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SUMMARY

- Chairman, Impairment Resources LLC, Portland, ME.
- Strong clinical and academic credentials, including board certification in occupational medicine, certification as an independent medical examiner (Founding Director of American Board of Independent Medical Examiners); fellowship status in occupational medicine (Fellow American College of Occupational and Environmental Medicine) and disability evaluation (Fellow American Academy of Disability Evaluating Physicians); Certification in Evaluation of Disability and Impairment Rating; Certified Impairment Rater; Master Fellow, Academy of Independent Medical Examiners of Hawaii.
- Internationally recognized expert in impairment and disability assessment (with focus on musculoskeletal, mental and behavioral disorders); use of the *AMA Guides to the Evaluation of Permanent Impairment* and independent medical evaluations, in the arenas of workers' compensation, automobile casualty, Longshore and Harbor Workers Act, personal injury and long-term disability.
- Distinguished professional speaker and trainer who has developed and implemented many successful seminars and conferences focusing on workers' compensation, impairment and disability issues throughout the United States and internationally.
- Respected author, editor and producer of educational media, including several texts, newsletters, computer-based resources, video and audio programs. Editor *Guides Newsletter* and *Guides Casebook* and Senior Contributing Editor, *AMA Guides to the Evaluation of Permanent Impairment*, Sixth Edition.



PROFESSIONAL EXPERIENCE

- Impairment Resources, LLC**, Chairman **Portland, ME, 2009 - current**
 Impairment Resources, LLC is an organization designed to drive accurate impairment ratings by providing unique professional abilities, innovative technology solutions and offering a suite of services ranging from ImpairmentCheck™ (www.impairmentcheck.com, online resource to assess the accuracy of ratings) to ImpairmentExpert™ (expert physician reviews). These services are complimented by Internet-based educational resources and tools for the AMA Guides to the Evaluation of Permanent Impairment (www.sixthedition.com and www.fifthedition.com), and expert consultation. www.impairment.com
- Brigham and Associates, Inc.**, President **Portland, ME, 1994 – 2009**
 Consultant, author and trainer on impairment evaluation and disability assessment, medical aspects of workers' compensation and disability management, and occupational medicine. Medical practice includes impairment evaluation reviews, medical file reviews, impairment and independent medical evaluations, consulting and clinical services. www.impairment.com
- SEAK, Inc.**, Executive Vice-President **Falmouth, MA, 1990 - 1999**
 SEAK, Inc. - Legal and Medical Information Systems is a leading national provider of educational resources for physicians, attorneys and other professionals. Responsibilities included design, development, and implementation of educational media (publications, newsletters, audio and video programs), seminars, and conferences on issues of workers' compensation, occupational medicine, and the medical-legal interface. www.seak.com
- Occupational Health Resources, Inc.**, Vice President, Medical Affairs **Philadelphia, PA, 1993 - 1994**
 Responsibilities included product and professional staff development, physician recruitment, quality improvement, independent medical evaluation services, and professional relations (OHX was acquired by OHR in 1993)
- Occupational Health Excellence, Inc.**, President and Founder **Falmouth, ME, 1988 - 1994**
 Responsibilities included organizational leadership, consulting on disability assessment and management, research, training, and product development.
- Occupational Health Excellence of Maine, Senior Consultant** **Falmouth, ME, 1992 - 1997**
 Developed an occupational medicine group practice. Services provided on a contractual basis.
- Health Management Systems, Inc.**, Medical Director **Boston, MA, 1986 - 1988**
 Independent medical evaluation network with over five hundred physicians in New England.
- Envirologic Data**, Occupational Health Consultant **Portland, ME, 1986 - 1988**
 Consultation on health, toxicology and environmental risk analysis.
- St. Joseph Ambulatory Care, Inc.**, Medical Director **Bangor, ME, 1985 - 1986**
 Hospital-based occupational medicine program.
- Marine Health Services, Inc.**, President **Bar Harbor, ME, 1980 - 1986**
 Consultation and education on health problems in small boat building and marine industries.
- Emergency and Safety Programs, Inc.**, Consultant Medical Director **Media, PA, 1983 - 1986**
 Safety training, with emphasis on medical care in isolated environments.
- Medical Associates of Bar Harbor**, Family Physician and Partner **Bar Harbor, ME, 1979- 1985**
 Multi-specialty group practice. Emphasis on occupational medicine, emergency medicine, and primary care.
- Washington University Biomedical Computer Lab.**, Consultant **St. Louis, MO, 1975-1976**
 Developed Quest computer-based learning system for microcomputers.
- Massachusetts General Hospital, Computer Sciences**, Consultant **Boston, MA, 1972**
 Developed computer-based learning systems in MUMPS.

Rutgers Medical School, Community Medicine, Teaching Assistant **Piscataway, NJ, 1970 – 1974**
Computer consultant and teaching assistant in biomedical statistics.

Dow Jones and Company, Systems Programmer **Princeton, NJ, 1966 –1970**
Developed computer communications systems for multi-site operations.

CONSULTING PROJECTS (SELECTED)

Occupational Health and Disability Management Consultant to industry, research institutions, health care organizations, insurers (workers' compensation, long term disability, and personal injury), legal firms (defense and plaintiff), workers' compensation boards (United States and internationally), governmental agencies, trade organizations, labor organizations, physician practices, and other entities, for over twenty-five years: 1980 - current. Consulting activities include comprehensive occupational health consulting, workers' compensation management, disability evaluation and management, and training.

Clients have included Alexander and Alexander Consulting Group - AlexComp Consulting Plus, American Boat Builders and Repairers Association, American Board of Independent Medical Examiners, American Medical Association, AON Consulting, CNA, State of Colorado, Disability Consulting Group, Duncanson and Holt, Ford Motor Company, General Motors Corporation, Citgo, James River Corporation, Honolulu Sports Medicine, Mobil Corporation, Lister Hill National Center for Biomedical Communications (National Library of Medicine), L.L. Bean, Maui Occupational Health Center, Mitchell Medical, State of Nevada, Pennsylvania AFL-CIO, Reed Group, Ltd., State of Wyoming, State of Washington, Union Pacific Railroad, Workers Compensation Insurance Rating Bureau, Xerox, Zenith Insurance, and numerous other organizations.

EDUCATION

Eastern Maine Medical Center, Bangor, Maine: June 1976 - June 1979
Family Practice Residency, including the clinical management of musculoskeletal and psychological disorders.

Washington University School of Medicine, St. Louis, MO: July 1974 - June 1976
M.D.

Rutgers Medical School, Piscataway, NJ: September 1972 - May 1974
M.M.S. (Masters of Medical Science)

Rutgers College, New Brunswick, NJ: September 1968 - June 1972
B.A. in Biological Sciences

University of Southern Maine, Portland, Maine: June 1997
Certification in Human Resources Management

CERTIFICATIONS

Board Certified, American Board of Preventive Medicine, with specialization in Occupational Medicine, certificate 22110, 1986

Fellow, American College of Occupational and Environmental Medicine, 1989 - current

Fellow, American Academy of Disability Evaluation Physicians, 1992 - current

Certified Independent Medical Examiner (CIME), American Board of Independent Medical Examiners, Certificate 95-0001, 1995

Master Fellow, Academy of Independent Medical Evaluators of Hawaii, 2002-current

Certification in Evaluation of Disability and Impairment Rating (CEDIR), American Academy of Disability Evaluating Physicians, 2005 - current

Board Certified Forensic Examiner and Diplomate American College of Forensic Examiners, Certificate 8567, 1996

Diplomate American Board of Forensic Medicine, 1998

Board Certified, American Board of Family Practice, 1979 - 2000

State of Maine Board of Registration of Medicine, Permanent License, Certificate #9405, 1977 - current

State of Hawaii Board of Registration of Medicine, Permanent License, Certificate # 11334, 2001 - current

Diplomate, National Board of Medical Examiners, Certificate #167363, 1977 – current

ACADEMIC POSITIONS/ HONORS

Editor-in-Chief, *AMA Guides Newsletter*, American Medical Association, 1996 - current.

Senior Contributing Editor, *AMA Guides to the Evaluation of Permanent Impairment* – Sixth Edition, American Medical Association, 2007.

Director, Division of Occupational Health, Departments of Medicine and Family Practice, Maine Medical Center, Portland, ME, 1987 - 2005.

Clinical Instructor, University of Vermont School of Medicine, 1991 – present

Editorial Board Member, *Journal of Occupational Rehabilitation*, 1990 - 1995.

Editor, *Effective Medical Witness*, 1996 – 1998.

Member, National Advisory Committee on Industrial Rehabilitation, Commission on Accreditation of Rehabilitation Facilities, 1994 - 1996.

Member, Senior Advisory Committee, and Reviewer, *AMA Guides to the Evaluation of Permanent Impairment*, Fifth Edition, American Medical Association

Cited in multiple editions of *Who's Who in the World*, *Who's Who in America*, *Who's Who in Medicine and Healthcare (Millennium Issue)* and *Who's Who in Science and Engineering*.

MEDICAL STAFF MEMBERSHIPS

Maine Medical Center, Portland, ME, Courtesy Staff, Department of Medicine. 2008 – current; active staff , 1986 - 2007. Director, Division of Occupational Health, 1986 – 2005.

Mount Desert Island Hospital, Bar Harbor, ME, active staff, 1979 - 1985; consulting staff 1985 - current; President of Medical Staff and Member Board of Trustees, 1983 - 1984; Vice-President of Medical Staff, 1982 - 1983; Secretary of Medical Staff, 1980 - 1982; Director of Medical Education, 1980 - 1984.

PROFESSIONAL AFFILIATIONS

American College of Occupational and Environmental Medicine, 1984 - current.

Member, Board of Directors, 1996 – 1999.

Section on Computers in Occupational Medicine, Vice-Chairperson, 1986 - 1987, 1986 – 1997.

Committee on Occupational Mental Health, Chairperson, 1988 - 1992, 1988 - 1994.
Council on Social Issues, Member, 1988 - 1992.
Section on Work Fitness and Disability Evaluation, Secretary, 1991 - 1993, 1991 - current.
Section on Private Practice, 1991 -2008. Advisory Board, 1994 - 1996.
General Conference Chairperson, Orlando, 1997.

American Academy of Disability Evaluating Physicians, 1990 - current.

American Board of Independent Medical Examiners, 1994 - current. Founding Director and Senior Consultant. Director, 1994 – 2001. Chair, Advisory Board, 2001 – 2002.

American College of Forensic Examiners, 1996 - current.

Association of Independent Medical Examiners of Hawaii, 2001 – current.

Maine Safety Council, Director, 1985 - 1988.

New England Occupational and Environmental Medical Association, 1984 - 2007. Director, 1988 - 1990.

Western Occupational and Environmental Medical Association, 1987 – current.

PUBLICATIONS (SELECTED)

1. with Kamp M. Computer-assisted instruction in the health sciences (guest editors). *Computer Bio Med*, special issue 3 (3): 181-351, October 1973.
2. with Kamp M. The current status of computer-assisted instruction in the health sciences. *J Med Educ* 49 (3): 278-0, March 1974.
3. with Landrigan PL. Health hazards in boat building (guest editors). *Am J Ind Med* (special issue), 8, 1985.
4. with Harris J. Work-related low back pain: impact, causes, work relatedness, diagnosis and therapy. *OEM Report*, 4(11): 84-88, 1990.
5. with Harris J. Low back pain: Part II, administrative, disability and workers' compensation issues. *OEM Report*, 4(12): 92-96, 1990.
6. Medical analysis of workers' compensation claims. *Workers' Compensation Monthly*, 11(5):1,188-23, 1991.
7. Independent medical evaluations. *Visions*, July/August 1991.
8. Independent medical evaluations and disability assessment. *OEM Report*, 6(1):5-7, 1992.
9. Performing independent medical evaluations. Chapter 14 in *Occupational Health Services: Practical Strategies for Improving Quality and Controlling Costs*, American Hospital Association, 1993.
10. with Engelberg A. Independent medical evaluations. Chapter 7 in *A Practical Approach to Occupational and Environmental Medicine*, Little, Brown & Co, Boston, MA. 1994.
11. with Moon S and Sydnor M. Cumulative Trauma Disorders: Impairment and Disability Assessment.
12. with Babitsky S, Mangraviti JJ. *The Independent Medical Evaluation Report: A Practical Approach*, SEAK, Inc., 1996.
13. Impairment and Disability: Using the *Guides*. *Guides Newsletter*, September - October 1996.
14. with Roth HJ. Key Principles in Using the *Guides* (Part One), *Guides Newsletter*, January - February 1997

15. Using the *Guides* for Permanent Partial Disability Determinations. *Guides Newsletter*, March – April 1997.
16. with Roth HJ. Key Principles in Using the *Guides* (Part Two), *Guides Newsletter*, March – April 1997.
17. Q/A: Grip and pinch strength measurements, *Guides Newsletter*, March - April 1997.
18. Q/A: Converting whole person spinal impairment to regional spine impairment, *Guides Newsletter*, March - April 1997.
19. Q/A: Rating shoulder impingement, *Guides Newsletter*, March – April 1997.
20. with Talmage JB. Rating Pain After a Musculoskeletal Injury. *Guides Newsletter*, July – August 1997.
21. with Mangraviti JJ. Nevada Requires Impairment Evaluation Certificate, *Guides Newsletter*, July - August 1997.
22. Impairment and Disability Web Sites, *Guides Newsletter*, September – October 1997.
23. Q/A: Relationship of Impairment to Function, *Guides Newsletter*, March - April 1998.
24. *The Comprehensive IME System: Essential Resources for an Efficient and Successful IME Practice*, SEAK, Inc., Falmouth, MA, 1998.
25. with May VR, Taylor D, Washington C. Functional capacity evaluation, impairment rating, and applied certification processes. *NeuroRehabilitation*, 11:13-27, 1998.
26. with Babitsky S. Independent Medical Evaluations and Impairment Ratings. *Occupational Medicine Start of the Art Reviews*, 13(2): 325 - 345, April - June 1998.
27. Disability Management - Chapter 8 in *Integrated Health Management*, OEM Press, 1998.
28. Performing Quality Impairment Evaluations, *Guides Newsletter*, July – August 1998.
29. Impairment Evaluation Report Audit, *Guides Newsletter*, July – August 1998.
30. with Mangraviti JJ, Workers' Compensation Court Decisions on Apportionment, *Guides Newsletter*, July – August 1998.
31. Measurement of Shoulder Joint Motion. *Guides Newsletter*, September - October 1998.
32. The Combined Values Chart, *Guides Newsletter*, November – December 1998.
33. AMA *Guides* Red Flags. *Workers' Compensation Monthly*, 18(12):1, 19, December 1998.
34. Q/A: Converting Whole Person Impairment to Spine Impairment, *Guides Newsletter*, January – February 1999.
35. Q/A: Rating Lower Extremity Peripheral Nerve Injuries, *Guides Newsletter*, January – February 1999.
36. Cautions in Using the *Guides*, *Guides Newsletter*, March - April 1999.
37. Q/A: Rating Upper Extremity Motion Deficits, *Guides Newsletter*, March – April 1999.
38. Q/A: Rating Lower Extremity Peripheral Vascular Disease, *Guides Newsletter*, March – April 1999.
39. Q/A: Rating Lumbar Injuries, Selecting Appropriate Region, *Guides Newsletter*, May – June 1999.
40. Q/A: Rating Lumbar Fusions, *Guides Newsletter*, May – June 1999.
41. Q/A: Rating of Cumulative Trauma Disorders and Grip Strength Weakness, *Guides Newsletter*, May – June

- 1999.
42. with Haralson RH, Evaluating Impairment Due to Other Disorders of the Upper Extremity, *Guides Newsletter*, May – June 1999.
 43. Q/A: Rating Impairment on Medical Records, *Guides Newsletter*, July – August 1999.
 44. Q/A: Rating Spine Operations, *Guides Newsletter*, July – August 1999.
 45. with Ensalada LH, Evaluating Pain, *Guides Newsletter*, July – August 1999.
 46. Minimizing Impairment Evaluation Difficulties and Risks, *Guides Newsletter*, September - October 1999.
 47. Impairment and Disability Web Sites, *Guides Newsletter*, November – December, 1999.
 48. *The Guides Casebook*. American Medical Association, Chicago, 1999.
 49. with Mandel S. Impairment of Neurogenic Bladder Dysfunction. *Guides Newsletter*, January – February 2000.
 50. with Talmage JB. Rating temporomandibular Joint Dysfunction. *Guides Newsletter*, January – February 2000.
 51. Understanding the AMA *Guides*. *J Workers' Compensation*, 9(2): 9 – 29, 2000.
 52. Q/A: Thoroacolumbar Spine, Printing Error. *Guides Newsletter*, March – April 2000.
 53. with Talmage JB. Q/A: Rating Spondylolisthesis. *Guides Newsletter*, March – April 2000.
 54. Recommended Reading List for Impairment Evaluation. *Guides Newsletter*, May - June 2000.
 55. with Talmage JB, Ensalada LH. The Dangers of Diagnosis: Editorial Comment. *Guides Newsletter*, May - June 2000.
 56. with Ensalada L. Somatization. *Guides Newsletter*, July – August 2000.
 57. Non-organic Findings. *Guides Newsletter*, July – August 2000.
 58. Perfecting the IME Process. *Guides Newsletter*, September – October 2000.
 59. with Talmage JB, Ensalada LH. Fifth Edition: The New Standard. *Guides Newsletter*, November – December 2000.
 60. with Martin JT, Brooks CN. Evaluation of Low Back Pain. *Guides Newsletter*, January – February 2001.
 61. Spinal Impairment Evaluation: Comparison of the Third Edition Revised, Fourth and Fifth Editions. *Guides Newsletter*, January – February 2001.
 62. Websites of Interest. *Guides Newsletter*, March – April 2001.
 63. with Ensalada LH. Perfecting the IME Process: Evaluation. *Guides Newsletter*, March – April 2001.
 64. Web Sites of Interest (Part II). *Guides Newsletter*, May - June 2001.
 65. with Brooks CN, Upper Extremity Impairment Evaluation: Fifth Edition Revisions. *Guides Newsletter*, May - June 2001.
 66. with Haralson RH. Q/A: Loss of Motion Segment Integrity. *Guides Newsletter*, May - June 2001.
 67. with Haralson RH. Q/A: Range of Motion Model. *Guides Newsletter*, May - June 2001.

68. with Haralson RH. Q/A: DRE Method Categories. *Guides Newsletter*, May - June 2001.
69. with Haralson RH. Q/A: Rating Subsequent Injuries. *Guides Newsletter*, May - June 2001.
70. with Haralson RH. Q/A: Rating Cervical Radiculopathy Case Example. *Guides Newsletter*, May - June 2001.
71. with Haralson RH. Q/A: Spine Case Example Conversion of Neurological Impairment, *Guides Newsletter*, May - June 2001.
72. Lower Extremity Impairment Evaluation: Fifth Edition Revisions, *Guides Newsletter*, July - August 2001.
73. with Leclair N. Fibromyalgia Syndrome: Impairment and Disability Issues, *Guides Newsletter*, July - August 2001.
74. Chair, Medical Advisory Board; Reed P. *The Medical Disability Advisor* Reed Group Ltd., 2001.
75. with Hirsch IH, Mandel S. Sexual Dysfunction Impairment. *Guides Newsletter*, September – October 2001.
76. Impairment Evaluations Standards: A Checklist. *Guides Newsletter*, September – October 2001.
77. with Leclair N. Fibromyalgia: A Monograph. *Disability Consulting Group Research Institute*, October 2001.
78. State Specific Use of the AMA *Guides*. *Guides Newsletter*, November – December 2001.
79. with Haralson R. Objectifying the Spinal Impairment Evaluation. *Guides Newsletter*, November – December 2001.
80. with Ensalada LH, Talmage JB. (eds.) Impairment and Disability Evaluation. – Special Issue: *Clinics in Occupational and Environmental Medicine*, November 2001.
81. with Boucher W. Impairment Evaluation: AMA Guides to the Evaluation of Permanent Impairment. Special Issue: *Clinics in Occupational and Environmental Medicine*, November 2001.
82. with Mueller K. Impairment Evaluation: The Other Chapters. Special Issue: *Clinics in Occupational and Environmental Medicine*, November 2001.
83. with Ensalada LH. Chronic Fatigue Syndrome. *Guides Newsletter*, January – February 2002.
84. with Mueller K. Chapter 11 – Ear, Nose and Throat. *Guides Newsletter*, March – April 2002.
85. Combining Values. *Guides Newsletter*, March – April 2002.
86. Use of Impairment as a Threshold Determinate to Disability. *Guides Newsletter*, March – April 2002.
87. Impairment Evaluation of Ear, Nose, Throat: Fifth Edition Revisions. *Guides Newsletter*, March – April 2002.
88. Q/A: Shoulder Impairment Evaluation. *Guides Newsletter*, May – June 2002.
89. Q/A: Rating Inguinal Hernias. *Guides Newsletter*, May – June 2002.
90. Q/A: Rating Seizure Disorders. *Guides Newsletter*, July - August 2002.
91. Q/A: Rating Cranial Nerve VII (Facial Nerve). *Guides Newsletter*, July - August 2002.
92. with Ensalada LH. Recurrent Radiculopathy and Apportionment. *Guides Newsletter*, July - August 2002.
93. with Christian J, Siktberg D, Brooks CN. Independent Medical Evaluations: The Client Perspective. *Guides Newsletter*, July - August 2002.
94. Independent Medical Evaluation Report Standards. *Guides Newsletter*, September – October 2002.

95. with Musmand J. Natural Rubber Latex Allergy. *Guides Newsletter*, July - August 2002.
96. Musculoskeletal Conversions. *Guides Newsletter*, November – December 2002.
97. with Leclair NL, Leclair SW. Multiaxial Diagnosis of Mental and Behavioral Disorders. *Guides Newsletter*, November – December 2002.
98. with Leclair NL, Leclair SW. Motivation and Impairment Evaluation of Mental and Behavioral Disorders. *Guides Newsletter*, November – December 2002.
99. with Ensalada LH, Talmage JB. (eds) *The Guides Casebook – Fifth Edition*. American Medical Association, Chicago, 2002, ISBN 1-57947-264-8.
100. with Babitsky S, Mangraviti S, Todd C. Understanding the AMA Guides in Workers Compensation, Aspen Publishers, Inc., 2002, ISBN 0-7355-2139-5.
101. Rating Peripheral Neuropathy. *Guides Newsletter*, January – February 2003.
102. Q/A: Rating Head Injury for Decreased Intellect and Seizure Disorder. *Guides Newsletter*, January – February 2003.
103. Q/A: Obtaining Flexion Extension X-rays. *Guides Newsletter*, January – February 2003.
104. Q/A: Use of Range of Motion Model. *Guides Newsletter*, January – February 2003.
105. Q/A: Grading Motor Loss. *Guides Newsletter*, January – February 2003.
106. Longshore and Harbor Workers Act. *Guides Newsletter*, March - April 2003.
107. Cross Examination: Fifth Edition Examples, *Guides Newsletter*, March - April 2003.
108. with Mueller K, Hearing Impairment, *Guides Newsletter*, March - April 2003.
109. with Mueller K, Impairment Classes and Ranges, *Guides Newsletter*, May - June 2003.
110. Q/A: Regional Upper Extremity Impairments, *Guides Newsletter*, May - June 2003.
111. Q/A: Shoulder Crepitation, *Guides Newsletter*, May - June 2003.
112. Q/A: Arm Tendinitis, *Guides Newsletter*, May - June 2003.
113. Q/A: Shoulder Impairment, *Guides Newsletter*, May - June 2003.
114. with Talmage JB. Impairment from Coronary Artery Disease: Fifth Edition Approach, *Guides Newsletter*, May - June 2003.
115. Q/A: Sensory and Motor Grading, *Guides Newsletter*, May - June 2003.
116. Q/A: Maximum Medical Improvement, *Guides Newsletter*, May - June 2003.
117. with Leclair NJ, Leclair S. Determining Impairment and Disability for Mental Disorders, *Guides Newsletter*, July – August 2003.
118. with Talmage JB. Assessing Maximum Medical Improvement in Carpal Tunnel Syndrome, *Guides Newsletter*, July – August 2003.
119. with Haralson R. Rating Spondylolisthesis, *Guides Newsletter*, July – August 2003.
120. with Direnfeld K, Talmage JB. Functionally Limiting Upper Extremity Pain: Controversies in Impairment Rating, *Guides Newsletter*, September – October 2003.

121. Grip Strength: An Uncommon Impairment, *Guides Newsletter*, September – October 2003.
122. Lumbosacral Corticospinal and Cauda Equina Injuries, *Guides Newsletter*, September – October 2003.
123. with Brigham Cathy, Use of the AMA *Guides* 2003 Update. *Guides Newsletter*, November - December 2003.
124. with Talmage JB. Q/A: CRPS Impairment Values, *Guides Newsletter*, November - December 2003.
125. Cervical Vertebral Fracture, *Guides Newsletter*, November - December 2003.
126. with Boucher W, Engelberg A. Independent medical evaluations. *A Practical Approach to Occupational and Environmental Medicine*, Little, Brown & Co, Boston, MA. 2003.
127. with Mueller K, Van Zet D, Northrup D, Whitney E, McReynolds M. Comparative Analysis of Third Edition, Revised, Fourth, and Fifth Edition Ratings: The State of Colorado Study, *Guides Newsletter*, January – February 2004, March – April 2004, May – June 2004.
128. with Brooks C, Talmage JB. Thoracic Outlet Syndrome, *Guides Newsletter*, January – February 2004.
129. Q/A: Lumbar fusions, *Guides Newsletter*, March - April 2004.
130. Q/A: Spinal Surgery Impairment, *Guides Newsletter*, March - April 2004.
131. Q/A: Lower Extremity Complex Regional Pain Syndrome Criteria, *Guides Newsletter*, May – June 2004.
132. with Talmage JB. Q/A: Toe Fusion, *Guides Newsletter*, May – June 2004.
133. Q/A: Spinal Compression Fracture, *Guides Newsletter*, May – June 2004.
134. Q/A: Knee Motion Impairment, *Guides Newsletter*, May – June 2004.
135. with Roth HR, Apportionment Analysis, *Guides Newsletter*, July – August 2004.
136. Case Study: Shoulder Injury, *Guides Newsletter*, July – August 2004.
137. Q/A: Spinal Diagnosis-Related Estimate Category Ranges, *Guides Newsletter*, July – August 2004.
138. Consistency in Measurement, *Guides Newsletter*, July – August 2004.
139. Case Study: Carpal Tunnel Syndrome, *Guides Newsletter*, September – October 2004.
140. with Barth RJ, Chapter 14 or 18 for Pain Complaints, Part 1 of 4, *Guides Newsletter*, January – February 2005.
141. with Walker P, Referral Letter for the Performance of an Independent Medical Evaluation, *Guides Newsletter*, January – February 2005.
142. with Barth RJ, Chapter 14 or 18 for Pain Complaints, Part 2 of 4, *Guides Newsletter*, March – April 2005.
143. with Brooks CN, Talmage JB, No Double Dipping for Pain, *Guides Newsletter*, March – April 2005.
144. with Brooks CN, Talmage JB, Knee Osteoarthritis, *Guides Newsletter*, March – April 2005.
145. Quick Reference: Rating Upper Extremity Sensory and Motor Deficits, *Guides Newsletter*, May – June 2005.
146. Quick Reference: Measuring Impairments of the Hand and Digits, *Guides Newsletter*, May – June 2005.
147. with Barth RJ, Chapter 14 or 18 for Pain Complaints, Part 3 of 4, *Guides Newsletter*, May - June 2005.
148. with Feinberg S, A New Paradigm in Rating Permanent Disability in California. California Workers' Compensation Educator, 22(6):10, May – June 2005.

149. with Bellusci D, Beuret T, Permanent Impairment Disability Rating Study: California, *Guides Newsletter*, July - August 2005.
150. with Barth RJ, Chapter 14 or 18 for Pain Complaints, Part 4 of 4, *Guides Newsletter*, July - August 2005.
151. with Barth RJ, Who is in the Better Position to Evaluate? *Guides Newsletter*, September – October 2005.
152. Pain-Related Impairment Questions, *Guides Newsletter*, September – October 2005.
153. with Brooks CN, Acromioclavicular Joint Arthritis, *Guides Newsletter*, September – October 2005.
154. with Nierenberg C, Direnfeld LK, Burkert C, Standards for Independent Medical Examinations, *Guides Newsletter*, November - December 2005.
155. with Uejo C, Dilbeck L, Walker P. Errors in Impairment Rating: Challenges and Opportunities. *J Workers Compensation*. 2006; 15(4):19-42.
156. with Feinberg S, *Guides to the Guides*, Brigham and Associates, Inc., 2006.
157. Misuse and Abuse of the AMA *Guides*, *For the Defense*, March 2006, 22 – 36.
158. with Brooks CN, Talmage JB, Carpal Tunnel Syndrome, *Guides Newsletter*, January – February 2006.
159. with Walker J, Use of the AMA Guides, 2006 Update, *Guides Newsletter*, March- April 2006.
160. Erroneous Impairment Ratings, Part 1, *Guides Newsletter*, May – June 2006.
161. with Talmage JB, Brooks CN, Rating Permanent Impairment for Artificial Disc Replacements, *Guides Newsletter*, May – June 2006.
162. Erroneous Impairment Ratings, Part 2, *Guides Newsletter*, July – August 2006.
163. Rating Guidance: Ulnar Neuropathy at the Elbow, *Guides Newsletter*, September – October 2006.
164. with Talmage JB, Brooks CN, Question & Answer: Duplicative pain Ratings, *Guides Newsletter*, November - December 2006.
165. with Talmage JB, Brooks CN, Question & Answer: Sleep Disturbance and Back Pain, *Guides Newsletter* 2006.
166. with Talmage JB, Brooks CN, Question & Answer: Rating Multilevel Degenerative Disease, *Guides Newsletter*, November – December 2006.
167. with Talmage JB, Brooks CN, Question & Answer: Cytokine Analysis, *Guides Newsletter*, November – December 2006.
168. with Talmage JB, Brooks CN, Question & Answer: Rating Migraine Headaches, *Guides Newsletter*, November – December 2006.
169. with Talmage JB, Brooks CN, Question & Answer: Facial Deformity, *Guides Newsletter*, November – December 2006.
170. with Talmage JB, Brooks CN, Question & Answer: Lower Extremity Weakness, *Guides Newsletter*, November – December 2006.
171. with Talmage JB, Brooks CN, Question & Answer: Rating Shoulder Hemiplasty and Distal Clavicle Resection, *Guides Newsletter*, November – December 2006.
172. with Talmage JB, Brooks CN, Question & Answer: Rating Grip Strength Loss, *Guides Newsletter*, November – December 2006.

173. with Talmage JB, Brooks CN, Question & Answer: Spondylolisthesis and Alteration of Motion Segment Integrity, *Guides Newsletter*, November – December 2006.
174. with Talmage JB, Brooks CN, Question & Answer: Spine and Cumulative Trauma, *Guides Newsletter*, November – December 2006.
175. with Talmage JB, Brooks CN, Question & Answer: Rating Surgically Treated Radiculopathy, *Guides Newsletter*, November – December 2006.
176. with Talmage JB, Brooks CN, Question & Answer: Rating Meniscal Tear and Repair, *Guides Newsletter*, November – December 2006.
177. with Talmage, JB, Erroneous Rating of Carpal Tunnel Syndrome, *Guides Newsletter*, January – February 2007.
178. with Talmage JB, Question & Answer: Disc Injury, Radiculopathy and Sleep Disorder, *Guides Newsletter*, January – February 2007.
179. with Talmage Brooks, CN, Biomechanics in Rear-end Motor Vehicle Collisions, *Guides Newsletter*, May – June 2007.
180. with Colledge, A, Pack, R, Brooks, CN, Cervical Whiplash: Assessment and Impairment Rating, *Guides Newsletter*, May – June 2007.
181. with Walker, J, Internet Resources for the Independent Medical Evaluator, *Guides Newsletter*, July – August 2007.
182. Ameis, A, Barth, RJ, Leclair, N, Leclair, S, Use of the Guides in Ontario for Defining Catastrophic Impairment, *Guides Newsletter*, November – December 2007.
183. Senior Contributing Editor, *AMA Guides to the Evaluation of Permanent Impairment*, Sixth Edition, American Medical Association, Chicago, Illinois, 2007.
184. with Subin K, Lower Extremity Causation, in *Guides to the Evaluation of Disease and Injury Causation*, Melhorn M, Ackerman W, eds., American Medical Association Press, Chicago, Illinois, 2007.
185. with Genovese E, Uejo C, *AMA Guides Sixth Edition: New Concepts, Challenges and Opportunities*, Journal of International Association of Industrial Accident Boards and Commissions, 45(1):13-58, Spring 2008.
186. with Leclair N, Leclair S, The Medical Model of Impairment, in *Assessment of Impairment: From Theory to Practice*, Goldstein S, Naglieri J, eds. (in press, 2009)
187. with Uejo C, Eskay-Auerbach M, eds., *Guides Casebook*, American Medical Association, 2008.
188. with Uehlein F, Uejo C, Dilbeck L. Myths, Perceptions and Insights. Journal of International Association of Industrial Accident Boards and Commissions, 45(2) Fall 2008
189. with Rondinelli RD, Genovese E, Uejo C, Eskay-Auerbach M. Sixth Edition: the New Standard. *Guides Newsletter*, 69:1, January – February 2008.
190. with Uejo C, Melhorn JM, Talmage JB. Upper Extremities Impairment Evaluation: Overview of Sixth Edition Approaches. *Guides Newsletter*, 70:1, March - April 2008.
191. with Direnfeld L, Genovese E. Neurological Impairment Evaluation: Overview of Sixth Edition Approaches. *Guides Newsletter*, 70:6, March - April 2008.
192. Editorial Comment on A Biopsychosocial Model of Sickness and Disability, *Guides Newsletter*, 71:1, May – June 2008.
193. with Uehlein WF, Uejo C, Dilbeck L. Impairment Rating Insights, *Guides Newsletter*, 72:1, July – August

- 2008.
194. Case Exercise: Lumbar Radiculopathy, Resolved. *Guides Newsletter*, 72:15, July – August 2008.
 195. Case Exercise: Fibromyalgia. *Guides Newsletter*, 72:18, July – August 2008.
 196. Lower Extremity Impairment Evaluation: Overview of Sixth Edition Approaches. *Guides Newsletter*, 73:7, September - October 2008.
 197. Case Exercise: Carpal Tunnel Syndrome. *Guides Newsletter*, 73:9, September - October 2008.
 198. with Subin K. Headache Impairment. *Guides Newsletter*, 73:11, September - October 2008.
 199. with Uejo C, Eskay-Auerbach M. Spine Impairment Evaluation: Sixth Edition Approaches. *Guides Newsletter*, 75:1, January – February 2009.
 200. Impairment Rating in California: Analysis of the Almaraz and Guzman Decision and Impact on the Use of the AMA *Guides*, Fifth Edition. *Guides Newsletter*. 77:1, March – April 2009.
 201. Use of the AMA *Guides* in Sate Workers' Compensation Systems: 2009 Update. 77:13, March – April 2009.

PRESENTATIONS

(Partial Listing)

1. Medical Response Systems for Isolated Environments (with F. Poliafico). International Conference Oceans Safety and Health (ICOSH -85), Sydney, Cape Breton, NS, June 19, 1985.
2. Microcomputers in Occupational Medicine. American Occupational Health Conference, April 25, 1988.
3. Occupational Asthma: The Recognition and Management of Occupational Disease. Grand Rounds presentation at several medical centers in Maine, 1988.
4. Occupational Health: The Boat Building Industry. Maine Medical Center Grand Rounds, August 3, 1988.
5. Injury, Healing and Health Care. American College of Occupational Medicine, Boston, MA, May 5, 1989.
6. Evaluation of Toxicology Claims. Portland, ME, October 13, 1989.
7. Solvent and Lead Toxicity. Presentation at several county medical societies and regional medical centers in Maine, 1990.
8. Networks for Workers' Compensation Management. Forum II, International Association of Industrial Accident Boards and Workers' Compensation Commissions, February 1990.
9. Medical Analysis of Workers' Compensation Claims. Tenth Annual Workers' Compensation Conference, Hyannis, MA, July 1990.
10. Preventive Occupational Medicine - Management of Workers' Compensation. Tenth Annual Workers' Compensation Conference, Hyannis, MA, July 1990.
11. Workers Compensation: The Steps to Cost Containment. Ergonomic Decisions in the Workplace Conference, Portland, ME, June 20, 1991.
12. Eleventh Annual Workers Compensation and Occupational Medicine Conference (medical director). Hyannis, MA, July 21 - 23, 1992.
13. Low Back Pain: Cause, Work-Relatedness, Diagnosis and Treatment. Eleventh Annual Workers Compensation and Occupational Medicine Conference, Hyannis, MA, July 18, 1991.

14. Trial Demonstration: The Use of the *AMA Guides to the Evaluation of Permanent Impairment* in a Workers' Compensation Case (with S. Babitsky). Eleventh Annual Workers Compensation and Occupational Medicine Conference, Hyannis, MA, July 18, 1991.
15. Performance of Independent Medical Evaluations. Fall Meeting of Section on Work Fitness and Disability Evaluation, American College of Occupational Medicine, November 1, 1991.
16. Evaluation of Work-related Disability. Healthcare Management Conference, Workers' Compensation Board of Manitoba, Winnipeg, Manitoba, November 19 - 20, 1991.
17. Mini-Symposium on the Disability Exam: The "Ideal" Disability Exam. Clinical, Administrative and Regulatory Issues in Occupational Health, New England Occupational Medical Association, Boston, MA, December 5, 1991.
18. Medical Aspects of Industrial Injury. The Impact of the Americans with Disabilities Act on the Workers' Compensation Industry, January 14, 1992, Chicago, IL.
19. ADA's Impact on Workers' Compensation. ADA - Challenges and Opportunities for Occupational Health Progressions, February 8 - 9, 1992, Chicago and May 2 - 3, 1992, Washington, DC.
20. Performing Independent Medical Evaluations. Sugarloaf Conference, Occupational Health Research, March 23 - 25, 1992, Kingfield, ME.
21. Strategic Management of Workers' Compensation (with J. Harris). American Occupational Health Conference, May 4, 1992, Washington, DC.
22. Independent Medical Evaluations (with J. Davis, A. Engelberg, W. Shaw, and R. Blum). Postgraduate Workshop, American Occupational Health Conference, May 5, 1992, Washington, DC.
23. Workforce 2000: Mental Health Implications (with C. Lippin, L. Warshaw, B. Brown, and A. Shostack). American Occupational Health Conference, May 7, 1992.
24. Independent Medical Evaluations: Their Role in Disability Assessment. National Workers' Compensation/Occupational Medicine Seminar, July 21 - 23, 1992, Hyannis, MA.
25. The Impact of the Americans with Disabilities Act on Workers' Compensation and Occupational Medicine (with J. Gallen). National Workers' Compensation/Occupational Medicine Seminar, July 21 - 23, 1992, Hyannis, MA.
26. Independent Medical Evaluations. Florida Workers' Compensation Institute, September 14, 1992, Orlando, FL.
27. The Use and Abuse of the *AMA Guides* in Workers' Compensation Cases (with S. Babitsky). September 18, 1992, Cleveland, OH and October 30, 1992, Boston, MA.
28. Keynote Presentation. KEY Annual Provider Conference, October 9, 1992, Minneapolis, MN.
29. Managing Workplace Injuries: An Overview of Patient Tracking and Case Management. Attaining the Optimal Provider-Employer Relationship Conference, October 26, 1992, Washington, DC.
30. The Occupational Medicine Physician as a Consultant/Problem Solver. ACOEM State of the Art Conference, October 27, 1992, New York, NY.
31. Independent Medical Evaluation and Disability Assessment. Sixth Annual Scientific Session, American Academy of Disability Evaluating Physicians, November 5, 1992, Dallas, TX.
32. West Coast Workers' Compensation and Occupational Medicine Conference (medical director), March 18 - 20, 1993, San Francisco, CA.
33. Strategic Management of Workers' Compensation and Disability (seminar director). American Occupational

- Health Conference, April 26, 1993, Atlanta, GA.
34. Impairment Assessment: Practical Aspects (seminar director). American Occupational Health Conference, April 27, 1993, Atlanta, GA.
 35. Rehabilitation of the Injured Worker (session director). American Occupational Health Conference, April 28, 1993, Atlanta, GA.
 36. Twelfth Annual Workers' Compensation and Occupational Medicine Conference (medical director), July 1993, Hyannis, MA.
 37. – 62. (26 seminars) Fundamentals of Impairment and Dis/ability Evaluations - American College of Occupational and Environmental Medicine (Course Director with H. Roth). Presentations on: Workers' Compensation and Disability Systems, Impairment Evaluation by the *AMA Guides to the Evaluation of Permanent Impairment*, Instrumentation, Causality and Apportionment, Chronic Pain Evaluation, Report Writing, and multiple other topics. October 31 - November 1, 1993, Dallas, TX; February 11-12, 1994, St. Petersburg, FL; April 23-24, 1994, Chicago, IL; June 26-27, 1994, Baltimore, MD; October 29-30, 1994, Denver, CO; March 25-26, 1995, Maui; May 6-7, 1995, Las Vegas, NV; September 15-16, 1995, New Orleans, LA; October 28-29, 1995, Seattle, WA; February 22-23, 1996, Orlando, FL; June 19-20, 1996, San Francisco, CA; September 27-28, 1996, Chicago, IL; October 30-31, 1996, Toronto, ON; December 3-4, 1996, Washington, DC; February 14-15, 1997, New Orleans, LA; May 9-10, 1997, Orlando, FL; October 23-24, 1997, Nashville, TN; December 1-2, 1997, San Diego, CA; February 5-6, 1998, Charlotte, NC; June 4-5, 1998, San Francisco, CA; August 19-20, 1998; Chicago, IL; October 2-3, 1998; Pittsburgh, PA; February 4-5, 1999, Orlando, FL; April 23-24, 1999, New Orleans, LA; June 4-5, 1999, Denver, CO, August 1999, Minneapolis, MN (26 seminars)
 63. Fitness for Duty Evaluation (course director), General Motors Corporation, January 9-10, 1994, Palm Springs, CA.
 64. West Coast Workers' Compensation and Occupational Medical Conference (medical director), March 1994, San Francisco, CA.
 65. Americans with Disabilities Act and Workers' Compensation (with R. Sampson), Workers' Compensation Update. May 1994, Baltimore, MD.
 66. Product Development. Ryan Associates Seminar, May 1994, Philadelphia, PA.
 67. Evaluating Work-Relatedness: Challenges and Opportunities *and* Making Sense of Chronic Pain: Assessing the Unassessable. Current Topics in Occupational and Environmental Medicine, June 1994, Lansing, MI.
 68. Thirteenth Annual Workers' Compensation and Occupational Medicine Conference (medical director), July 1994.
 69. Examining the Examining Physician. 103rd Annual Meeting of the American Academy of Insurance Medicine, September 26, 1994, Chicago.
 70. The AMA Guides. Annual Conference of the Maryland Workers' Compensation Educational Association, October 3, 1994, Ocean City, Maryland.
 71. Evaluation and Management of Low Back Disability. Washington Business Group of Health's Disability Management Conference, October 17, 1994, Washington, D.C.
 72. – 91. (19 seminars) Advanced Topics in Impairment and Dis/Ability Evaluation - American College of Occupational and Environmental Medicine (Course Director) Presentations on: Chronic Pain Evaluation, Pain and Psychological Inventories, Performance of Independent Medical Evaluations, Deposition and Testimony as an Expert Medical Witness, and other topics. March 27-28, 1995, Maui; June 11-12, 1995, Atlanta, GA; September 17-18, 1995, New Orleans; February 24-25, 1996, Orlando, FL; June 21-22, 1996, San Francisco, CA; September 29-30, 1996, Chicago, IL; November 1-2, 1996, Toronto, ON; December 5-6, 1996, Washington, DC; February 16-17, 1997, New Orleans, LA; May 11-12, 1997, Orlando, FL; October 25-26, 1997, Nashville, TN; December 3-4, 1997, San Diego, CA; February 7-8, 1998, Charlotte, NC; June 6-7, 1998, San Francisco, CA; August 21-22, 1998; Chicago, IL; October 4-5, 1998, Pittsburgh, PA;

- February 6-7, 1999, Orlando, FL; June 6-7, 1999, Denver, CO, August 1999, Minneapolis, MN, October 1999, San Antonio, TX (19 seminars)
92. Integrated Disability Management, American Occupational Health Conference, May 1995, Las Vegas.
 93. Occupational Rehabilitation, American Occupational Health Conference, May 1995, Las Vegas.
 94. Fourteenth Annual Workers' Compensation and Occupational Medicine Conference (Medical Director), July 1995.
 95. Evaluating Dis/Ability: The Role of the Non-Occupational Physician, Academy of Medicine, October 10, 1995, Newark, DE.
 96. Upper and Lower Extremity Impairment Evaluation, University of Washington, October 27, 1995, Everett, WA.
 97. Red-Flags: Approaches to Disability Management, Union Pacific, November 4, 1995, Napa, CA.
 98. How to Be an Effective Medical Witness. Presentations on: What All Medical Experts Should Be Prepared to Testify About, How to Write an Expert Medical Report, How to Prepare to Testify at Your Deposition, Direct and Cross Examination of the Medical Expert Witness, November 11, 1995, Columbus, OH.
 99. Independent Medical Examinations: Maximizing the Benefits, The Essentials of Medical Case Management, February 12-14, 1996, Aspen, CO.
 100. Medical Legal Evaluations. Travelers Low Back Symposium, March 11, 1996, St. Louis, MO.
 101. Independent Medical Examinations. Travelers Low Back Symposium, March 13, 1996, St. Louis, MO.
 102. Disability / Impairment Assessment - The Leading Edge, Central States Occupational Medicine Association, March 15, 1996, Chicago, IL.
 103. How to Succeed as a Medical Witness, National Workers' Compensation and Occupational Medicine Seminar, March 20-22, 1996, San Francisco, CA.
 104. *AMA Guides to the Evaluation of Permanent Evaluations* Seminar, April 13, 1996, Burlington, VT.
 105. The Future of Occupational Medicine and Workers' Compensation in the United States (Keynote Presentation), and Use of the *AMA Guides to the Evaluation of Permanent Impairment*, Royal College of Australasian Physicians, May 6-8, 1996, Canberra, Australia.
 106. Fifteenth Annual Workers' Compensation and Occupational Medicine Conference (Medical Director), July 1996.
 107. Ethical Issues in Workers' Compensation and Occupational Medicine, National Workers' Compensation and Occupational Medicine Seminar, July 17, 1996, Hyannis, MA.
 108. Independent Medical Examinations: Maximizing the Benefits, The Essentials of Medical Case Management, October 1-2, 1996, San Diego, CA.
 109. Use of the *AMA Guides to the Evaluation of Permanent Impairment*, Seminar Director, October 5 - 6, 1996, Wailea, Maui, HI.
 110. Advanced Course on Impairment Evaluation, Seminar Director, October 19-20, 1996, Seattle, WA.
 111. Integrated Disability Management and Managed Care, State of the Art Conference, American College of Occupational and Environmental Medicine, October 27, 1996, Toronto, ON.
 112. Workers' Compensation Management and Managed Care, Seminar Director, State of the Art Conference, American College of Occupational and Environmental Medicine, October 28, 1996, Toronto, ON.

113. - 129. (16 seminars) How to Be an Effective and Successful Independent Medical Examiner, Seminar Leader: January 18-21, 1997, Maui, HI, February 22 - 25, 1997, Ft. Lauderdale, FL, April 12 - 15, 1997, Chicago, IL, April 17 - 20, 1997, Seattle, WA, August 9 - 12, 1997, Hyannis, MA, March 19 - 22, 1998, Maui, HI, April 16 - 19, 1998, April 30 - May 3, 1998, San Diego, CA, June 20 - 23, 1998, Hyannis, MA, April 17-18, 1999, Ft. Lauderdale, FL, June 26 - 27, 1999, Hyannis, MA, July 13-14, 2000, Hyannis, MA, July 12-13, 2001, Hyannis, MA, August 1 - 2, 2002, Falmouth, MA, August 2003, Falmouth, MA, August 12 - 13, 2004.
130. Independent Medical Evaluations, Impairment Ratings and Medical-Legal Issues, Seminar Director, Province of Alberta, Calgary, Alberta, February 1 - 2, 1997.
131. Choices: Performance vs. Disability, Delayed Recovery: Recognition and Management of the Individual at Risk, Reed Conference, February 10 - 12, 1997, Aspen, CO, April 8 - 9, 1997, Chicago, IL.
132. Workers' Compensation and Occupational Medicine Conference (Medical Director), San Francisco, CA, March 5 - 7, 1998.
133. Use of the AMA *Guides*, State of Nevada, March 15 - 17, 1997, Las Vegas, NV.
134. American Occupational Health Conference, General Conference Chair, May 9 - 16, 1997, Orlando, FL.
135. Sixteenth Annual Workers' Compensation and Occupational Medicine Conference (Medical Director), Hyannis, MA, July 22 - 24, 1997.
136. Workers' Compensation and Occupational Medicine Conference (Medical Director), San Francisco, CA, March 11 - 13, 1998.
137. Refresher in Impairment and Dis/*Ability* Evaluation, April 25, 1998, Boston, MA; October 16, 1998, Phoenix, AZ.
138. Eighteenth Annual Workers' Compensation and Occupational Medicine Conference (Medical Director), Hyannis, MA, July 21 - 23, 1998.
139. Choices: Performance vs. Disability, Seventeen Annual Workers' Compensation and Occupational Medicine Conference, Hyannis, MA, July 23, 1998.
140. IME Summit (Seminar Director), SEAK, Inc., Hyannis, MA, July 25 - 26, 1998.
141. Impairment and Disability Evaluation: An Intensive 2 Day Seminar for Chiropractors, Chicago, IL, September 11 - 12, 1998.
142. Principles and Practice of Musculoskeletal Impairment Evaluation: Case Study Approach (Seminar Director), Spokane, October 9, 1998.
143. Principles and Practice of Musculoskeletal Impairment Evaluation: Case Study Approach (Seminar Director), Seattle, October 10, 1998.
144. Advanced Skills: Legal Issues and Case Studies / Update in Impairment and Disability: Preparing for Certification, Seattle, October 11, 1998.
145. IME Best Practices (Seminar Director), SEAK, Inc., Atlanta, GA, October 27, 1998.
146. Delayed Recovery: Best Practices (Co Director and Speaker), SEAK, Inc. Atlanta, GA, October 28- 29, 1998.
147. Delayed Recovery: Choices, UNUM, Portland, ME, February 1999.
148. Symptom Magnification, Malingering and Fraud, Workers' Compensation and Occupational Medicine Pre-Conference, San Diego, CA, March 23, 1999.
149. Eighth Workers' Compensation and Occupational Medicine Conference (Medical Director), San Diego, CA March 24-25, 1999.

150. IME Best Practices, Ford Motor Company, Dearborn, MI, June 9, 1999.
151. IME Best Practices, SEAK, Inc., Hyannis, MA, July 19, 1999.
152. Nineteenth Annual Workers' Compensation and Occupational Medicine Conference (Medical Director), SEAK, Inc., Hyannis, MA, July 20 – 22, 1999.
153. IME Summit (Seminar Director), SEAK, Inc., Hyannis, MA, July 24 - 25, 1999.
154. The Successful Independent Medical Examiner, American College of Occupational and Environmental Medicine State-of-the-Art Conference, San Antonio, TX, October 18, 1999.
155. Use of the *AMA Guides to the Evaluation of Permanent Impairment, Fourth Edition*. State of New Hampshire Hearing Officers and Appeal Court Judges. Concord, NH, December 6, 1999.
156. Independent Medical Evaluations: Achieving Excellence, General Motors Corporation Occupational Health Conference, Palm Springs, CA, January 15-16, 2000.
157. Delayed Recovery: What Works, Workers' Compensation and Occupational Medicine Pre-Conference, San Diego, CA March 28, 2000.
158. Independent Medical Evaluation Best Practices: Achieving Excellence in IME Management, Workers' Compensation and Occupational Medicine Conference, San Diego, CA March 29, 2000.
159. Ninth Annual Workers' Compensation and Occupational Medicine Conference (Medical Director), San Diego, CA March 29 - 31, 2000.
160. *AMA Guides: Use and Abuse*, Reed Group, Orlando, FL, March 30 – 31, 2000.
161. *AMA Guides: Training Course for the Dis/ability Evaluator (ABIME)*, (multiple presentations) Chicago, IL, April 1, 2000, Chicago, IL, July 8-9, 2000, Brisbane, Australia, September 4-5, 2000. Chicago, IL, October 7-8, 2000.
162. Use of the *AMA Guides*, New York Workers' Compensation Conference, Albany, NY, June 1-2, 2000.
163. – 172. (9 seminars) Evaluating Impairment – Use of the *AMA Guides: A Case Study Approach*, (multiple presentations) Philadelphia, PA, May 13 – 14, 2000, San Diego, CA, June 8-9, 2000, Chicago, IL, September 7-8, 2000, Orlando, FL, February 3, 2001, Denver, Colorado, June 23 – 24, 2002, Baltimore, Maryland, October 23-24, 2002, Atlanta, GA, May 2 – 3, 2003, July 10 – 11, 2004, Boston, MA, June 11 – 12, 2005, Los Angeles, CA
173. – 176. (3 seminars) Advanced Concepts in Impairment and Dis/ability Evaluation: Critical Knowledge and Skills, (multiple presentations), American College of Occupational and Environmental Medicine, San Diego, CA, June 10-11, 2000, Chicago, IL, September 9-10, 2000, Nashville, TN, October 26-27, 2000.
177. Delayed Recovery: What Works, Workers' Compensation and Occupational Medicine Pre-Conference, Hyannis, MA, July 24, 2000, San Diego, CA, March 27, 2001, Hyannis, MA, July 23, 2001
178. *AMA Guides: Red Flags and Challenges*, Workers' Compensation and Occupational Medicine Conference, Hyannis, MA, July 25, 2000.
179. Twentieth Workers' Compensation and Occupational Medicine Conference (Medical Director), Hyannis, MA, July 25-27, 2000.
180. Spinal Impairment and Disability Evaluation. San Diego Spine Conference, San Diego, CA, July 29-30, 2000.
181. *AMA Guides to the Evaluation of Permanent Impairment, Fourth Edition*, ABIME Seminar, Brisbane, Australia, September 4 – 5, 2000.

182. *AMA Guides to the Evaluation of Permanent Impairment*, Fourth Edition, American Family Insurance, Madison, WI, September 13, 2000.
183. *AMA Guides to the Evaluation of Permanent Impairment*, Fourth Edition: Red Flags, Spinal Impairment Evaluation, CSCUGA Conference, San Antonio, TX, October 3, 2000.
184. Impairment and Disability Evaluation Conference, Seminar Director, SEAK Inc. and Department of Labor and Industries, State of Washington, Seattle, WA, October 14-15, 2000.
185. Practical Comparison of the AMA Guides. Keynote Presentation. Rocky Mountain Occupational and Environmental Medical Association, Denver, Colorado, January 26, 2001.
186. Common Errors in Impairment Evaluation Rocky Mountain Occupational and Environmental Medical Association, Denver, Colorado, January 27, 2001.
187. Internet Technology – Latest Tools for Disability Management. Interactive Disability Conference, Tucson, Arizona, February 13, 2001.
188. Tenth Annual Workers' Compensation and Occupational Medicine Conference (Medical Director), San Diego, CA March 27-29, 2001.
189. Internet Technology – Latest Tools for Disability Management. Tenth Annual Workers' Compensation and Occupational Medicine Conference, San Diego, CA March 27, 2001.
190. *AMA Guides* Fifth Edition: One Day Seminar: Montpelier, Vermont, March 19, 2001, Honolulu, HI, April 16, 2001, Philadelphia, PA, May 4, 2001, Atlanta, GA, May 18, 2001, Anchorage, AK, June 28, 2001, Portland, ME, July 20, 2001.
191. *AMA Guides* Fifth Edition, American Board of Independent Medical Examiners Seminar, Chicago, May 19, 2001.
192. Twenty First Workers' Compensation and Occupational Medicine Conference (Medical Director), Falmouth, MA, July 24-26, 2001.
193. Independent Medical Evaluation Best Practices, Twenty First Workers' Compensation and Occupational Medicine Conference, Hyannis, MA, July 25, 2001.
194. *AMA Guides* – Red Flags, CSCUGA Conference, Orlando, Florida, October 23, 2001.
195. Assessing Impairment and Disability. Hong Kong Society of Occupational and Environmental Medicine. Hong Kong, November 3, 2001.
196. Inside Out – Outside In: The Interaction Between Physicians and Insurers, Interactive Disability Forum, Orlando, Florida, February 5, 2002.
197. Disabling of Employee- First Do No Harm, Annual Workers' Compensation and Occupational Medicine Conference, San Diego, CA March 21, 2002.
198. *AMA Guides to the Evaluation of Permanent Impairment*, SEAK Conference, Hyannis, MA, July 22, 2002.
199. Use of the *AMA Guides* in Upper Extremity Impairment Evaluation. Groton, CT, October 11, 2002.
200. Use of the *AMA Guides*, CSC Users Group Conference, Palm Springs, CA, October 29, 2002.
201. Use of the *AMA Guides* in Longshore and Harbor Workers Cases, National Ship Research Program, New Orleans, LA, November 14, 2002.
202. Medical Reports, Independent Medical Evaluations, and Assessing Impairment. Workers Compensation Seminar, Honolulu, HI, November 22, 2002.
203. Medical Issues in the Automobile Casualty Arena: Opportunities for Improvement, Mitchell Medical Users

- Group Conference, March 2003.
204. Taking the Fifth, Discussion of Differences Between Third Edition, Revised. Rocky Mountain Occupational Medicine Conference, Denver, CO, January 10, 2004.
 205. Medicolegal Witness, Rocky Mountain Occupational Medicine Conference, Denver, CO, January 10, 2004.
 206. *AMA Guides to the Evaluation of Permanent Impairment, Fifth Edition* and Florida Automobile Casualty, Progressive Insurance, Ft. Lauderdale, May 7, 2004.
 207. *AMA Guides* and the Longshore and Harbor Workers' Act, Signal Conference, Chicago, IL, June 4, 2004.
 208. *AMA Guides to the Evaluation of Permanent Impairment, Fifth Edition*, SEAK, Los Angeles, CA, June 19, 2004.
 209. *AMA Guides to the Evaluation of Permanent Impairment, Fifth Edition*, Hanna, Brophy, MacLean, McAleer & Jensen, LLP, Oakland, CA, June 25, 2004.
 210. *AMA Guides to the Evaluation of Permanent Impairment, Fifth Edition* and Automobile Casualty, Allied Nationwide, Des Moines, Iowa, June 29, 2004.
 211. *AMA Guides to the Evaluation of Permanent Impairment, Fifth Edition: Challenges and Opportunities*, Association of Insurance Professionals, San Diego, CA, July 15, 2004.
 212. *AMA Guides to the Evaluation of Permanent Impairment, Fifth Edition: One Day Seminar, Comprehensive Report System*, San Diego, CA, July 15, 2004.
 213. Symptom Magnification, Washington Association of Independent Medical Examiners, Holland-American Alaskan Cruise, Seattle, WA, August 24, 2004.
 214. Technology: Innovative Approaches for Independent Medical Examiners, Washington Association of Independent Medical Examiners, Holland-American Alaskan Cruise, Seattle, WA, August 24, 2004.
 215. Report Writing, Washington Association of Independent Medical Examiners, Holland-American Alaskan Cruise, Seattle, WA, August 27, 2004.
 216. *AMA Guides 101*, with Phil Walker, JD, California Workers Compensation Institute, San Francisco, California, October 5, 2004, Irvine, California, October 7, 2004, San Fernando, California, October 8, 2004.
 217. *AMA Guides* Seminar, Fifth Edition, Zenith Insurance, Westlake, CA, October 11, 2004.
 218. *AMA Guides* and Longshore, Law Offices of Laughlin, Falbo, Levy and Moresi, San Francisco, CA, December 3, 2004.
 219. *AMA Guides*, Northern California Defense Conference, Monterey, CA, December 4, 2004.
 220. *AMA Guides* Seminar, with Phil Walker, JD, Contra Costa County Schools Insurance Group, Contra Costa, CA, December 13, 2004.
 221. *AMA Guides* Seminar, with Phil Walker, JD, California Insurance Guarantee Association, Glendale, CA, December 15, 2004.
 222. *AMA Guides* Seminar, with Phil Walker, JD, Safeway, Pleasanton, California, January 31-February 1, 2005, Vons, CA, February 2-3, 2005
 223. *AMA Guides* Seminar, with Phil Walker, JD, Broadspire, Fullerton, CA, February 4, 2005, Folsom, February 8, 2005.
 224. *AMA Guides 102: Case Studies*, with Phil Walker, JD, California Workers Compensation Institute, Irvine, CA, February 10, 2005, Woodland Hills, CA, February 11, 2005.

225. AMA *Guides* Advanced Concepts, Zenith Insurance, Woodland Hills, CA, February 9, 2005, June 9, 2005, and August 12, 2005.
226. AMA *Guides* Seminar, California Workers Compensation Defense Association, Monterey, CA, May 13, 2005.
227. Cumulative Orthopedic Trauma, Signal Conference, San Antonio, Texas, May 26, 2005.
228. AMA *Guides*, with Phil Walker, JD, Signal Conference, San Antonio, Texas, May 26, 2005.
229. AMA *Guides* Seminar, with Phil Walker, JD, Southern California Risk Management Association, Ontario, CA, June 10, 2005.
230. California Paradigm Shift in Defining Permanent Disability: Use of the AMA *Guides*, AMCOMP, San Francisco, CA, June 22, 2005.
231. AMA *Guides* - the Workers Compensation Insurance Rating Bureau Study, Commission on Health and Safety and Workers' Compensation, Oakland, CA, August 25, 2005.
232. Beyond the Basics, with Phil Walker, JD, Irvine, CA, September 30, 2005, San Diego, October 13, 2005, Walnut Creek, October 28, 2005.
233. Master the AMA *Guides*, with Phil Walker, JD, Irvine, CA, October 1-2, 2005, Walnut Creek, CA, October 29-30, 2005.
234. AMA *Guides*: Misuse and Abuse, Island Insurance, Honolulu, HI, February 8, 2006.
235. AMA *Guides*: Misuse and Abuse, California Workers' Comp Forum, San Bernardino, CA, March 14, 2006.
236. AMA *Guides* Seminar, California Applicants' Attorney Association, with Steven Feinberg, MD, Wailea, Maui, HI, April 3-4, 2006.
237. AMA *Guides*, California Orthopaedic Association, San Diego, CA, April 21 – 23, 2006
238. Master the AMA *Guides*, American Occupational Health Conference, May 6-7, 2006, Los Angeles, CA.
239. AMA *Guides* – Fourth Edition Aviva Training, September 6, 2007, Toronto, Ontario.
240. The Use and Abuse of the AMA *Guides* in Catastrophic Impairment Determination. Toronto Conference, September 7, 2007, Toronto, Ontario.
241. Practical Application of the AMA *Guides*, 5th Edition, Course Director, November 17, 2007, San Diego, CA.
242. AMA *Guides*: Clinical Assessment of Impairment, 5th Edition, Course Director, November 18, 2007, San Diego, CA.
243. Australia, AMA *Guides* – Challenges and Opportunities, November 30 – December 2, 2007, Sydney, Au.
244. AMA *Guides* Sixth Edition Seminar, February 4, 2008, San Diego, CA.
245. Crippling of America, San Diego Winter Workers' Compensation Conference, February 5, 2008 San Diego, CA.
246. International Association of Industrial Accident Boards and Commissions (IAIABC) Regulatory Seminar: Review and Critical Discussion of the AMA *Guides* 4th, 5th, 6th Editions, February 7-8, 2008, Orlando, FL.
247. AMA *Guides* Sixth Edition Seminar, February 11, 2008, Burlington, VT; February 13, 2008, Manchester, NH; February 15, 2008, Casper, WY; February 18, 2008, Anchorage, AK; June 8, 2008, Honolulu, HI
248. Impact of Erroneous Impairment Ratings, Mitchell Medical Industry Conference, March 16 - 19, 2008, Monterey, CA.

249. AMA Guides, National Trends, Emerging Issues and Cutting Edge Medical Disability Determinations, Tort Trial and Insurance Practice Section American Bar Association, March 27, 2008, Chicago, IL.
250. AMA Guides Sixth Edition, WorkComp School, May 2-3, 2008, Camarillo, CA
251. AMA Guides Sixth Edition Seminar, June 6, 2008, Honolulu, HI.
252. ACOEM: Using the AMA Guides, 6th Edition Course Director, July 12-13, 2008, Chicago, IL. www.acoem.org
253. Impairment Evaluations: The Need for a Fair Evaluation. Florida Workers Compensation Institute. August 19, 2008, Orlando, FL. www.fweciweb.org
254. SEAK: AMA Guides, 6th Edition Case Oriented Approach. August 14-15, 2008, Falmouth, MA.
255. AMA Guides Sixth Edition Overview. September 4, 2008. Albuquerque, NM.
256. The New (Sixth) Edition of the AMA Guides to the Evaluation of Permanent Impairment. Pennsylvania Bar Institute Fall Workers Compensation Conference. September 19, 2008, Hershey, PA
<http://www.legalspan.com/pbi/calendar.asp?UGUID=&ItemID=20080617-150226-102914>
257. AMA Guides – Sixth Edition. National Council on Compensation Insurance. September 25, 2008, Washington, DC.
258. Impairment Evaluation: Update. CSC Connect 2008. September 30, 2008, Orlando, FL.
259. AMA Guides – Sixth Edition. American Insurance Association. October 1, 2008, Walnut Creek, CA.
260. Impairment Evaluation: Managing Erroneous Reports. Hanna Brophy. October 11, 2008, Los Angeles, CA.
261. AMA Guides – Sixth Edition. Property and Casualty Association. October 16, 2008, Chicago, IL
262. AMA Guides – Impairment Evaluation. South Carolina Workers' Compensation Educational Association. October 22, 2008, Hilton Head, SC.
263. AMA Guides – Sixth Edition. National Council on Compensation Insurance. State of Texas Annual Advisory Forum, November 20, 2008, Austin, TX. www.ncci.com
264. AMA Guides – Sixth Edition. National Council on Compensation Insurance. State of Nevada Annual Advisory Forum, February 26, 2009, Las Vegas, NV. www.ncci.com
265. ACOEM: Using the AMA Guides, 6th Edition Course Director, April 24, 2009, San Diego, CA.
www.acoem.org
266. Impairment Evaluation, ACOEM Basic Curriculum, April 25, 2009, San Diego, CA. www.acoem.org
267. Controversies in Impairment Assessment – Driving Accurate Ratings. National Council on Compensation Insurance. May 7, 2009, Orlando, FL. www.ncci.com
268. Impairment Rating Management. Avizent. May 14, 2009, Eldorado Hills, CA.
269. AMA Guides – Sixth Edition. State of Nevada Seminar. May 15-16, 2009, Las Vegas, NV.
<http://business.nv.gov/>
270. Driving Accurate Impairment Ratings: New AMA Guides to the Evaluation of Permanent Impairment – Sixth Edition. National Council Self-Insured. May 19, 2009, Palm Springs, FL. www.natcouncil.com
271. ACOEM: Using the AMA Guides, 6th Edition Course Director, July 11 – 12, 2009, Chicago, IL.
www.acoem.org
272. How to Stay One Step Ahead of Applicant Attorneys (with Uehlein F, Mathews A, Rempel J) California

- Coalition on Workers' Compensation, July 30, 2009, Anaheim, CA. www.cwcworkcomp.org
273. Controversies in Impairment Assessment – Driving Accurate Ratings. Annual Meeting – Maine Element. American Association of State Compensation Insurance Funds. August 10, 2009, Portland, ME. www.aascif.org
274. Evaluating Impairment Ratings. State Bar of Texas Advanced Workers' Compensation Seminar. August 14, 2009, Austin, TX. www.texasbar.com
275. Can the Controversies Over the AMA Guides Sixth Edition Be Resolved? International Association of Industrial Accident Boards and Commissions. September 24, 2009, Minneapolis, MN. www.iaibc.org

WEB-BASED AND TELESEMINAR PRESENTATIONS

1. AMA *Guides* 101, Use of the Guides in Workers' Compensation: Musculoskeletal Impairment Evaluation, Brigham Walker 2005 series, multiple dates.
2. AMA *Guides* 102: Use of the *Guides* in Workers' Compensation: Challenging Legal and Claims Issues, Brigham Walker, 2005 series, multiple dates.
3. Independent Medical Evaluations, National Association Occupational Health Professionals, January 21, 2005.
4. AMA *Guides* Seminar, Southern California Risk Management Association, March 2, 2005.
5. AMA *Guides* Seminar, Republic Indemnity, May 18, 2005.
6. AMA *Guides* 301: Apportionment and California's New Workers Compensation Law, with Phil Walker, JD, 2005 series.
7. Performing an Accurate Impairment Rating: Avoiding Errors and Preparing a Highly Valued Report, November 2006.
8. Erroneous Impairment Ratings: Challenges and Opportunities, November 2006.
9. Psychological Workers' Compensation Claims-Answers to Your Unanswered Questions, December 2006.
10. Achieve High Level Success as an Independent Medical Examiner, January 2007.
11. Impairment Ratings from a Claims Perspective, February 2007.
12. Reviewing Medical Reports for Accuracy of Impairment Ratings, March 2007.
13. Technology/Software Solutions for the IME Physician, March 2007.
14. with Leclair, N, Leclair, S, "Help It's a Psych Claim" Webinar, May 2007 series, multiple dates
15. AMA *Guides* in the State of Vermont, May 2007.
16. AMA *Guides*: Longshore & Harbor Workers' Act Teleseminar, June 2007.
17. AMA *Guides* in the State of California Teleseminar, July 2007
18. AMA *Guides* Fourth Edition Webinar, October 2007 - January 2008 series, multiple dates.
19. AMA *Guides* Sixth Edition Webinar, 2008 Series, multiple dates.

VIDEO / COMPUTER-BASED PROGRAMS

1. *Workers' Compensation: Handle with Care.* Videotape, produced in collaboration with VP Film and Tape Production and Alex Eldridge, 1989.
2. *Pain: How to Use the Guides to the Evaluation of Permanent Impairment.* Videotape, SEAK, Inc., distributed by American Medical Association, 1993.
3. *How to Be an Effective Medical Witness.* Videotape, SEAK, Inc, distributed by American Medical Association, 1994.
4. *Performing Excellent Medical Evaluations.* Videotape, SEAK, Inc., distributed by American Medical Association, 1994.
5. *How to Overcome Chronic Pain.* Videotape, (participant) SEAK, Inc., 1995.
6. *Symptom Magnification, Malingering and Deception.* Videotape, SEAK, Inc., 2000.
7. *AMA Guides 101: Impairment Rating in California Workers' Compensation,* with Phil Walker, JD, DVD, Brigham Walker, 2005.
8. *AMA Guides 102: Impairment Rating in California Workers' Compensation,* DVD, with Phil Walker, JD, Brigham Walker, 2005.
9. *AMA Guides 101, Use of the Guides in Workers' Compensation: Musculoskeletal Impairment Evaluation,* CD ROM, Brigham Walker 2005.
10. *AMA Guides 201: Use of the Guides in Workers' Compensation: Challenging Legal and Claims Issues,* CD ROM, Brigham Walker, 2005.
11. *AMA Guides 301: Apportionment and California's New Workers Compensation Law,* with Phil Walker, JD, CD ROM, Brigham Walker 2005.
12. *Guides Training: Musculoskeletal System and Pain,* Computer-based Interactive Training Program, AMA, 2005.
13. *Physical Examination Essentials DVD,* April, 2007, (filmed San Diego, CA).

AUDIOTAPE PRODUCTIONS

1. *Achieving Success with Workers' Compensation.* SEAK, Inc., distributed by American Medical Association, 1995.
2. *Achieving Success as a Medical Witness.* SEAK, Inc., distributed by American Medical Association, 1996.
3. *Touring Maine with Tim Sample.* Producer. AudioTraveler, Inc., 1998.
4. *Achieving Success as an Independent Medical Examiner.* SEAK, Inc., 2000.

INTERVIEWS

(Partial List)

1. AMA *Guides: Misuse and Abuse*, CompRadio, with Robert Wilson, www.workerscompensation.com, January 5, 2006, January 12, 2006.
2. Sixth Edition of the AMA *Guides*, with Robert Wilson, www.workerscompensation.com, [January 3, 2008](#), [January 17, 2008](#).

INTERESTS

Development of strategies for the prevention, evaluation and management of impairment and dis/ability; design and development of innovative technology resources.

REFERENCES

Available upon request.