on CARDS upgrades and enhancements.

Erica L. Tosh, of Workers' Comp Lawyers of Nevada/Injury Lawyers of Nevada, specializes in workers' compensation, personal injury, and general litigation matters from an Employee/Claimant/Plaintiff perspective. She is a frequent lecturer in workers' compensation matters and is an active Pro Bono participant in the Nevada CAPS program on behalf of abused and/or neglected children. Ms. Tosh is a member of the State Bar of Nevada and the Clark County Bar Association, as well as the Nevada Justice Association. Ms. Tosh received her Bachelor of Arts in Political Science from the University of Nevada, Las Vegas; her Master's Degree in Public Administration from Arizona State University; and her Juris Doctor from California Western School of Law in San Diego, California.

Angelia Yllas has been in public service for more than 20 years. She started her career with the State of Nevada at the Department of Health and Human Services in 1997. She transitioned to the Division of Industrial Relations, Workers' Compensation Section (WCS), in 1998. Her experience includes welfare fraud investigations and working as an Enforcement Investigator and Enforcement Supervisor for the Workers' Compensation Section. Currently she is the Chief Compliance Audit Investigator/District Manager for the Henderson (WCS) office. Angelia was educated at Regis Catholic University and has a background in education. She enjoys giving back to the community by volunteering her time in at-risk schools to empower students who lack resources.

James L. Werbeckes has served as Vice President of Government & Regulatory Affairs since March of 2004. Prior to joining EMPLOYERS®, Mr. Werbeckes served as Nevada Government Affairs Manager for Farmers Insurance Group from May 1985 through March of 2004. Mr. Werbeckes has over 30 years of government and lobby experience. He holds a B.S. in Business Administration from the University of Nevada.

James M. Wilcher worked as an Industrial Rehabilitation Counselor for the State of Nevada (S.I.I.S.) prior to founding Wilcher & Associates in 1990. As a Certified Rehabilitation Counselor, he has handled over 1,000 vocational rehabilitation cases. His professional training includes knowledge and experience of Nevada's complex workers' compensation system, as established in Nevada Revised Statutes and Nevada Administrative Code. James has been recognized as a vocational expert regarding workers' compensation matters at the appeals level before the Nevada Department of Administration. James is also a recognized vocational expert with experience testifying at Federal and District Courts in Nevada and California. James is a Certified Rehabilitation Counselor (CRC), Certified Disability Management Specialist (CDMS) and Certified Case Manager (CCM). He is a member of the International Assoc. of Rehabilitation Professionals (IARP) and served as president for the Nevada chapter from 1993 through 1998.
