

2023 NAUIAP Annual Conference

Denver, CO

June 27 – 30, 2023

Final Agenda

Sunday June 25, 2023

7:30 am	Pre-Conference Meeting – Board of Governors Only
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Monday June 26, 2023

3:00 pm – 5:00 pm	Registration
5:30 pm – 6:30 pm	Welcome Reception – The Lockwood Kitchen

Tuesday June 27, 2023

	Day Leader – Paul Fitzgerald, Massachusetts
7:30 am	Coffee – Range Ballroom
	All Plenary Sessions will be held in the Range Ballroom
8:30 am	Call to Order – Welcome from Daniel Doherty, NAUIAP President <ul style="list-style-type: none"> • Introduction of the Board • State Membership Recognition • Announcements
9 am	Welcome from State of Colorado <ul style="list-style-type: none"> - Darin Mullen - Colorado
9:15 am	Opening Plenary Address <ul style="list-style-type: none"> - Joseph M. Barela - Executive Director of the Colorado Department of Labor and Employment
10:15 am	Break
10:30 am 90 Min	Plenary – US Department of Labor Policy and Administrative Update – Jim Garner – Administrator of the Office of Unemployment Insurance USDOL
12:00 pm	Lunch (On your Own)
1:30 pm	Plenary - US Department of Labor Appeals Update – Noel Sukhram

60 Min	
2:30 pm	Break
2:45 pm 60 Min	Plenary – Washington OAH Pilot Program Spanish Language Project – Lorraine Lee – Chief Administrative Law Judge, Washington State Office of Administrative Hearings - Diane Jennings – Project Manager - Brendan Tukey – Division Chief - Don Dowie – Administrative Judge, Washington State OAH
3:45 pm	Break
4:00 pm 60 Min	Plenary – Recent Trends and Development in Benefit Integrity - Katie Thurber – Nebraska - Brett Flachsbarth – National Association of State Workforce Agencies (NASWA) - Josh Krieg - Colorado - Kari Omland - Colorado
5:00 pm	Adjourn
Total CLE for 6/27	270 Min

Wednesday June 28, 2023

	Sara Schroder, Florida
7:30 am	Coffee – Range Ballroom
8:45 am	Announcements
9:00 am	Networking
9:30 am 75 Min	Plenary – Trending Issues from NASWA - Brett Flachsbarth
10:15 am	Break
10:30am 90 Min	Plenary – Issues and Trends in Family and Medical Leave - Admira Makas - Colorado
12:00 pm	Lunch
1:15 pm 60 Min	Plenary – Best Practices for Developing the Hearing Record - Alan Toubman – National Judicial College
2:15 pm	Break
2:45 pm	Workshop – Developing the Hearing Record, Proffers and Subpoenas – Humboldt Room

60 Min	<ul style="list-style-type: none"> - Ana Marie Price – Mississippi - Lynell Gwaltney – South Carolina - Starla Doyal - Colorado
2:45 pm 60 Min	<p>Workshop – Developing the Hearings Record, Fact-Finding by Higher Authorities – Torrey’s Room</p> <ul style="list-style-type: none"> - Sherrie Miller – Texas - Greg Gantt – Ohio - Al White - Mississippi
2:45 pm 60 Min	<p>Workshop – Developing the Hearing Record, Helping Parties Formulate Questions – Range Ballroom</p> <ul style="list-style-type: none"> - Larry McKenna – Colorado - Stephanie Jackson – USDOL - Carly Erickson - Colorado
2:45 pm 60 Min	<p>Workshop – Teleworking Challenges and Successes - Ellingwood Room</p> <ul style="list-style-type: none"> - John Lohuis – Oregon - Ashley Musick -- Indiana - Debyn Purdie – Maryland - Jeannie Pena – Massachusetts - Pam Toguchi (moderator)-- Hawaii
3:45 pm	Break
4:15 pm 60 Min	<p>Lower Authority Breakout Session – What did we learn from COVID – Responding to workload spikes – Range Ballroom</p> <ul style="list-style-type: none"> - Jeff Smith – North Carolina - Pamela Toguchi - Hawaii
4:15 pm 60 Min	<p>Higher Authority Breakout Session – What did we learn from COVID – Responding to workload spikes – Ellingswood Room</p> <ul style="list-style-type: none"> - Daniel Doherty - Maryland
Total CLE for 6/28	225 Min

Thursday June 29, 2023

7:30 am	Coffee
7:30 am	Coffee – Range Ballroom
8:45 am	Announcements
9:00 am 60 Min	<p>Plenary – Recent Trends in Unemployment Insurance Modernization</p> <ul style="list-style-type: none"> - Capricia M. Fletcher – West Virginia - Gary Holmes – Mississippi - Amy Perez – Central Response Division USDOL

10:15 am	Break
10:30 am 60 Min	WORKSHOPS – REGIONAL BREAKOUTS – Locations will be announced at Conference Region 1 – (CT, MA, ME, NH, NJ, NY, RI, VT, PR, VI) Region 2 – (DE, DC, MD, PA, VA, WV) Region 3 – (AL, FL, GA, KY, MS, NC, SC, TN) Region 4 – (AR, CO, LA, MT, ND, NM, OK, SD, TX, UT, WY) Region 5 – (IA, IL, IN, KS, MI, MN, MO, NE, OH, WI) Region 6 – (AK, AZ, CA, GU, HI, ID, NV, OR, WA)
11:30 am	PLENARY - National Roll Call by Region - Jeff Smith – North Carolina
12:15 pm	Lunch
1:15 pm 60 Min (Ethics)	Plenary – Ethics for Administrative Decision Makers - Edwin Felter
2:15 pm	Break

2:45 pm 60 Min	Workshop – Developing the Hearing Record, Proffers and Subpoenas – Humboldt Room - Dean Freeman – South Carolina - Starla Doyal - Colorado
2:45 pm 60 Min	Workshop – Developing the Hearings Record, Fact-Finding by Higher Authorities – Torrey’s Room - Sherrie Miller – Texas - Greg Gantt – Ohio - Al White - Mississippi
2:45 pm 60 Min	Workshop – Developing the Hearing Record, Helping Parties Formulate Questions – Range Ballroom - Larry McKenna – Colorado - Stephanie Jackson – USDOL - Carly Erickson - Colorado
3:45 pm	Break
4:15 pm 60 Min	Plenary – What Did we Learn from the Pandemic? How to Prepare for Future Catastrophic Events - Juliane Barone – Ohio - Jonathan Beato – Illinois - Thomas Chan - USDOL

Total CLE for 6/29	300 Min, including 60 min of Ethics
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Friday June 30, 2023

7:30 am	Coffee
7:30 am	Coffee – Range Ballroom
8:30 am	NAUIAP Annual Business Meeting – Election of Officers
9:00 am 60 Min	Plenary – Barriers to Well Being for Appeals Professionals - Kerry McCarthy – Colorado
10:00 am	Break
10:15 am 60 Min (Ethics)	Closing Plenary – Unauthorized Practice of Law – Dealing with Party Representatives - Suzanne Manning – Indiana - Parween S. Mascari – West Virginia - Boe Nicholson – Colorado
Total CLE for 6/30	120 Min; including 60 Min of Ethics

TOTAL CLE

1,095 Min, including 120 Min of Ethics

NAUIAP Bios

Juliane Barone

Juliane Barone is the executive director of the Ohio Unemployment Compensation Review Commission, the independent entity statutorily responsible for lower and higher authority unemployment insurance appeals. She took on this role in March 2022, after serving as chief of the Legal Support Section for the Office of Unemployment Insurance Operations within the Ohio Department of Job and Family Services (ODJFS). Juliane began her career in 2001 as an Assistant Attorney General for the Ohio Attorney General's Office, litigating on behalf of ODJFS and several other clients. In 2005, she accepted a position as in-house legal counsel for the Department, and she served in legal and policy roles for ODJFS until 2022. Juliane was an integral part of the team that oversaw the legislative drafting and implementation of the SharedWork Ohio program, Ohio's premier layoff aversion program. During the pandemic, she worked closely with executive leadership on federal and state law and policy interpretations, new federal guidance, agency training efforts, and other matters impacting appeals.

Jonathon Beato

Jonathan Beato currently serves as the Assistant Chief of Appeals for the Illinois Department of Employment Security. He started at IDES in 2018 as an Administrative Law Judge for the Administrative Hearings Unit, then served as the unit's Supervising Administrative Law Judge. Before coming to IDES, Jonathan worked as an attorney in both the public and private sectors, most recently as an Assistant Corporation Counsel with the City of Chicago in the Collections, Ownership, and Administrative Litigation division. He has also served as Counsel with Sears Holdings Corporation in their litigation practice, as a contract attorney with various firms in the Chicagoland area, and as a volunteer attorney and member of the Young Professionals Board with Cabrini Green Legal Aid. Jonathan received his Juris Doctor from Western Michigan University Cooley Law School and his Bachelor of Arts in Criminal Justice from the University of Texas at San Antonio.

Glen Campbell

Glen Campbell started working in Unemployment Insurance (UI) in 2001 for the state of Arizona Department of Economic Security. He worked as an Adjudicator until 2005 when he became the UI Client Advocate. He also worked as a UI trainer for newly hired staff. In 2011 he became the UI Integrity Coordinator and continued that role until going to work for DOL in August of 2020 as an Unemployment Insurance Program Specialist.

Thomas Chan

Tom Chan serves as the supervisor of the State Conformity and Compliance Team within the Division of Legislation, in the Office of Unemployment Insurance at USDOL-ETA. Tom joined ETA in June 2020 in the Region 1 Boston office. Prior to that, Tom worked for the Illinois Department of Employment Security in various roles, including acting Director, and General Counsel, where he oversaw the legal office and

lower and higher authority appeals divisions. Tom earned his BA from the University of Illinois at Chicago and Juris Doctor from Northern Illinois University College of Law.

Reginald Cook

Reginald Cook is an Unemployment Insurance Program Specialist in the U.S. Department of Labor's, Employment and Training Administration (ETA), Office of Unemployment Insurance (OUI). Reginald has over 18 years working in the UI program in the state, federal and private sector. Reginald's career began with the Georgia Department of Labor where he spent 16 years there in various roles. Some of the roles held by Reginald were Claims examiner, claims supervisor, Benefits Accuracy Measurement investigator, and Appeals Hearing Officer. Reginald departed the state government and went into the private sector working with Thomson and Reuters as an Unemployment Specialist. Reginald worked on the inaugural Tiger Teams and interviewed state Unemployment Agency's to come up with quick wins to improve their agencies. Reginald departed the private sector after a year to take on his current position with the U.S. Department of Labor.

In Reginald's free time he enjoys the outdoors, sports and travelling to new locations.

Don Dowie

Don Dowie is a Lead Administrative Law Judge with the Office of Administrative Hearings, and a graduate of the University of California at Berkeley where he earned his law degree.

Don is the original Administrative Law Judge who has held the all-Spanish hearings as part of the pilot program. Though not a native Spanish speaker, Don learned Spanish while living and teaching English in Chile for three years, and from his wife, who is Chilean.

With more than 20 years in the legal profession, Don has also worked for the U.S. Department of Justice and the U.S. Securities and Exchange Commission in Washington, D.C.

Carly Erickson

Carly is a current Hearings Officer II with the Colorado Department of Labor & Employment, Division of Unemployment Insurance. Carly joined the Division in 2015 as a Labor & Employment Specialist, then became a Hearings Officer in 2016. Carly graduated from Northeastern University School of Law with a JD and Colorado State University with a BA. In law school, she did co-ops at the American Federation of Government Employees, National Immigrant Women's Advocacy Project, Physicians for Human Rights, and the Department of Homeland Security USCIS Ombudsman's Office. Carly is a former AmeriCorps and Peace Corps volunteer.

Judge Edwin L. Felter, Jr.

Judge Edwin L. Felter, Jr. was the Senior Administrative Law Judge with the Colorado Office of Administrative Court (OAC), one of the first central panels in the United States. He had been an administrative law judge since 1980. He retired from the OAC on June 30, 2022. He has also been an Adjunct Professor of Law at the University of Denver, Sturm College of Law, since 2006. He was the chief administrative law judge in Colorado from 1983 through 1998, and in that position, he established Colorado's independent central panel, based on the judicial model of adjudication organizations. Judge Felter oversaw the in-house training (including the OAC ethics training) and the law clerk program since

2001. Before becoming an ALJ, Judge Felter served as an assistant attorney general for Colorado, handling civil trials in state and federal court; as the disciplinary prosecutor for the Supreme Court Grievance Committee; and, as a Deputy Colorado State Public Defender. His first job out of law school was as the Law Clerk for New Mexico Supreme Court Justice Merle Noble.

Brett Flachsbarth

Brett Flachsbarth currently serves as the Director of the Unemployment Insurance Information Technology Support Center (UI ITSC) within the National Association of State Workforce Agencies. Prior to joining NASWA in 2021, Brett worked at the Kansas Department of Labor for over 15 years. During his time with KDOL he served in a variety of agency leadership roles, including Chief of Appeals, Director of Unemployment Insurance, Deputy Secretary and Acting Secretary. Brett is a graduate of the University of Kansas and Washburn University School of Law.

Caprica Fletcher

Caprica Fletcher started working for the WV UC Board of Review as a Secretary on March 01, 2013; became Temporary Office Manager in October 2013; left the Board of Review to work for the WorkForce WV local office in March of 2014; and returned to the Board of Review as Office Manager in June of 2014 where she has been there ever since.

Dean Freeman

Dean Freeman is an Administrative Hearing Officer with the South Carolina Department of Employment and Workforce (“DEW”). He received a Bachelor of Science degree in Criminology and Criminal Justice from the University of South Carolina, and a law degree from Florida Coastal School of Law. Dean is licensed to practice law in South Carolina and Georgia, and represented clients in both states prior to joining DEW in April of 2018. He lives in Columbia with his wife Emily and their two dogs.

Gregory Gantt

Mr. Gantt is an experienced public administrator, lawyer, judge, and author having held many public and private positions over the past 28 years including District Office Manager with the United States Department of Commerce, Chairman of the Montgomery County Board of Elections, Member of the State of Ohio Legal Rights Services Commission, Special Counsel to the Ohio Attorney General, Acting Oakwood Municipal Court Judge, and private attorney. He is the author of a book about the practice of law, *Order in the Court*.

Mr. Gantt holds a B.A. Degree in Political Science from the University of Dayton and a Juris Doctor Degree from the Thomas M. Cooley School of Law. As a result of his many years as Chairman of the Commission, Mr. Gantt is an annual presenter/lecturer at the national conference for Unemployment Insurance Appeals Professionals (NAUIAP).

On June 15, 2012, Governor John Kasich appointed him as member of the Review Commission for a term ending in 2015. Mr. Gantt was reappointed by Governor John Kasich to serve as Chairman on March 10, 2015. He was again reappointed to the Commission by Governor Mike DeWine for a six-year term ending February 26, 2027.

Jim Garner

Jim Garner started serving as the Administrator of the Office of Unemployment Insurance in the U.S. Department of Labor's Employment and Training Administration on July 4, 2021. Previously, he served nine years as the Deputy Administrator of the Office of Unemployment Insurance. Prior to his federal service, Jim served as the Secretary of Labor for the State of Kansas, a position he held for eight years (2003-2011). In that position, he was the senior executive and policy maker of the agency that administered the state's unemployment insurance program, workers compensation program, employment standards laws, workplace safety program, labor market information services and public employers-employees relations laws.

Jim grew up in the southeast Kansas town of Coffeyville and is a graduate of Coffeyville Community College. He earned a Bachelor of Arts degree in history from the University of Kansas and a Juris Doctor degree from the University of Kansas, School of Law.

Lynnell Gwaltney

Lynnell Gwaltney is a Senior Administrative Hearing Officer in the Appeals Division at the South Carolina Department of Employment and Workforce. Prior to joining the appeals team at SC DEW Lynnell previously worked as an Appeals Examiner with the Virginia Employment Commission. She also represented employers in unemployment hearings before the Florida Department of Employment Equal Opportunity and provided advice and counsel on drafting employee handbooks, corrective action and disciplinary warnings, as well as on fostering employment practices to avoid employment discrimination litigation. She received a B.A. from the College of William and Mary and a J.D. from the University of Dayton School of Law. She has also obtained certification from Cornell University School of Industrial and Labor Relations and as a Professional in Human Resources (PHR).

Gary L. Holmes, Jr.

Gary Holmes is a graduate of the University of Southern Mississippi. He has worked for the Mississippi Department of Security for 31.5 years and Gary has served as the chief of appeals for 11 years.

Stephanie Jackson

Stephanie Jackson is an Unemployment Insurance (UI) Program Specialist Appeals Lead in the Dallas Regional Office for the U.S. Department of Labor, Employment and Training Administration (ETA). Stephanie has worked in UI since 2013, when she was hired as a Hearing Officer at the Oklahoma Employment Security Commission (OESC). Stephanie was a full-time Hearing Officer until 2016, at which time she became a Hearing Officer Manager, then the Chief Hearing Officer in 2018. As a supervising Hearing Officer, Stephanie held hearings part-time, maintained the OESC precedent manual, graded hundreds of cases, trained new Hearing Officers, and analyzed and submitted the DOL appeals reports. She also gave presentations to both employer and citizen groups on how to make the most of their hearing experience with the Oklahoma Appeals Tribunal. Stephanie also assisted OESC in formulating UI policy and procedures that sought to streamline processes from the call center all the way to the higher authority appeals.

Prior to joining OESC, Stephanie was a solo practitioner for several years, where she represented clients in civil matters. Before that, she practiced law for the Oklahoma Attorney General as an Assistant Attorney General, where she represented the State of Oklahoma in hundreds of criminal appeal cases

before the Oklahoma Court of Criminal Appeals and the Tenth Circuit Court of Appeals. She graduated from University of Oklahoma with a B.A. in Political Science, and a J.D. from the University of Oklahoma College of Law.

In her free time, Stephanie is a gamer, a manga and anime enthusiast, and dog lover. She also enjoys gardening, woodworking, and spending time with family.

Diane Jennings

Diane Jennings serves on the Strategy & Innovation Team at the Office of Administrative Hearings. She is the project manager for the Spanish Unemployment Insurance Hearings Project; a groundbreaking language access pilot.

Diane is energized by collaboration and strategic change management, which you will see throughout the project presentation. She's been with OAH two years. Her previous positions as a certified business coach and a licensed Financial Securities professional prepared her for areas of compliance and continuous improvement projects. Diane owned an insurance and financial services business for decades and understands innovation and change.

As a native of Washington, she earned her B.A. from Washington State University and continued her education through the University of Washington. Diane is a certified PROSCI change practitioner and Lean Six Sigma Black Belt for continuous improvement efforts.

Josh Krieg

Josh Krieg is the Chief Criminal Investigator in the Colorado Department of Labor & Employment Investigations & Criminal Enforcement (ICE) Unit.

Josh received his undergraduate degrees from Southern Illinois University, with a Bachelor of Arts degrees in Criminal Justice and Psychology. He also attended Southern Illinois University's Masters program for Criminology and Criminal Justice, where he was a graduate assistant.

Josh then taught multiple Criminal Justice courses at Saint Louis Community College, before moving to Colorado. He worked as a Private Investigator in Colorado and 4 surrounding states, before joining the Colorado Department of Labor & Employment, in the Investigations and Criminal Enforcement (ICE) Unit in 2013. He worked in the unit as investigating Unemployment Insurance (UI) fraud as well as trained numerous other investigators. During the Covid-19 Pandemic, Josh helped build and manage a team of investigators, focusing on Pandemic Unemployment Assistance fraud and identity theft. In 2021, he became the Co-Chief Criminal Investigator of the ICE team. The ICE investigates UI fraud, identity theft, and fictitious employers and refers criminal cases throughout the state of Colorado.

Lorraine Lee

Lorraine Lee serves as the Chief Administrative Law Judge and Agency Director of the Washington State Office of Administrative Hearings (OAH), a position she's held since July 2009. Under her leadership,

OAH's workforce has grown from 118 to the current 230 employees, including 122 administrative law judges.

Judge Lee's public service career includes varied positions in state government for more than 25 years. From 2002-2009, Judge Lee worked at the Washington State Liquor Control Board (LCB), first as the Licensing Director and, in 2006, became LCB Chairman. Previously, she served as a staff attorney with the Washington State Court of Appeals (Division II), an assistant director at the Washington Lottery, and Policy Advisor for two previous governors on criminal justice issues and matters relating to the courts. In the early 1990's, Judge Lee was an appellate lawyer representing indigent criminal defendants before the Washington courts. From 1984-1990, Judge Lee was a captain in the U.S. Army Judge Advocate General's Corps, representing soldiers at courts-martial and on appeal, and was an administrative law attorney advising military commanders.

Additionally, Judge Lee founded the Washington Immigrant Network in 2018 and continues to serve executive sponsor to this business resource group for state employees with an immigrant background.

John Lohuis

John Lohuis has managed Oregon's lower authority appeals since 2013. Prior to becoming the Presiding Administrative Law Judge for UI appeals, John served as an ALJ for Oregon's central panel, holding hearings for many of Oregon's agencies, including many UI hearings. Before that, John was a mediator for construction defect claims, as well as an attorney in private practice. John lives in Portland, Oregon with his wife and son.

Admira Makas

Admira Makas graduated from the University of Colorado, Boulder, in 2008 with a B.A. in Political Science, and attended Sturm College of Law, University of Denver, graduating in 2011.

Admira began working for the Colorado Department of Labor (CDLE) in June 2012, as a Temporary Hearing Officer in the Unemployment Insurance (UI) Division. She became a permanent Hearing Officer in January 2013 and remained in that position presiding over unemployment insurance hearings until 2017 when she became a Senior Hearing Officer, supervising the UI Hearing Officers. Prior to leaving the CDLE in December 2020, she was Branch Manager of Claimant Services, Benefit Payment Control and Employer Workshare Units.

In 2019, during her tenure with the CDLE, Admira provided support to the legislatively appointed Family and Medical Leave Insurance (FAMLI) Task Force in Colorado. The Task Force was legislatively mandated by the Colorado legislature to study and make recommendations for a PFML Program in the state of Colorado. The Task Force was required to report its recommendations to the legislature no later than January 2020. Admira provided legal and policy research related to PFML programs to the Task Force, co-authored a report on the implementation of PFML programs by state agencies, and assisted with drafting the recommendations provided by the Task Force to the legislature in January 2020.

In December 2020, Admira left the CDLE to take a role as Paid Family and Medical Leave Subject Matter Expert at Tata Consultancy Service (TCS), a multi-national technology consulting firm. Admira was brought in as the PFML expert to develop the TCS Paid Family and Medical Leave technology solution

required by states to administer paid family and medical leave programs. Admira remains with TCS as the Paid Family and Medical Leave Director, working with state governments as a PFML expert and technology consultant, helping state legislatures, state administrators, and state executives understand PFML programs and determine the right technology solution to ensure a successful program implementation to meet constituent and stakeholder needs.

Parween Mascari

Parween Sultany Mascari holds both an MBA and a law degree from West Virginia University. She spent 12 years as a litigator and 5 years as a lobbyist before becoming an ALJ with West Virginia's Board of Review for Unemployment Compensation Appeals in 2018. She currently serves as Chief Administrative Law Judge for the Board of Review. Parween also serves as an adjunct professor teaching business law, ethics, and diversity at WVU and has served on the visiting committee of the WVU College of Law and the entrepreneurship advisory board of WVU's business college. She serves on the board of several private Foundations and non-profit committees dedicated to serving the people of West Virginia. Parween was involved, through the United States State Department, with the public-private partnership for legal reform in Afghanistan, the country where her father was born, and recently began working with the immigration clinic at the WVU College of Law to help family members subjected to persecution in that country come to the United States for a chance at a better life. She recently became an empty nester when the youngest of her four children graduated high school.

Suzanne Manning

Suzanne Manning is Director of UI Appeals Division with the Indiana Department of Workforce Development (DWD) where she has worked for 13 years. Suzanne previously held positions of Team Manager, Liability Administrative Law Judge, and Benefits Administrative Law Judge. Suzanne helped UI Appeals transition to paperless files during the pandemic. Prior to joining DWD, Suzanne was a Deputy Prosecuting Attorney. Suzanne is a 2006 graduate of Indiana University School of Law – Indianapolis and received her Bachelor of Arts from Marquette University.

Karry McCarthy

Kerry McCarthy is a Clinical Coordinator for the Colorado Lawyer Assistance Program (COLAP). She earned her M.A. in Mental Health Counseling and Behavioral Medicine from Boston University, School of Medicine. She is a Licensed Professional Counselor (LPC) in Colorado and a Licensed Mental Health Counselor (LMHC) in Washington state. Ms. McCarthy has experience in both the treatment and clinical supervision of behavioral health issues, specializing in mood and personality disorders, trauma, crisis response and violence prevention.

Larry McKenna

Larry McKenna currently works part time as a supervisor over Texas Workforce Commission (TWC) hearing officers through American Justice Institute (AJI) since 2020. He has been an independent contractor for many years working with AJI in different roles training different state Hearing Officers and Adjudicators. Larry began his career in unemployment insurance with the Colorado Department of Labor (CDLE) in 1988. During his 30 year career with CDLE, Larry has worked in many different positions, such as a call center staff member, a business analyst, an adjudicator, a trainer, a

hearing officer, a team manager, a training manager, and the Chief of Benefits. He also assisted the National Judicial College in developing and training a national adjudication program used by a multitude of states. Larry also assisted in the development of the SIDES program used by employers to communicate separation and other information to the Department of Labor in many states.

Sherri Miller

Sherri Miller has been Director of Commission Appeals at the Texas Workforce Commission (TWC) since 2015. She has worked at TWC for over 20 years filling multiple roles, including Appeals Hearing Officer, Tax Hearing Officer, Commission Appeals Reviewing Attorney and Commission Appeals Supervising Attorney. She graduated from the University of Texas School of Law in 1998. Before attending law school, Ms. Miller's academic and career pursuits included languages, neurolinguistics and neuropsychology.

Yvette Moran

Yvette Moran is an Unemployment Insurance (UI) Program Specialist and the State Federal Project Officer for the US Virgin Islands in the US Department of Labor's Employment and Training Administration (ETA) in Region 1. As a UI Program Specialist in the Regional Office she is the Appeals Coordinator. Yvette has over 20 years' experience working in the UI program at both the state and federal levels.

Prior to joining federal service, Yvette worked for the Executive Office of Labor and Workforce Development (EOLWD) for the Commonwealth of Massachusetts. Her career in UI began as a claim-taker in the Massachusetts EOLWD call center. She held a variety of roles with Massachusetts UI which included working as an Adjudicator, Adjudication Supervisor and Program Coordinator in Adjudication.

Ashley Musick

Ashley Musick started her career with the Indiana Department of Workforce Development in 2008 as a certified legal intern during law school and continued to work part-time during the remainder of law school, finally transitioning to a full-time Administrative Law Judge after passing the Indiana bar exam. In 2020 Ashley moved into a Team Manager position supervising a group of 6-8 ALJs while still assisting with more complex appeal hearings. A graduate of Indiana University Fort Wayne, and Indiana University McKinney School of Law, Ashley lives just over the Indiana-Michigan border in Stevensville, MI with her husband Garrett, Daughter Ava, and sons William and Easton.

Boe Nicholson

Boe Nicholson - Hearing Officer III, Colorado Department of Labor and Employment (CDLE), Unemployment Insurance Appeals Unit. Boe currently supervises a team of 9 hearing officers. Boe graduated from the University of Colorado Law School in 2012. He started with CDLE as a hearing officer in January 2013. He held roughly 4,500 benefits and premiums hearings over six years before transitioning to his current position.

Kari Omland

Kari Omland is the Chief Criminal Investigator in the Colorado Department of Labor & Employment Investigations & Criminal Enforcement (ICE) Unit.

Kari received her undergraduate degree from Clemson University in 1992, with a Bachelor of Arts degree in Sociology, with an emphasis in Criminal Justice and a Minor in Psychology. Following graduation, she volunteered for several local police departments and volunteered as a victim advocate. She began working for the Denver District Attorney's Office in 1994, holding a variety of positions, with the last five years working in the Economic Crime Unit.

She resigned from the District Attorney's Office in June 2004 to further her career in law enforcement and immediately joined the Colorado Department of Labor & Employment (CDLE), in the Investigations & Criminal Enforcement (ICE) Unit.

Kari worked in the ICE unit as a Criminal Investigator, until she became the Chief Criminal Investigator of the ICE Unit in February 2013. In addition to the co-chiefs, the ICE unit is comprised of 12 Criminal Investigators and one Program Assistant. Our team investigates individuals for unemployment fraud and we refer cases for criminal prosecution, in all 22 judicial districts in Colorado.

Passion has guided Kari in the work she values and for the past 25 years, Kari has dedicated herself to detection, prevention and investigation of financial crimes that have affected the citizens and employers of the State of Colorado.

Jeannie Peña

Jeannie Peña has a B.A. from Suffolk University and a Juris Doctor from Northeastern University School of Law. She has been the Deputy Director of Appeals for the hearings department of the Massachusetts Department of Unemployment Assistance (DUA) since July 2015. As Deputy Director, Jeannie is responsible for supervising the operations of the hearings department. She determines DUA program priorities as they relate to hearings, develops policies and procedures, assesses staffing, budget, and other resource needs, works collaboratively with other department heads, and advises the regional hearings managers on all aspects of daily operations. She also develops and oversees the implementation of strategies, such as training and scheduling initiatives, to ensure that hearings and decisions meet federally mandated timeliness and quality standards and also conform with Massachusetts law and policy. Prior to becoming the Deputy, Jeannie worked as a Regional Hearings Manager from March 2012 to June 2015 where she supervised a group of review examiners and support staff in the daily operations of the region. In addition to ensuring the timely processing and disposition of appeals, she was responsible for ensuring that the hearings and decisions met U.S. Department of Labor standards and guidelines. She also provided assistance to review examiners on the interpretation of state and federal laws, regulations, and agency policy and procedures. Jeannie worked as Hearing Officer/Review Examiner from December 2001 to February 2012 conducting hearings and writing decisions that contained findings of facts sufficient to support conclusions of law which complied with statutory provisions, case law, and in accordance with DOL guidelines. She also provided training to new review examiners in the conduct of hearings and writing of decisions.

Amy Perez

Amy Perez serves as the Timeliness Supervisor for the U.S. Department of Labor's Office of Unemployment Insurance's Central Response Division. Among other efforts, the Central Response Division oversees the Tiger Team initiative for USDOL. Amy leads a team of subject matter experts in Unemployment Insurance and Process Improvement that use quantitative and qualitative analysis, program management and change management to help states streamline workflow, adopt new technologies and create an iterative improvement culture. Amy and her team developed a Robotic Process Automation Toolkit that was recently published by USDOL.

Prior to joining USDOL, Amy worked for the Colorado Department of Labor and Employment (CDLE) Unemployment Insurance (UI) Division for over ten years. Amy served in a variety of roles with CDLE including the Pandemic Extended Benefits Program Manager, Staff Operational Services Program Manager, Operational Excellence Program Manager, Integrity Task Force Program Manager, Process Improvement Supervisor, Disaster Unemployment Assistance Supervisor and Customer Service Center Supervisor. Amy is best known for her track record of successfully implementing a variety of technology systems and programs from idea to inception, including long term sustainability. In May 2021, Amy won CDLE's Employee of the Year award for her work overseeing Colorado's Pandemic Benefit Programs.

Amy received her Bachelor of Arts degree from the University of Colorado. She earned her Project Management certification from Colorado State University and Lean Six Sigma Black Belt certification from Villanova University. She is extremely passionate about UI and helping states serve their customers while promoting a healthy work-life balance for staff. In her free time, Amy loves to golf, travel and relax at home with her family.

Debyn W. Purdie

Debyn W. Purdie has been the Director and Chief Hearing Examiner of the Maryland Department of Labor since August 2022. Prior to becoming the Director, Debyn was a Senior Hearing Examiner from November 2019 through August 2022 and a Hearing Examiner II beginning in January 2010. From 2008 to 2010, Debyn was a Staff Attorney for the House of Ruth Maryland from 2008 to 2010 and worked as a Law Clerk in 2006 for the Law Offices of Steven D. Kupferberg before becoming an Associate Attorney in 2007. Debyn was also an Administrative Hearing Officer for the City of Baltimore Environmental Control Board from 2017 to 2022. Debyn received her Bachelor of Arts, *cum laude*, from the University of Maryland, College Park in 2003 and was a 2006 graduate of The George Washington University Law School. Debyn lives in Burtonsville, Maryland with her amazing husband of almost 19 years, Terrence, extremely witty 12 year old daughter, Zoe, and rambunctious two year old Mini Schnauzer, Charlotte.

Betsy Schloesser

Betsy Schloesser has served as a UI Program Specialist in the USDOL Chicago Regional Office for the last 17 years. As the regional appeals lead, Betsy works to help states better understand appeals performance numbers, manage Federal appeals reporting, and identify best practices and process improvement opportunities. Betsy is also the Chicago regional lead for call centers, ETA reporting, and the various Equity / Tiger Teams / Navigator grants awarded to states during the pandemic. Betsy

spends her free time on her family farm with her llama Wilbur, raising bottle lambs and bottle calves, and spoiling her dogs and cats.

Noel Sukhram

Noel Sukhram is the Unemployment Insurance (UI) Program Appeals Coordinator in the U.S. Department of Labor's, Employment and Training Administration (ETA), Office of Unemployment Insurance (OUI). Noel has over 23 years working in the UI program at both the state and Federal levels. Prior to joining the OUI, Noel worked in the ETA Regional Offices, for both Dallas and San Francisco, as a UI Program Specialist with responsibilities over numerous UI program areas which included the Appeals Regional Coordinator.

Before joining Federal service, Noel worked for the Alaska Department of Labor. His career in UI began as a claims-taker with the Alaska Department of Labor UI call center. He held a variety of roles with Alaska UI which included working as an Adjudicator and Appeals clerk. In his prior career he served in the United States Air Force. His government careers with the military, state and Federal are now over 33 years.

In his free time, Noel enjoys traveling to new destinations, trying the local food options, and photographing these experiences.

Allan Toubman

Allan Toubman is the Founder and Principal Consultant and Trainer for the Administrative Justice Institute. In that role, he provides administrative law training and consulting services to state administrative appeal agencies. He retired as Chief Administrative Hearing Officer for the Maine Department of Labor. He has also heard cases for the States of Montana and Mississippi.

Before taking on appeals work, as an Assistant Attorney General, he represented the State of Maine before State and Federal courts. He was director of a legal services office in northern Maine.

He received his undergraduate and law degrees from the University of Connecticut. After his undergraduate degree, he served as a Peace Corp Volunteer, assigned to Chunk, Micronesia (formerly Truk, US Trust Territory).

Since 1983 he has taught administrative law to hundreds of ALJs and Board of Review members across the United States. Since 1990, he has taught in person and remotely as a member of the National Judicial College faculty. He is the author of "The ABCs of Hearsay in Administrative Proceedings", 5 MAINE B.J. (Nov.1990) and "Due Process Implications of Conducting Unemployment Compensation Hearing by Telephone: The Case for an Individualized Approach" 29 U. OF MICHIGAN J. OF LAW REFORM 407(1996), and a co-author of the National Judicial College Deskbook on Evidence for Administrative Law Judges (McNeil, 2005).

Katie Thurber

Katie Thurber is Deputy Commissioner of Operations and General Counsel for the Nebraska Department of Labor. She serves as the Department's legislative liaison and oversees the Unemployment Insurance Appeal Tribunal and the Benefit Accuracy Measurement Unit. She has been with NDOL for eleven years.

Prior to becoming Deputy Commissioner in 2023, she worked for the Department as a law clerk, a hearing officer, an attorney, UI Director, and General Counsel.

Brendon Tukey

Brendon Tukey is the Division Chief Administrative Law Judge for Unemployment Insurance Appeals at the Washington Office of Administrative Hearings. In that role he leads the day-to-day operations of the agency's largest single caseload.

Before assuming his current role, Brendon served as a Line ALJ on the Unemployment Insurance caseload. Brendon came to the OAH after completing a 26-year career in the military, including seven years as an enlisted paratrooper with the U.S. Army and 19 years as a commissioned officer and Judge Advocate with the U.S. Air Force.

Al White

Al White has been a part-time staff attorney with MDES Legal Affairs for 27+ years. During that time, he has been primarily responsible for representing the MDES Higher Authority, i.e. Board of Review, in unemployment benefits and tax status or rate cases appeals to the Mississippi appellate courts filed by either the Board of Review, employers or claimants. Representation before the lower appellate courts (Circuit Courts) and higher court (Mississippi Supreme Court) has required filing Briefs and/or Motions in each case, as well as Oral Arguments. Further, after decisions were handed down, he advises the Board of Review and General Counsel regarding those decisions and how such decisions impact MDES Statutes, Regulations or practices. Al has also acted as trial counsel for the MDES in numerous ALJ hearings, primarily related to tax status or rate cases. He has also substituted on several occasions as one of the three attorney Board of Review members when vacancies occurred. His staff attorney duties have also included drafting contracts, MDES real estate closings and training ALJs in conducting hearings. Not directly related to higher authority matters, he has filed and represented the MDES Tax Department in many Injunction suits against delinquent employers. He has also provided general legal research to the General Counsel and Executive Director both related to appeals and other issues, as well as assisted in drafting proposed Statutes and Appeals Regulations. He has periodically attended NAUIAP yearly conventions since 1997. In his 40 years of private practice, he has primarily involved in land, commercial and residential real estate loan and purchase closings, litigation, appeals and probate.

Doris Yates

Doris Yates is the Regional Appeals Coordinator for the U. S. Department of Labor's, Employment and Training Administration (ETA), Atlanta Regional Office. Doris has over 25 years of working in the UI program at both the state and Federal levels.

Before joining the U.S. Department of Labor, Doris worked for the Georgia Department of Labor for 13 years. She held various positions with the Georgia Department of Labor from working as a Claims Intake Specialist at a local Career Center to the serving as the Assistant Chief of Policy and Procedures.

In her free time she loves to travel and spend time with her family.

