



## Workers' Compensation Newsletter June 2014

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### 1. Pick a more qualified doctor than the treater

As Jimmy Malone (Sean Connory) said to Elliott Ness (Kevin Costner) in The Untouchables: "You wanna get Capone? Here's how you get him. He pulls a knife, you pull a gun. He sends one of yours to the hospital, you send one of his to the morgue! That's the Chicago way."

Generally, an equally qualified treater versus an equally qualified IME doctor is going to be a losing battle for us. You can improve your odds by hiring an expert that is more qualified than the treater. If the treater is an internist, hire an orthopedist. If the treater is board eligible, make sure your doctor is board certified.

### 2. Make sure your expert saw the claimant most recently

Generally, one of the key issues in dispute is Petitioner's permanency and current condition. Common sense dictates that a doctor who has seen a patient more recently is more qualified to opine on those issues than one who saw him or her less recently.

### 3. Give your doctor as much information as possible

Make sure your expert has a lot of information upon which to base an informed opinion. Often, especially when it comes to causation, the treater will base his or her opinion simply on the history provided by the claimant. Those histories are inherently very subjective, self-serving and unreliable. Be sure to provide your doctor with materials like written/video job

### The Top 5 List: Top Five Ways to Ensure a Winning IME

**By: Rich Lenkov**  
Chair, Bryce Downey & Lenkov Workers'  
Compensation Department



An IME report can make or break a case. Here are my top five tips to ensure a winning IME:

descriptions, analysis, prior medical records and nurse case manager reports, much of which the treater won't have access to.

#### **4. Hire doctors qualified and trained in AMA ratings**

Illinois now operates under the 6th Edition of the AMA Guide. While technically a doctor does not need to be trained or certified to provide a rating, hiring one with such expertise adds extra weight and credibility to his or her opinion.

#### **5. Don't settle for wishy-washy opinions**

Too often, doctors do not want to stick their necks out and give an actual firm opinion. Many will use qualifying terms like "maybe," "probably" and other non-committal language.

Such language is unacceptable. You are paying a lot of money for an opinion. While that opinion might be good or bad to your case, you are entitled to one. If the doctor does not give one to you, tell him or her that you need an addendum. Remember, you should not pay for an addendum if the doctor did not provide a firm opinion the first time.

Inherent to getting a firm opinion from your expert is asking the right questions. Always ask direct questions. Do not use form letters. Tailor your questions to your specific case. Do not use language that is too partisan or critical of your claimant, as your cover letter may very well end up in your opponent's hands. Also, don't omit information harmful to your case, as you want your doctor to have as much data as possible, be it helpful or harmful to your defense.

As always, this is not an exhaustive list and we would like your tips on ensuring a winning IME. If you email them to me at [rlenkov@bdlfirm.com](mailto:rlenkov@bdlfirm.com), I will publish them in our July newsletter.

### **Rich Lenkov Wins Highly Contested Emergency Hearing**

On 9/17/13, Rich Lenkov tried *Ruben Cantu vs. A & M Napa Auto Parts* before Arbitrator Cronin. Petitioner had filed a 19(b) Petition seeking immediate reinstatement of benefits, which Respondent had cut off due to Petitioner's failure to comply with vocational rehabilitation. At trial, Rich presented evidence, including testimony from two vocational rehabilitation counselors, showing that Petitioner was putting countless roadblocks up to job placement. Rich also obtained key concessions from Petitioner during cross examination, including:

1. Admitting that he would not travel more than 20 miles from his house for interviews.
2. Not showing up prepared for interviews.
3. Despite claiming that he didn't have much experience, he actually had approximately 15 specific skills that made him overqualified for many jobs he was interviewing for.

On 5/5/14, Arbitrator Cronin ruled in favor of Respondent on all issues, including outstanding TTD and prospective medical care.

#### **Practice Tip:**

Be aggressive and properly monitor job placement efforts. Claimants are frequently not compliant. When they aren't, you can successfully terminate benefits.

## IWCC News

The Chicago IWCC is hosting an open house on 9/9/14 and 11/13/14. After an overview of our court process, visitors will have the opportunity to observe arbitration hearings and review-level oral arguments. After oral arguments end, there will be a question-and-answer period with commissioners.

There is no charge to attend, but registration is limited. To sign up, please email Susan Piha [susan.piha@illinois.gov](mailto:susan.piha@illinois.gov) with the subject "open house" and the desired date.

## Quad Cities Mock Trial!



***Fake Trial, Real Baseball***

Join us for an Illinois workers' compensation mock trial followed by an all inclusive suite at the Quad City River Bandits game

**6/19/14**  
 4:00 - 6:00 PM - Mock Trial  
 7:00 - 9:00 PM - Game  
 Modern Woodmen Park  
 209 S. Gaines St.  
 Davenport, IA 52802

Please RSVP to [rsvp@bdlfirm.com](mailto:rsvp@bdlfirm.com) by 6/12/14  
 This event is brought to you at no cost by our generous sponsors:



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## Upcoming Seminars

- On **6/3/14**, Rich Lenkov will present **"Legislative and Law Update"** at the 1<sup>st</sup> Annual Workers' Compensation Law & Practice seminar in Naperville. For more info and to register, [Click Here](#)
- On **6/18/14**, Rich Lenkov will present **"Navigating the Constantly Changing Legal World"** at the Foodservice Industry Risk Management Association's Chicago conference. For more info and to register, [Click Here](#)
- On **8/14/14**, The CLM Greater Chicago Chapter will be holding a networking event. Stay tuned for more details
- On **8/20/14**, Rich Lenkov, Justin Nestor and Maital Savin will speak at the 69th Annual Workers' Compensation Educational Conference and 26th Annual Safety & Health Conference in Orlando. For more info and to register, [Click Here](#)
- On **11/19/14**, Rich Lenkov & Jill Dulich, Senior Director of Marriott Claims Services, will present **"Top 10 Ways to Reduce Legal Expenses Now"** at the National Workers' Compensation & Disability Conference in Las Vegas. This seminar will give you real-world, practical takeaways to mitigate your litigation expenses. [Click Here](#) for more info on the conference



**NOVEMBER 19 - 21, 2014**  
 MANDALAY BAY | LAS VEGAS

## FREE Webinars

Bryce Downey & Lenkov hosts monthly webinars on pressing issues and hot topics. Here is what past attendees have had to say:

*"I just wanted to let you know that I think this webinar was very informative. I look forward to your next webinar."*

- 4 /25/14

*"Without any formal Illinois WC training, the webinars serve as an informal, abridged yet comprehensive course on topics of interest. Thank you for your firm's access and commitment to these informative sessions!"*

- 4 /30/14

*"I appreciate your webinars and the most recent one was very fun! And to get a prize is awesome!"*

- 5/1/14

- 6/12/14 – Storrs Downey and Rich Lenkov will present **"Subrogation Basics for Workers' Compensation Professionals."** [Click Here](#) for more info and to register
- 7/24/14 – Rich Lenkov and Dr. Yousuf Sayeed will present **"Defending Pain Claims: A Medical & Legal Perspective."** [Click Here](#) for more info and to register

If you would like a copy of any of our prior webinars, please email Jason Klika at [jklika@bdlfirm.com](mailto:jklika@bdlfirm.com). Recent webinars include:

- **Preferred Provider Programs**
- **Illinois vs. Indiana: 5 Key Issues & How Each State Deals With Them**

- **AMA Guidelines: A Legal And Medical Perspective**
- **Traveling Employees In Illinois Workers' Compensation**
- **Defending Repetitive Trauma Claims In Illinois Workers' Compensation Claims**
- **Employment Law Issues Every Workers' Compensation Professional Needs To Know**
- **Permanent Partial Disability**
- **Risky Business: Drugs, Sexual Orientation And Guns In The Illinois Workplace**
- **Workers' Compensation Negotiation Strategies**

## Medical Marijuana Interview

Ringler Radio podcast host Larry Cohen interviewed Rich Lenkov about medical marijuana in the workplace. [Click Here](#) to listen to the full interview.



## The Dangers of Doctor Shopping

By: Maital Savin



In *Tindall v. Illinois, State of / Centralia Correctional Center*, 22 ILWCLB 31 (Ill. W.C. Comm. 2013), the Commission assessed penalties and attorney's fees based on Respondent's termination of benefits in reliance on a report obtained through "doctor shopping."

Petitioner alleged that he sustained a shoulder injury at work. Respondent disputed liability and obtained an IME report. The IME report found a causal connection between Petitioner's condition and the work accident. Respondent then obtained a second IME report from a

different doctor who opined that Petitioner's condition was not causally related to the work accident. Based on the second IME report, Respondent terminated TTD benefits and refused to pay any additional medical bills.

The arbitrator found that Respondent's choice of a second IME doctor amounted to doctor shopping and awarded Petitioner all related medical expenses, TTD, vocational rehabilitation and penalties and fees based on Respondent's unreasonable conduct in terminating benefits in reliance upon the second doctor's causation opinion. The Commission agreed with the arbitrator's assessment of penalties and fees based on Respondent's unreasonable behavior in doctor shopping and in terminating medical and TTD benefits in reliance on the second doctor's incredible causation opinion.

#### **Practice Tip:**

Generally, we recommend using only one IME however, sometimes the facts warrant use of a second IME. Proceed with caution; not only does obtaining a report from a second doctor incur additional expense, but an arbitrator will not view it as credible, which can lead to penalties and attorney's fees. Therefore, it is best to initially select a highly qualified IME who practices in the appropriate specialty. It's also important that the IME doctor receive all medical records and job descriptions or analysis so that the doctor can form a comprehensive opinion that will be viewed as more credible than the treating doctor at trial. Check out this month's top 5 article for more tips to ensure a winning IME report.

Please contact us with any questions you may have regarding selecting an IME.

## **Reliance on IME Report to Deny Benefits Does Not Warrant Penalties or Fees**

**By: Maital B. Savin**

In *Cole v. Masterbrand Cabinets*, 22 ILWCLB 55 (Ill. W.C. Comm. 2014), the Commission vacated the arbitrator's award of penalties and attorney's fees for Respondent's failure to pay TTD benefits and medical expenses after the date of the IME, finding that Respondent's action in terminating benefits was not vexatious or unreasonable.

In *Cole*, Respondent only disputed the extent of TTD, asserting that Petitioner had reached MMI on the date of the IME. The arbitrator found that Petitioner was temporary totally disabled through a later date and determined that Respondent has no basis for disputing Petitioner's TTD claim and medical bills after the IME report and awarded penalties and attorney's fees.

The Commission vacated the award for attorney's fees and penalties, holding that although the commission did not agree with Respondent's IME determinations with respect to MMI, it was within Respondent's right to terminate payment of benefits as a result of the IME and therefore, Respondent's actions were not unreasonable or vexatious.

#### **Practice Tip:**

Provided that a work offer has been made to Petitioner, if when the IME and treating physician differ as to MMI status, you may reasonably rely on the IME report to terminate medical benefits TTD.



## Teacher Slips On Securing Benefits for Classroom Fall

By: Kunal M. Ganti



In *Meierdirks v. IWCC*, (2014 IL App (1st) 130749WC-U,) the Illinois Appellate Court found that Petitioner failed to prove that her slip and fall arose out of her employment.

On 2/9/07, Petitioner, a junior high school teacher, fell in her classroom and fractured her hip, requiring surgery. At the hearing, Petitioner testified that new carpet was installed in her classroom in 2006 that was “fluffier” than the old carpet. Additionally, Petitioner testified that she was teaching a group of talkative and animated students and was walking towards the back of the classroom to get the attention of some students. Petitioner was wearing gym shoes at the time of the accident and an ankle brace on her left foot for her arthritis. Petitioner was not carrying anything.

In her recorded statement, Petitioner stated that her foot got caught and she stumbled but could not catch herself. Petitioner also admitted that there was no defect in the carpet.

The arbitrator determined that Petitioner’s accident stemmed from a neutral risk, and ruled that Petitioner was not exposed to a greater risk than that of the general public. Relying on Petitioner’s testimony that there was no defect in the carpet, that she was not carrying anything in her hands and that she was not walking at an increased rate of speed, the arbitrator found that Petitioner failed to present any direct evidence explaining the cause of her fall. The Commission unanimously affirmed the arbitrator’s decision.

On review to the Appellate Court, Petitioner argued that the Commission failed to account for “the newer ‘fluffier’ carpeting, the fact that [she] was wearing rubber sole shoes and a brace as a result of her preexisting medical condition, the mood in the classroom because of the unusual schedule for the day as a result of the morning assembly, and that [she] was walking across the carpet while trying to maintain eye contact with 16 ‘very active’ students while trying to read the assignment from a book on the table within the time constraints she had.” The Appellate Court found that Petitioner presented no evidence that her shoes, medical condition or the students’ conduct played a role in her fall, and affirmed the decision denying benefits.

### Practice Tip:

An employer’s investigative efforts at the onset of a claim are crucial. Employers should make every effort to investigate the facts of an accident as close to the time of accident as possible, including, but not limited to, securing employee statements, witness statements, accident scene photographs and video surveillance. Such investigation can allow employers to come to the proper compensability determination and may also affect their subrogation rights.

Please contact us with any questions you may have regarding how to best investigate work accidents.

## New Mexico Court Affirms Workers’ Compensation Medical Marijuana Award

By: Kunal M. Ganti

On 5/19/14, the New Mexico Court of Appeals affirmed a workers’ compensation

decision, finding that the employer must pay for Petitioner's medical marijuana treatment.

In *Vialpando v. Ben's Automotive Services et. al.*, Petitioner sustained a 6/9/00 compensable work accident. Petitioner underwent multiple surgeries, including a failed spine surgery. Petitioner had a combined whole body impairment of 43% to 46% and the parties agreed that he had 99% permanent partial disability. One doctor opined that Petitioner suffered “from some of the most extremely high intensity, frequency, and duration of pain, out of all of the thousands of patients I’ve treated within my 7 years practicing medicine.”

Petitioner applied for medical marijuana benefits through New Mexico’s Workers’ Compensation Administration. At the hearing, the judge found that Petitioner was entitled to ongoing and reasonable medical care as a result of his injuries. Due to Petitioner’s debilitating pain, the judge ordered the employer to pay for medical marijuana treatment.

The employer appealed, arguing that the New Mexico Workers’ Compensation Act did not authorize the reimbursement of medical marijuana. The Act states that employers must provide “reasonable and necessary health care services from a health care provider.” The employer argued that a medical marijuana provider is not a “health care provider” and that medical marijuana is not a “service” as contemplated by the Act.

The Court of Appeals held that injured workers may require services that are not available from a health care provider (i.e., canes and walkers) and that the Act only requires that the services be “reasonable and necessary” for treatment. Further, it held that services may include “drugs, products or items” which would include

medical marijuana. The court also noted that it found that the legislative intent of New Mexico’s Compassionate Care Act is to provide medical marijuana to relieve people from their symptoms from debilitating medical conditions.

### Practice Tip:

While the Illinois bill legalizing medical marijuana passed last year, medical marijuana is not yet available as the regulations are still being finalized. As the legalization of medical marijuana is still in its inception, Illinois has not directly addressed its implications on workers’ compensation cases. Although the *Vialpando* case is not binding on Illinois courts, it may be considered by other state courts, including courts in Illinois.

We will continue to monitor this issue and keep you posted.

## Giving Back

### Race Judicata 2014 5k!



Each year, Bryce Downey & Lenkov proudly sponsors Chicago Volunteer Legal Services’ Race Judicata. CVLS is the first and pre-eminent pro bono civil legal aid provider in Chicago. In addition to our sponsorship, this year Bryce Downey & Lenkov will be underwriting the wine tent!

## BDL Attends the NRA Show 2014



On 5/20/14, Rich Lenkov and Jason Klika attended the 2014 National Restaurant Association Show. Given our representation of many clients in the food service industry, we keep apprised of new developments by attending events like this. And as noted above, we love cheesecake.

## Geoff Bryce Rolls to Raise Money for Cancer



On 4/26/14, Geoff Bryce and 8 other Windy City Skaters covered 10 miles in the Walk & Roll to raise funds for the American Cancer Society. You can still support this great cause by donating to Geoff's [fundraising page](#)!

## Meet the Team

This month, we are excited to introduce a new monthly column to help you get to know the BDL team a little better.



### Maital Savin

I focus my practice on workers' compensation and employment litigation. I represent all types of employers, obtaining favorable results in numerous high-exposure claims. I was recently recognized for obtaining a "zero" arbitration decision in my client's favor. I frequently present seminars and webinars on both workers' compensation and employment law. I also am the editor of Bryce Downey & Lenkov's Workers' Compensation Newsletter (so feel free to contact me with any comments or questions about our newsletter).

When I'm not working, I'm planning my next trip. I love to travel and try to take one big trip a year. I recently returned from Spain. I spent time in Palma de Mallorca, Toledo, Madrid and Barcelona. Each city had rich history, unique architecture, delicious food and lots to explore. Here are a few pics:



Reading about Madrid.





Inside Bellver Castle in Palma de Mallorca.



Enjoying the view of Barcelona with my husband in Guell Park.

Now that I'm back, I'm starting to plan next year's adventure: a four-day hike of the Inca Trail in Machu Picchu, Peru, to roughly 14,000 feet. I love to hike and am an avid runner, but this will definitely be a challenge. Hopefully, I'll live to tell you about the experience. Wish me luck!

## Around the Office

This summer, Bryce Downey & Lenkov is redecorating its Chicago office. Over the

next few months, we'll share some of the new items that make our office unique.

### Overlooking Tower 18



Next time you find yourself in our small conference room, see if you can notice the faint rumble of the Chicago "L" as it shuffles commuters around the loop. Take a quick glance out the west-facing window and you will see the busy intersection of Lake & Wells. Look closer and you will see the historic Tower 18. Established in 1897, the Tower 18 junction at Lake & Wells was billed as the busiest railroad junction in the world.



Our new photograph shows Tower 18 in 1919 and hangs juxtaposed with the junction as it is today. The photograph, reprinted with permission from the Chicago Tribune, is the first of many pieces we will be adding celebrating our Chicago heritage.

**Did you know?** Bryce Downey & Lenkov regularly issues several practice area newsletters. If you would like a copy of any of the below articles from other BDL newsletters, please email our Marketing Coordinator, Jason, at [jklrika@bdlfirm.com](mailto:jklrika@bdlfirm.com).

#### General Liability

- Illinois Court of Appeals Broadens Distraction Exception to Open and Obvious Doctrine
- Two Illinois Appellate Courts Reach Different Conclusions in Accumulation of Ice Cases

#### Labor & Employment Law

- Medical Marijuana Update: Eye on the Pot
- Game Changing News: NLRB Rules Northwestern Football Players are Employees

#### Corporate & Construction

- Trade Secrets: If It's Not A "Trade Secret," How Do I Protect It?
- Federal, State And Local Incentives Available For Businesses

## ILLINOIS RATES AT A GLANCE

EFFECTIVE DATES	MAXIMUM TTD	MINIMUM PTD and DEATH	STATE AVERAGE WEEKLY WAGE
1/15/04 to 7/14/04	1019.73	382.40	764.80
7/15/04 to 1/14/05	1034.56	387.96	775.92
1/15/05 to 7/14/05	1051.99	394.50	788.99
7/15/05 to 1/14/06	1078.31	404.37	808.73
1/15/06 to 7/14/06	1096.27	411.10	822.20
7/15/06 to 1/14/07	1120.87	420.33	840.65
1/15/07 to 7/14/07	1148.51	430.69	861.38
7/15/07 to 1/14/08	1164.37	436.64	873.28
1/15/08 to 7/14/08	1178.48	441.93	883.86
7/15/08 to 1/14/09	1216.75	456.28	912.56
1/15/09 to 7/14/09	1231.41	461.78	923.56
7/15/09 to 7/14/10	1243.00	466.13	932.25
1/15/10 to 7/14/10	1243.00	466.13	922.45
7/15/10 to 1/14/11	1243.00	466.13	925.08
1/15/11 to 7/14/11	1243.00	466.13	930.39
7/15/11 to 1/14/12	1261.41	473.03	946.06
1/15/12 to 7/14/12	1288.96	483.36	966.72
7/15/12 to 1/14/13	1295.47	485.80	971.60
1/15/13 to 7/14/13	1320.03	495.01	990.02
7/15/13 to 1/14/14	1331.20	499.20	998.40
1/15/14 to 7/14/14	1336.91	501.34	1002.68

EFFECTIVE DATES	MAXIMUM PPD
7/1/03 to 6/30/04	550.47
7/1/04 to 6/30/05	567.87
7/1/05 to 6/30/06	591.77
7/1/06 to 6/30/07	619.97
7/1/07 to 6/30/08	636.15
7/1/09 to 6/30/10	664.72
7/1/10 to 6/30/11	669.64
7/1/11 to 6/30/12	695.78
7/1/12 to 6/30/13	712.55
7/1/13 to 6/30/14	721.66

Minimum Rate Death & Total Permanent Disability:  
50% of the Statewide Average Weekly Wage

Maximum Rate Death Benefit:  
The greater of \$250,000 or 20 years  
Effective 2/1/06 – the greater of \$500,000 or 25 years

Temporary Total Disability (TTD) Rate:  
 $66\frac{2}{3}\% (.667) \times \text{AWW}$

Permanent Partial Disability (PPD) Rate:  
 $60\% (.6) \times \text{AWW}$

MINIMUM	SINGLE	MARRIED	1 DEP.	2 DEP.	3 DEP.	4+ DEP.
PPD before 2/1/06	80.90	83.20	86.10	88.90	91.80	96.90
TTD & PPD 1/15/08-7/14/08	200.00	*	230.00	260.00	290.00	300.00
TTD & PPD 7/15/08-7/14/09	206.67	*	237.67	268.67	299.67	310.00
TTD & PPD 7/15/09-7/14/10	213.33	*	245.33	277.33	319.00	330.00
TTD & PPD 7/15/10-7/14/13	220.00	*	253.00	286.00	319.00	330.00
TTD & PPD 7/15/13-1/14/14	220.00	*	253.00	286.00	319.00	330.00
TTD & PPD 1/15/14-7/14/14	220.00	*	253.00	286.00	319.00	330.00

\*number if children and/or spouse = number of dependents

## SCHEDULE OF INJURIES FOR DISABILITY IMPAIRMENT

**NOTE: New 2005 rates:**

◀ column indicates the rates for incidents that occurred **before July 19, 2005, and for incidents that occurred from November 16, 2005, through January 31, 2006.**

▶ column indicates the new rates for incidents that occur **on or after February 1, 2006, and for incidents that occurred from July 20, 2005, through November 15, 2005.**

BODY PART	WEEKS		BODY PART	WEEKS	
	◀	▶		◀	▶
Man as a Whole*	500	500	8c Disfigurements – Max	150	162
Eye	150	162	Thumb	70	76
Leg	200	215	Index Finger	40	43
Foot	155	167	Middle Finger	35	38
Arm	235	253	Ring Finger	25	27
Hand	190	205	Little Finger	20	22
Great Toe	35	38	Other Toes	12	13
Loss One Testicle	50	54			
Loss Both Testicles	150	162			
Hearing Loss One Ear Accident	50	54	Hearing Loss One Ear Occupational Disease	100	100
Hearing Loss Two Ears Accident	200	215	Hearing Loss Two Ears Occupational Disease	200	200

BODY PART	ADD # WEEKS	
	◀	▶
Leg Amputation – above the knee	25	27
Leg Amputation – at the hip	75	81
Arm Amputation – above the elbow	15	17
Arm Amputation – at the shoulder	65	70
Eye Enucleation	10	11

STATUTORY FRACTURES	MINIMUM AWARD
Vertebra	6
Facial Bone	2
Transverse Process	3
Skull	6
Nasal Bone	2



# SETTLEMENT DAY

## Close Dozens of Files NOW!

### WHAT?

We invite opposing attorneys and their clients for claims that have languished to meet and discuss settlement

### WHERE?

At the Illinois Workers' Compensation Commission in Chicago (*and by conference call if they are not local*)

### WHO?

Decision-makers from the insured and/or TPA arrive with settlement authority. Bryce Downey & Lenkov attorneys consult together with them to present our best offers

### WHEN?

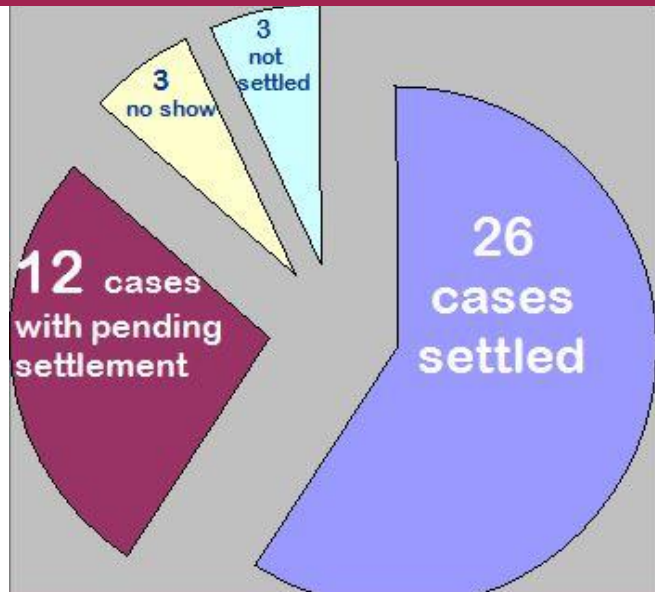
Two or three cases scheduled for each 30-minutes block between 9 am and 5 pm, over one or two days

### WHY?

From 3/1/12 – 3/1/13, we closed **99** cases through settlement days.

### RECENT SETTLEMENT DAY RESULTS

- We invited 90 attorneys to attend an insurance company's Settlement Day
- 44 cases were scheduled for discussion:
  - 26 settled within 30 days – 22 of those on that day
  - 12 pending settlement (some awaiting the end of treatment or MSA, etc.)
  - 3 did not settle
  - 3 did not show up



If you would like our assistance in closing your claims during settlement days

or through other innovative strategies, please contact

Rich Lenkov at [rlenkov@bdlfirm.com](mailto:rlenkov@bdlfirm.com)



**BRYCE DOWNEY & LENKOV**  
LLC

*Advertising Material*

## ***Free Seminars!***

*Our attorneys regularly provide free seminars on a wide range of workers' compensation topics. We speak to a few people or dozens, to companies of all sizes and large national organizations. Among the national conferences at which we've presented:*

- Claims and Litigation Management Alliance Annual Conference
- Illinois Work Comp Forum
- National Workers' Compensation and Disability Conference® & Expo
- SEAK Annual National Workers' Compensation and Occupational Medicine Conference
- REBEX
- RIMS Annual Conference

### ***Some of the topics we presented are:***

- *Turning The Tables: Using An Employee's Own Actions As A Defense To Their Workers' Compensation Claim*
- *Closing The Nightmare Case*
- *Workers' Compensation 101*
- *Mandatory CMS Reporting Requirements: What You Need To Know*
- *Managing & Closing WC Claims In A Cost-Effective Manner*
- *Obtaining A Winning Medical Opinion*
- *The Mediation Process*
- *Balancing Aggressive Pursuit Of Lien Recovery With Associated Litigation Expenses*
- *Dealing With Difficult Claimants*
- *Health-Related Leave: Workers' Compensation, ADA, and FMLA*

*If you would like us to come in for a free seminar, please email Rich Lenkov at [rlenkov@bdlfirm.com](mailto:rlenkov@bdlfirm.com). We can teach you a lot in as little as 60 minutes.*

Bryce Downey & Lenkov is a firm of experienced business counselors and accomplished trial lawyers who deliver service, success and satisfaction. We exceed clients' expectations while providing the highest caliber of service in a wide range of practice areas. With offices in Chicago, Crown Point, IN, Memphis and Atlanta and attorneys licensed in multiple states, Bryce Downey & Lenkov is able to serve its clients' needs with a regional concentration while maintaining a national practice. Our practice areas include:

Business Litigation  
Business Transactions & Counseling  
Corporate/LLC/Partnership  
Organization and Governance  
Construction

Employment and Labor Counseling & Litigation  
Entertainment Law  
Insurance Coverage  
Insurance Litigation  
Intellectual Property

Medical Malpractice  
Professional Liability  
Real Estate  
Transportation  
Workers'  
Compensation

*The attorneys at Bryce Downey & Lenkov are committed to keeping you updated regarding the latest developments in workers' compensation law in Illinois and Indiana. If you would like more information on any of the topics discussed above, or have any questions regarding these issues, please contact Rich Lenkov at 312.327.0032, Storrs Downey at 312.327.0007, or any member of the Workers' Compensation team. © Copyright 2014 by Bryce Downey & Lenkov LLC, all rights reserved. Reproduction in any other publication or quotation is forbidden without express written permission of copyright owner.*

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