

RESPONSE TO REQUEST FOR PROPOSAL:

CITY OF CARSON
REQUEST FOR PROPOSAL NO. P17-11
WORKERS' COMPENSATION DEFENSE ATTORNEY



Prepared by:

LAUGHLIN, FALBO, LEVY & MORESI, LLP

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LFL&M LAUGHLIN, FALBO
LEVY & MORESI LLP

June 12, 2017

City of Carson
701 E. Carson Street
Carson, CA 90745
Attn: Human Resources/Risk Management Division

Re: CITY OF CARSON
REQUEST FOR PROPOSAL NO. P17-11
WORKERS' COMPENSATION DEFENSE ATTORNEY

To whom it may concern:

We are pleased to have the opportunity to participate in your selection process for Workers' Compensation Legal Defense Services and submit our Response to Request for Proposal herewith.


Laughlin, Falbo, Levy & Moresi authorize Mr. Geyer to bind the proposal during the City's proposal evaluation period. His information as requested:

John V. Geyer, Esq.
Firm Managing Partner
555 12th Street, Suite 1900
Oakland, California 94607
T: (510) 628-0496
E: jgeyer@lflm.com

We appreciate this opportunity to respond to your Request and assure you that, if selected, we will provide only the highest quality legal services with a firm commitment to integrity and professionalism.

Very truly yours,

LAUGHLIN, FALBO, LEVY & MORESI LLP

By 
John V. Geyer, Esq.
Firm Managing Partner

Laughlin, Falbo, Levy & Moresi (LFLM) has reviewed section "1.0 Introduction / Background" from beginning to end the City of Carson's (City) request for proposals (RFP) and we are confident we possess the experience & expertise to perform the required services for The City of Carson. We believe our services to be efficient and cost effective with the goal help of helping the City reduce future liability on workers' compensation claims. We have prepared and answered the RFP for NO. P17-11 Workers' Compensation Defense Attorney in areas we needed to respond or we felt we could provide further clarification of our capabilities and services. We understand all deadlines and requirements.

2.0 SCOPE OF WORK

We acknowledge and will provide the duties, responsibilities and assistance as we described in section "2.0 Scope of Work". The proposed key personnel for the City have extensive experience in the field of workers' compensation defense, specifically with representing public employers. Their experience ranges from preventive measures to avoid claims to aggressive legal defense of workers' compensation understanding the risk versus benefits analysis of the claims, throughout the trial process before the Workers' Compensation Appeals Board, the Court of Appeals and the Supreme Court. All attorneys have experience negotiating settlements, and determine what issues need to be addressed in settlement negotiations including Medicare Set-Asides, future medical care, Stipulations & Resignations and Compromise & Release.

Further, with prior and current representation of public entities, the proposed attorneys have worked closely with Claims Examiners, Risk Managers, and their counsel throughout the claims, trial, and settlement process. The designated LFLM attorneys have the relevant professional experience in Trials including Lien Trials, Mandatory Settlement Conferences, Status Conferences, and Pre-Trials which will meet and exceed the needs of the City. The attorneys assigned to the City's work comp claims are well versed in preparing pleadings, designation of records, trial briefs, points & authorities, appeals, and many other types of legal documents necessary in work comp defense. The City can be assured that our attorneys will, when appropriate and beneficial, perform research & provide legal opinions, conduct pretrial discovery and subpoena records. In addition our attorneys are experts in applicant, witness and medical expert depositions. We will also identify potential subrogation recovery and will represent the City in third-party actions and lawsuits regarding subrogation

recovery. We understand the City has stakeholders that need to be apprised of litigation strategies and/or settlement recommendations. If asked we will appear before City officials, if necessary, to update on matters LFLM is handling.

3.0 QUALIFICATIONS OF RESPONDENTS

As requested in section "3.0 Qualifications of Respondents" we have listed our attorneys and their qualifications we feel will be a good fit for the City.

Responsibility, qualifications, and experience for key account team members: LFLM proposes Steve Nakata, Managing Partner of the Santa Monica Office, as the lead attorney, and Contract Representative for the City of Carson. Proposed attorneys are Centrina Jackson and Pamela Bush. John Geyer, Firm Managing Partner, is the proposed alternate Contract Representative. Both Mr. Nakata and Mr. Geyer have over 20 years of experience in workers' compensation defense. Ms. Jackson has close to 7 years of workers' compensation defense experience. Ms. Bush has been practicing law since 2013, of which the last 3 years have been in workers' compensation defense.

Public agency representation requires the highest degree of coordination with the client, and other legal representatives to accomplish successful handling of the workers' compensation claim, employment/personnel issues, retirement benefits, union issues, and other concerns faced by the agency.

Mr. Nakata has extensive experience with public entity clients, and his most recent experience is handling cases for the County of San Luis Obispo, the University of California, and the San Marcos Unified District, as well as working on files for the Los Angeles Unified School District and for the County of Los Angeles. He has defended employers, both public and private, with respect to workers' compensation claims, insurance defense and insurance coverage for over twenty three years. He succeeds in handling disputed workers' compensation claims through advice to clients by researching and preparing legal memoranda regarding specific workers' compensation issues, assistance in discovery, including preparing regular reports on pending issues affecting clients, representation at trials, negotiating settlements, and preparing and participating in educational presentations to clients. Further, Mr. Nakata conducts hearings, such as Mandatory Settlement Conferences, Expedited Hearings, and Trials successfully by developing defenses, providing analysis on current case law and trends, correspondence with clients, other counsel and interested parties on a regular basis to ensure progress on claims. Mr. Nakata provides the best possible results to clients by analyzing the risks and benefits

through preliminary case evaluation, plan of action and summary of claim issues in order to successfully provide the best possible results to his clients toward early, efficient resolution or a strong, vigorous defense throughout the Trial process.

Ms. Jackson has experience with public entity clients, such as Los Angeles Unified School District and the City of Pasadena and has defended employers, both public and private, with respect to workers' compensation, employment, or related claims.

Ms. Jackson manages all aspect of workers' compensation claims, including, but not limited to conducting discovery, such as depositions and witness interviews, working closely with claims adjusters and employer representatives in developing case strategy in order to resolve matters in a cost effective manner. Further, Ms. Jackson reviews all aspects of the claim to determine what issues need to be addressed in settlement negotiations including Medicare Set-Asides. She conducts hearings, such as Mandatory Settlement Conferences, Expedited Hearings, and Trials successfully by developing defenses, providing analysis on current case law and trends, correspondence with clients, other counsel and interested parties on a regular basis to ensure progress on claims.

Prior to joining the firm, Ms. Bush practiced in both state workers' compensation and personal injury defense. Ms. Bush joined the firm in 2015 and has worked directly with Mr. Nakata on both workers' compensation and subrogation matters, while maintaining her own separate workers' compensation case load. She has handled disputed workers' compensation claims through advice to clients, assistance in discovery, representation through all phases of litigation and negotiation of resolutions. Ms. Bush's civil litigation experience augments her ability to handle Workers Compensation Subrogation for her clients.

We are proposing Mr. Nakata and Ms. Bush to handle the City's Workers Compensation Subrogation. Attorneys in this field are involved in the civil personal injury cases arising from industrial accidents and injuries. These cases include civil matters arising from events such as auto and construction accidents, falls and product defects. The objective is to work with compensation attorneys and/or claims representatives to resolve claims efficiently and to achieve the lowest net payment of benefits possible. Mr. Nakata has conducted jury trials in subrogation matters to completion, as well as participated in civil mediations and arbitrations on subrogation matters. He has also tried third party credit cases before the WCAB.

Attorneys in this field often appear at the Workers' Compensation Appeals Board on the issues of adequacy of settlements and credits. The intrinsic conflict between civil fault and workers' compensation principles make the field of workers' compensation subrogation complicated. It is therefore essential to evaluate risks versus benefits in pursuing each case. Given these complexities, the firm maintains an active program of educational classes and seminars for clients and professional organizations.

We have provided resumes with additional information as requested, pricing and client lists in our attachments section of our response.

4.0 INSURANCE

LFLM is insured and will maintain for the duration of the contract the required insurance coverage and limits as outlined in RFP under section "4.0 Insurance". Our insurance coverage is provided by carriers that are authorized by the California Insurance Commissioner to transact insurance business in California. All of our policies are underwritten by insurers with rating of "A" or higher.

- LFLM carries \$1.0 million combined single limit per occurrence for bodily injury, personal injury and property damage, and \$2.0 million general aggregate General Liability Insurance.
- LFLM carries \$2.0 million Automobile Liability Insurance combined single limit per accident for bodily injury and property damage for hired and non-owned autos.
- LFLM carries \$1.0 million limits for Workers' Compensation and Employers Liability insurance.
- LFLM carries Professional Liability or Errors and Omissions Liability Insurance of \$5.0 million per claim and \$5.0 million in the aggregate.

At the City's request LFLM will provide to the City our certified and complete copies of all required insurance policies including policy endorsements effecting coverage.

5.0 INDEMNIFICATION

LFLM acknowledges and agrees to indemnify the City as described in section "5.0 Indemnification" of RFP. We also acknowledge and agree that our covenant under this section shall survive the termination of this agreement.

6.0 EVIDENCE OF COVERAGE

LFLM understands the timeframes required and will provide the City with required certificates of insurance and original endorsements as described in section "6.0 Evidence of Coverage" prior to start of contract. We all provide to the City when requested, complete copies of any and all insurance policies including all endorsements & riders as outlined and described in section "4.0 Insurance". We will maintain up to date and official proof coverage with the City and prior to expiration of required coverages, will also file proof of renewals.

LFLM is aware that failing to submit timely required evidence of insurances will be cause of both termination and forfeiture of our bid security. We also understand the City has the option to hold back any payment of moneys due or subsequently payable to LFLM, if we fail to file and maintain proper evidence of insurance with City.

7.0 GENERAL INSURANCE PROVISIONS

As stated in section "7.0 General Insurance Provisions" of RFP, every LFLM liability insurance policy will have the requisite individual endorsements forms. The endorsements will afford the City with the provisions as mandated and defined in points one through five of section 7.0.

8.0 ADDITIONAL INSURED

LFLM will name as additional insureds, the City and the listed representatives as defined in section "8.0 Additional Insured" in our General Liability and Auto Liability Policies.

9.0 FORM OF PROPOSAL

We have read points one through nineteen in section "9.0 Form Of Proposal" as outlined, defined and required. LFLM understands and accepts the terms and conditions that will govern the submission of the proposal, being submitted by LFLM to the City in response to the Workers' Compensation Defense Attorney

RFP. Further, we know that by submitting our proposal we clearly recognize and accept all terms and conditions subsequently set forth in the RFP and otherwise expressly stated in the proposal.

10.0 INSTRUCTIONS FOR THE WRITTEN PROPOSAL

The following are LFLM's response to questions in section "10.0 Instructions for The Written Proposal".

1. Describe the defense attorney firm completing this proposal, including background, history and years of experience in workers' compensation legal defense.

Laughlin, Falbo, Levy & Moresi LLP traces its roots in the area of workers' compensation law to the mid-1930. Its predecessor firms are among the largest and most respected general civil litigation firms in the country. On January 1, 1985, the workers' compensation department of Sedgwick, Detert, Moran & Arnold organized itself independently as Laughlin, Falbo, Levy & Moresi LLP and began its practice in San Francisco with thirteen lawyers.

LFLM has been conducting business under this name for over thirty years. Today the firm is located in eleven California cities with over 160 lawyers representing public agencies, insurance companies, and self-insured entities.

LFLM has specialists in the following practice groups: Workers' Compensation Defense, including Longshore & Harbor Workers' Compensation, Jones Act and War Hazard, Workers' Compensation Subrogation, Insurance Coverage and Opinions and Litigation associated with Workers' Compensation Benefits, and Disability Retirement/ CERL. In addition, we represent employers in Serious and Willful Misconduct and Labor Code Section 132a actions.

Workers' Compensation Insurance Defense continues to be the largest part of the firm's practice. Several of our attorneys are Certified Workers' Compensation Specialists. They also assist in developing evidence that has led to prosecution for insurance fraud. Attorneys in this specialty represent insurance companies, self-insured employers and public agencies before the California Workers' Compensation Appeals Board, Courts of Appeal and Supreme Court.

Our team of attorneys will handle all aspects of workers' compensation defense, including preventative advice that will help the City avoid claims, all stages of workers' compensation litigation, and recovery of losses from third parties. Their experience extends to cases involving all legal defenses as well as the entire spectrum of alleged work injuries, including, amongst others, all orthopedic, internal, and psychiatric injuries.

2. Provide a list of ten of your current and previous clients, including all clients serviced in the last three years. Public entity clients preferred. Provide the company name, telephone number, address, contact person and number of years servicing the account.

The City can view our client list is in the attachments section of our proposal, named "Attachment 3".

3. Provide your firm's attorney, paralegal, and office staff turnover percentage for the past three years.

Our turnover ratios are as follows:

| | |
|------|--------|
| 2014 | 5.87% |
| 2015 | 14% |
| 2016 | 15.87% |

4. Describe your company's mechanism(s) for keeping current with changes in workers' compensation laws, case law, statutes and regulations.

All of our offices hold monthly meetings with all attorneys regarding new developments in case law, statutes, and/or regulations. One of the firm's founding partners, Barry Lesch, is the editor in Chief of the monthly California Workers Compensation Reporter. Mr. Lesch is still a practicing attorney with the firm – the CWCR is distributed amongst all attorneys when it goes to print. LFLM provides constant training to clients regarding legal updates and practice and procedural developments. We are very active with organizations and associations that provide CLE courses and that are involved with work comp legislation.

5. Describe your firm's philosophy regarding litigated claims?

LFLM's approach to providing legal services is simple. Our litigators offer the personal attention and aggressive approach necessary to effectively represent our

clients in today's challenging environment, and have extensive experience representing third party administrators, insurance companies, public entities, and employers.

The defense team of LFLM's Workers' Compensation provides a unified (and therefore unique) approach to claims. The team attorneys will handle all aspects of workers' compensation defense, including preventive advice that will help employers avoid claims, all stages of workers' compensation litigation, and recovery of losses from third parties. Their experience covers the full spectrum of cases, including, but not limited to, back injuries, carpal tunnel syndrome, broken limbs, amputations, deaths, heart attacks and strokes, hernias, hearing loss, psychiatric injuries, internal injuries, and occupational diseases.

6. What standard of performance is utilized to ensure that work product complies with current law, new law and updates to case law?

LFLM has set up a monthly quality control process that helps us audit work product and timeliness. We audit a pre-designated number of files, which at times can be increased depending on if there are additional criteria to monitor. Our normal audits check for to see if matters are being handled in accordance with current law, both during and after matters close. In situations where there are law updates or new law, all attorneys are provided with training or material as to how this may apply to their matters.

We understand the value and need for continuing education. We participate and present at multiple educational conferences throughout the year. It's from here we develop or modify our training and seminar materials to be current, relevant, and discuss industry trends impacting litigation and update claims compliance.

7. What procedures are utilized to meet important deadlines?

LFLM uses attorney information management system software. This system allows us to set up reminders, tasks, and diaries to monitor matter progress. Within this software we have set up a matter workflow process that, depending on type of activity entered, automatically generates various triggers. These will set up alerts and or diary reminders for matters based upon the preset timeframes or as required by client guidelines. An automatic report is generated for any outstanding diaries with matter info, type, date due and days overdue. Additionally each office's



Managing Partner monitors the monthly and weekly appearances for their office.

8. What is the turnaround time for City and TPA receipt of hearing reports?

Our attorney's will have the hearing reports to the City within 3 days after hearing.

9. How does your firm handle calendar conflicts?

LFLM continuously stresses firm wide, the importance of prompt calendaring. We also have in place within our litigation management software, alerts and triggers to monitor time sensitive deadlines and any up and coming appearances. However, like most firms we do run into calendaring conflicts. The first order of business for any attorney with a calendar conflict is to try to resolve the conflict him or herself. Many applicants' attorneys will agree to a continuance, or to move a court case from the afternoon calendar to the morning, or vice versa.

If the matter cannot be moved, we will assign an equally qualified attorney (with same experience or higher) in the same office where the calendaring conflict has occurred. The designated contact for the City will be apprised of all conflicts and authorization will be requested in advance for an alternative attorney to make the appearance, if necessary. For programs like the City's where there is an assigned panel, we try and have the other attorneys on the panel cover for each other. We will call and email the City and or TPA, (based on the City preference) if there is a conflict and obtain approval for the other attorney to make the appearance. If we do not have anyone on the City's panel available, we will provide the name of an equally qualified attorney who services the venue for the City to review and authorize.

10. Which attorneys will be handling City claims?

The office and attorneys assigned to the City will be out of our Santa Monica Office. The Managing Partner is Steve Nakata and he will be the City's point person. We will also have Centrina Jackson for Workers Comp Defense and Pamela Bush for Workers Comp Subro, assigned to the City. Mr. Nakata will handle both Work Comp Defense and Work Comp Subro. We have provided samples of the proposed attorney's work, in the attachment section of our response.

- We have provided the proposed LFLM attorney bios/resumes in the attachment section of our response.*



- Have the attorney provide their understanding of the Public Retirement System, Social Security System, Medicare System, Medical Provider Network, Utilization Review and how it may impact the handling of a workers' compensation claim;
 - *The Public Retirement System and a workers' compensation claim cross paths most directly if the employee is seeking a service related disability retirement due to an industrial injury, and is often impacted by the medical reporting obtained in the workers' compensation claim. In addition, there is a potential cross-over when an employee retires, but is injured or claims injury and seeks temporary disability and/or seeks to have his retirement converted.*

The Social Security and Medicare Systems are integral in a workers' compensation claim for two primary reasons, if the employee has been found to be unable to work and is found to be disabled by Social Security Disability, then an employee could seek to be found permanently and totally disabled for the workers' compensation case. If the employee is receiving either Social Security disability or retirement payments, the employee will likely be eligible for Medicare benefits, which in turn requires the parties to consider Medicare's interests with regard to settlement of future medical benefits and requires a Medicare Set Aside analysis and (perhaps) approval of the MSA allocation by the Centers for Medicare & Medicaid Services.

A Medical Provider Network is best utilized in the workers' compensation system when it is customized and doctors are screened. Unfortunately, due to requirements, there are needs to include some liberal treating physicians within the MPN. Nevertheless, a solid MPN can assist in lowering treatment costs and returning injured workers back to the work place, in either a modified capacity or full duties.

The Utilization Review process should be analyzed on a case by case basis to analyze the medical treatment needs of patients, and can be a double-edged sword. For example, if an employee has a clear tear in the rotator cuff, but UR denies the request for surgery due to the lack of conservative treatment, then such a UR decision should be overturned at the examiner level to keep the claim moving.

- Have the attorney provide their caseload as of June 15, 2017;

Centrina Jackson – 80 Pamela Bush – 53 Stephen Nakata – 100.



- Provide examples of documents submitted to the court, appeals courts, including, up not limited to, a Petition for Reconsideration.

- We have provided samples of documents submitted to court in the attachments section of our response.

11. Do you contract with outside defense attorneys? If so, what is the legal malpractice coverage for this type of arrangement?

LFLM does not subcontract any of our work comp defense or work comp subrogation services.

12. The defense attorney firms whose proposals are selected as finalist for consideration may be asked to appear, at their own expense, before an evaluation panel to discuss their proposal.

LFLM understands and is willing, to appear at our own expense before the City's evaluation panel to discuss our proposal.

13. The proposal must be valid for 120 calendar days from the final submission date of the bids.

LFLM's proposal is valid for 120 calendar days from the final submission date of the bids.

14. Submit a cover letter that contains the name, title, address and telephone number of the individual(s) with authority to bind the proposal during the period in which the City is evaluating the proposal.

As required in RFP our cover letter has been submitted at the beginning of our proposal. It has been signed by our Firm Managing Partner John Geyer.

15. A principal of the firm shall sign the cover letter or other person fully authorized to act on behalf of the firm.

11.0 EVALUATION CRITERIA

We have read and understand how the City will be evaluating LFLM's proposal.

Our experiences both with private and public entity employers make us confident in our ability to service the City's programs as described in points A through B of "11.0 Evaluation Criteria".

12.0 SELECTION AND CONTRACT NEGOTIATION

LFLM understands the selection, evaluation and contract negotiation process as described in "12.0 Selection and Contract Negotiation". We also understand as stated in RFP, that the City may:

- Reject any or all proposals or make no award,
- Issue subsequent request for proposals,
- Cancel the request for proposal,
- Establish a short list of proposers eligible for interviews after review of the written proposals by the City and consideration of its recommendations,
- Modify any requirement contained in the RFP and request revised submittals from proposers determined to be within the competitive range,
- Negotiate with any, all, or none of the proposers,
- Solicit best and final offers from all, some, or none of the proposers,
- Award a contract to one or more proposers,
- Accept the written proposal as an offer, without negotiation and issue a notice to proceed,
- Waive any informality on any proposal.

We also acknowledge that the RFP does not commit the City to negotiate a contract. It also does not obligate the City to pay for any of our costs incurred as a result of either preparation or submittal of proposals or in anticipation of a contract.

We understand the City reserves the right in issuing a contract with any of the firms that responded to RFP, based solely upon City's judgment of the qualifications and capabilities of that firm.

Firm's Responsibility:

If considered and or selected, we understand that it is our responsibility to:

- To appoint and notify the City of personnel who will be charged with coordination and communication between the City and LFLM.
- Within fourteen (14) days of the City mailing the Notification of Award of Contract and the Contract Form, LFLM shall provide the City with all the required insurance certificates and policy endorsement forms.

- We understand the City reserves the right to investigate our qualifications and to confirm any part of the information furnished in our proposal. We also will provide the City additional evidence of managerial, financial or technical capabilities that are considered necessary for LFLM to successfully perform the contract.

Non-Discrimination

LFLM is committed to providing equal opportunity based on individual merit in all employment practices, including, but not limited to: hiring, placement, promotion, disciplinary action, lay off, recall, transfer, leave of absence, compensation and training to all qualified applicants and employees without regard to race, religion, color, sex, sexual orientation, national origin, ancestry, citizenship status, marital status, veteran status, pregnancy, age, medical condition (cancer-related), disability or any other protected status in accordance with the requirements of all federal, state and local laws.



ATTACHMENTS

Attachment 1: Resumes

STEPHEN K. NAKATA

PROFESSIONAL EXPERIENCE:

December 2010 - Present

Laughlin, Falbo, Levy & Moresi LLP
Santa Monica, California

Managing Partner (Santa Monica Office: April 2014 – present).
Associate Attorney (Pasadena Office: 2010 – March 2014).
Handling the defense of workers' compensation claims in
California and related matters including those under the
Longshore and Harbor Workers' Compensation Act, the Jones
Act, and subrogation matters.

April 2005 – December 2010

Veatch Carlson
Los Angeles, California

Partner. Concentrated his practice in the fields of labor,
employment, workers' compensation, Longshore, subrogation
and general civil litigation.

March 1999 – March 2005

Louie, Almeida & Stettler
Burbank, California

Partner.

June 1996 – March 1999

Baker and Hostetler LLP
Los Angeles/Beverly Hills, California

Senior Associate.

September 1995 – June 1996

Nakata and Martin
Oxnard, California

Partner.

September 1994 – September 1995

Robert Caron and Associates
Oxnard, California

Associate.

August 1992 – September 1994

Grancell, Lebovitz, Stander, Marx and Barnes
Los Angeles, California

Associate.

Attachment 1: Resumes

STEPHEN NAKATA Con't.

EDUCATION:

| | |
|----------------------------|--|
| Bachelor of Science | California Lutheran University, 1998 |
| Juris Doctor | University of San Francisco, School of Law, 1992 |
| Bachelor of Arts | University of California, Los Angeles, 1989 |

PROFESSIONAL MEMBERSHIPS: The State Bar of California (1993 – present).

STATE BAR NUMBER: 165175



Attachment 1: Resumes

CENTRINA J. JACKSON

PROFESSIONAL EXPERIENCE:

October 2013 - Present

Laughlin, Falbo, Levy & Moresi LLP
Santa Monica, California

Associate Attorney. Handling all aspects of the defense of California Workers' Compensation Claims and related matters.

October 2010 – September 2013

Hayford & Felchlin LLP
Los Angeles, California

Associate Attorney. Representing self-insured employers and Third Party Administrators in all aspects of Workers' Compensation Defense.

June 2008 – January 2009

Law Offices of Leo James Terrell
Los Angeles, California

Litigation Associate.

May 2005 – June 2008

Heller Ehrman LLP
Los Angeles, California

Litigation Associate (Oct. 2006 – June 2008). Summer Associate (May 2005 – August 2005).

August 2004 – December 2004

U.S. District Court for the Northern District of Illinois
Chicago, Illinois

Extern for the Honorable Judge Charles P. Kocoras

EDUCATION:

Juris Doctor

Northwestern University School of Law (Chicago, IL), 2006

Bachelor of Arts

Howard University (Washington DC), 2002

PROFESSIONAL MEMBERSHIPS: State Bar of California

STATE BAR NUMBER: 249641



Attachment 1: Resumes

PAMELA H. BUSH

PROFESSIONAL EXPERIENCE:

November 2015 - Present

Laughlin, Falbo, Levy & Moresi LLP
Pasadena, California

Associate Attorney. Handling the defense of workers' compensation claims and related matters.

Oct. 2014 – Nov. 2015

Hitzke & Associates
Los Angeles, California

Associate Attorney. Handling workers' compensation matters.

July 2013 – Sept. 2014

Gray Duffy, LLP
Encino, California

Associate Attorney. Insurance defense for Mercury Insurance Company.

Aug. 2013 – May 2013

Aukin Law Office
Chicago, Illinois

Legal Assistant

Fall 2011 – Spring 2012

Loyola Civitas Childlaw Center
Chicago, Illinois

Clinician

EDUCATION:

Juris Doctor

Loyola University, Chicago, IL, May 2012

Master of Business Admin.

Loyola University, Chicago IL, May 2013

Bachelor of Science

California Lutheran University, Thousand Oaks, CA,
May 2008

PROFESSIONAL MEMBERSHIPS: State Bar of California

STATE BAR NUMBER: 288776



Attachment 2: Pricing

Below is a list of proposed hourly labor rates*:

Hourly Rates

| Position | Hourly Rate |
|-----------------------------|-------------|
| Managing Partner | \$180.00 |
| Steve Nakata | |
| Associate | \$170.00 |
| Centrina Jackson | |
| Subrogation | \$180.00 |
| Steve Nakata Pamela Bush | |

The City will not be billed for conferences between and among firm attorneys and/or paralegals regarding District referral.

Transcription Costs, Office Expenses and Other Miscellaneous Expenses

General overhead and administrative costs are included in the hourly rate, including secretarial expenses, word processing, and transcription costs.

Incidental Costs/Expenses

Incidental Costs/Expense include photocopies, faxes, travel (attorney time not included), long-distance telephone, postage, parking, online research, messenger and shipping services, and other miscellaneous expenses as necessary. Such costs are normally not advanced and actual costs of services will be passed through to the City.

Attachment 3: Client List

| Name of Agency/Company | Contact Name, Title, Phone #, Mailing and E-mail Addresses | Type of Services Provided | Dates services provided (from/through*) |
|----------------------------------|---|---------------------------|---|
| County of San Mateo | Rod Maplestone, Work Comp Manager 455 County Center, 5th Floor Redwood City, CA 94063 rmaplestone@smcgov.org (650) 363-4616 | Work Comp Defense | 2009 to Present |
| Compton Unified School District | Harvey Irvin, Senior Director-Risk Management 501 South Santa Fe Ave. Compton, CA 90221 (310) 639-4321 hvirvin@compton.k12.ca.us | Work Comp Defense | 2006 to Present |
| City of Pasadena | Antoinette Lee-Joseph Workers Comp Supervisor 100 Garfield Ave, Pasadena, CA 91101 (626) 744-3989 alee@cityofpasadena.net | Work Comp Defense | 2008 to Present |
| Keenan and Associates | Stacey Golden, Director of Claims P. O. Box 79991 Riverside, CA 92513 (951) 715-0190 golden@keenan.com | Work Comp Defense - PRIDE | 2004 to Present |
| City of Richmond | Ms. Kim Greer, Risk Manager P.O. Box 4046 Richmond, CA 94804 (510) 620-6974 kim_greer@ci.richmond.ca.us | Work Comp Defense | 10+ years |
| Stockton Unified School District | Ms. Karen Cravens, Risk Manager 701 N. Madison Street Stockton, CA 95202 (209) 933-7110 x2556 kcravens@stocktonusd.net | Work Comp Defense | 15+ years |
| City of Sacramento | Kerri Krouse, Work Comp Manager 915 I Street Sacramento, CA 95841 (916) 808-8543 kkrouse@cityofsacramento.org | Work Comp Defense | 10+ years |
| County of Santa Clara* | David Wong, Work Comp Director 2310 North First Street, Suite 205 San Jose, CA 95131 (408) 441-4231 dave.wong@esa.sccgov.org | Work Comp Defense | *Mr. Wong is now with County. We worked with him on Bay Area Rapid Transit program starting in 2010 and continue on BART after Mr. Wong went to County. |

Attachment 3: Client List Con't.

| | | | |
|----------------------------------|---|-------------------|-----------------|
| Alhambra Unified School District | Rolando Cardenas, Director 1515 West Mission Road Alhambra, CA 91801 (626) 943-6580 cardenas_rolando@ausd.com | Work Comp Defense | 2014 to Present |
| University of California | Angela DeBartoldi, Program Manager University of California Office of the President 1111 Franklin St, 10th Flr. Oakland, CA 94607 (510) 987-0151 Angela.DeBartoli@ucop.edu | Work Comp Defense | 10+ years |

List of Clients Represented by LFLM for the past 3 years:

Abercrombie, Simmons & Gillette, Inc.
 Acclaim Risk Management, Inc.
 Acclamation Insurance Management Services
 ACE American Insurance Company
 ACE/ESIS
 Adminsure
 Adventist Health System West
 AIG
 AIMS - Acclamation Insurance Management Services
 Alaska National Insurance Company
 Albertsons Holdings Fullerton
 Allied Insurance, A Nationwide Company
 Allied World Assurance Company
 American Claims Management
 American Equity Risk Services, LLC
 American Equity Underwriters, Inc.
 American Interstate Insurance Company
 American Zurich Insurance Company
 Amerisafe Risk Services, Inc.
 AmGuard Insurance Company
 AmTrust North America
 Applied Risk Services
 Applied Underwriters
 Argo Group
 Argonaut Insurance Company
 Athens Administrators
 ATR International

Attachment 3: Client List Con't.

Barrett Business Services, Inc
Berkeley Bowl Produce, Inc.
Berkley Assigned Risk Services
Berkley Risk Administrators Co., LLC
Berkley Risk Services
Berkshire Hathaway Guard Insurance Companies
Berkshire Hathaway Homestate Companies
Beta Healthcare Group
Blue Diamond Growers
Broadspire, A Crawford Company
Bullet Express
California Insurance Guarantee Association
California Oils Corporation
Camping World
Cannon Cochran Management Services, Inc.
Carl Warren & Company
Casualty Claims
CCS Holdings, Ltd. Partnership
Cheertie Display Fixtures, Inc.
Chubb Group of Insurance Companies
Church Mutual Insurance Company
City of Pasadena
City of Sacramento
ClaimQuest, Inc.
CNA
CNA International
CompWest Insurance Company
Constitution State Services, LLC
Continental Insurance Company
Contra Costa County Employees' Retirement Association
Contract Claims Services, Inc.
CorVel Corporation
Cottingham & Butler Claims Services, Inc. (CBCS)
County of Sacramento
County of San Bernardino
CQC Group, Inc.
Cranmore (US) Inc.
Creative Risk Solutions
Crum & Forster Insurance
Cypress Insurance Company
Del Monte Foods
Delta Group, TIC
Disney
Eagle Marine Services



Attachment 3: Client List Con't.

El Dorado County Fire Protection District
Employers Compensation Insurance Company
Enstar (US), Inc.
ESIS
Everest National Insurance Company
Faith Warrior Productions, LLC
FARA, a York Risk Services Company
Fireman's Fund
First Student Transportation
Foster Farms
Foster Poultry Farms
Gallagher Bassett
GCA Services Group
GL Perry Construction, Inc.
Great American Insurance Company
Greene & Hemly, Inc.
Guard Insurance Companies
Hancock Fabrics, Inc.
Hanover Insurance Group
Helmsman Management Services
HIH American Comp & Liability Insurance Company
Hi-Way Distributing Corporation of America
Homeport Insurance Company
Human Resource Solutions dba Staff Temp
ICW Group
Illinois Midwest Insurance Agency, LLC
Innovative Claim Solutions, Inc.
Insurance Company of the State of PA
Insurance Company of the West
Intercare Insurance Services
J.W. Mills Management, LLC
JBWCP AIMS
Jodi Pais Montgomery, Conservator for Terance R. Anderson
Johnson Service Group
Joseph Eletto Transfer, Inc.
JT2 Integrated Resources
Keenan & Associates
Law Office of Christian B. Green
Liberty Mutual
LWP Claims Solutions, Inc.
Magellan Health Services
Marsh Risk and Insurance Services
Matrix Absence Management, Inc.
Meadowbrook Insurance Group

Attachment 3: Client List Con't.

Metro Risk Management
Michael J. Rice
Midwest Insurance Companies
Mina Ramzy
Myron Sidie
National Indemnity Company
National Liability & Fire Insurance Company
New Hampshire Insurance Company
New Haven Unified School District
New York State Insurance Fund
NorGUARD Insurance Company
North American Risk Services
Northern Claims Management
Pacific Claims Management
Pacific Compensation Insurance Company
Patriot Risk Services
Pegasus Risk Management
PMA Insurance Group
PMA Management Corp.
Port Maintenance Group, Inc.
Ports America/Ports Ins. Co.
Protective Insurance Company
Quality Erectors & Construction
Quality Production Services, Inc.
Redwood Empire Municipal Insurance Fund
Redwood Garden & Bldg. Materials
Safeway, Inc.
San Mateo County Transit District
Sardo Interiors Services
Schools Insurance Authority
Schuering, Zimmerman & Doyle LLP
Sedgwick
Sentry Insurance
Shasta County Risk Management
Shaw Jacobsmeier Crain & Claffey, LLP
Sherwin Williams
Signal Mutual Indemnity Association
Stanley Pest Control
Star Insurance Company
Superior Labor Services LLC
Sutter Health Workers' Compensation
Sutter Medical Foundation
The American Equity Underwriters
The Cities Group

Attachment 3: Client List Con't.

The Hanover Insurance Group
The Hanover Law Office
The Hartford
The Zenith
Tokio Marine Management
Travelers
Tristar
TRISTAR Risk Management
U.S. Connection
United Christian Evangelistic Association
US Concrete, Inc
USS-Posco Industries
Vanliner Insurance Company
Victor Treatment Center
Whiplash Merchandising, Inc., A Corp.
York Risk Services Group
Yusen and SSA Marine
Z Square Fitness LLC
Zurich American Insurance Co.

