

Commonwealth of Kentucky
**Department of
Workers' Claims**
2024-2025 Annual Report



TEAM
KENTUCKY

EDUCATION AND
LABOR CABINET

Commonwealth of Kentucky

Education and Labor Cabinet Department of Workers' Claims

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500 Mero Street, 3rd Floor
Frankfort, Kentucky 40601
(502) 564-5550

Website: <https://elc.ky.gov/Workers-Compensation>

Forms can be obtained at
<https://elc.ky.gov/Workers-Compensation/Pages/Forms.aspx>

COMMISSIONER
Scott C. Wilhoit

CHAIRMAN, WORKERS' COMPENSATION BOARD
Michael W. Alvey

CHIEF ADMINISTRATIVE LAW JUDGE
Douglas W. Gott

OMBUDSMAN
Kerri A. Ripperger

DWC specialists may be contacted at the following number for
information and assistance regarding workers' compensation
issues:

Toll-free: 800-554-8601

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Kentucky Department of Workers' Claims



Mission Statement:

The Department of Workers' Claims (DWC) administers Kentucky's Workers' Compensation Program with equitable and expedient processing of claims.

Performance Objectives:

- Assure prompt delivery of statutory benefits, including medical services and indemnity payments
- Provide timely and competent services to stakeholders
- Foster stakeholder knowledge of rights and responsibilities under the Workers' Compensation Act
- Encourage stakeholder involvement in the development of policy
- Provide the public and policymakers with accurate and current indicators of program performance
- Anticipate changes in the program environment and respond appropriately
- Be at the forefront in seeking new and innovative techniques to meet the needs of our constituents

No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation, or belief, be excluded from participation in, denied benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Kentucky Education and Labor Cabinet.

Printed with State Funds



Andy Beshear
GOVERNOR

EDUCATION AND LABOR CABINET

Jamie Link
SECRETARY

Department of Workers' Claims
Scott C. Wilhoit
Commissioner
500 Mero Street, 3rd Floor
Frankfort, Kentucky 40601
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January 14, 2025

The Honorable Andy Beshear
Governor of Kentucky
Capitol Building
700 Capital Avenue, Suite 100
Frankfort, KY 40601

In accordance with KRS 342.230(1) and KRS 342.435, the Fiscal Year 2024-2025 Annual Report for the Department of Workers' Claims (DWC) is attached. The annual report outlines the agency's activities to ensure prompt and efficient delivery of statutory benefits and provides statistical information designed to openly share the department's activities.

The DWC continues to work closely with all stakeholders, including businesses, labor, medical providers, attorneys, self-insureds and insurers, to develop ideas and implement programs. This will improve the effectiveness of the Workers' Compensation system by delivering high-quality services to the public in a cost-effective manner.

The DWC continues to leverage new and improved technologies to be more accessible and accountable to all stakeholders. The department's advancements are attributable to dedicated employees concerned with the best interests of employees and employers of the Commonwealth of Kentucky. Thank you for your interest and support for the DWC during this fiscal year.

Yours very truly,

A handwritten signature in black ink, appearing to read "Scott C. Wilhoit".

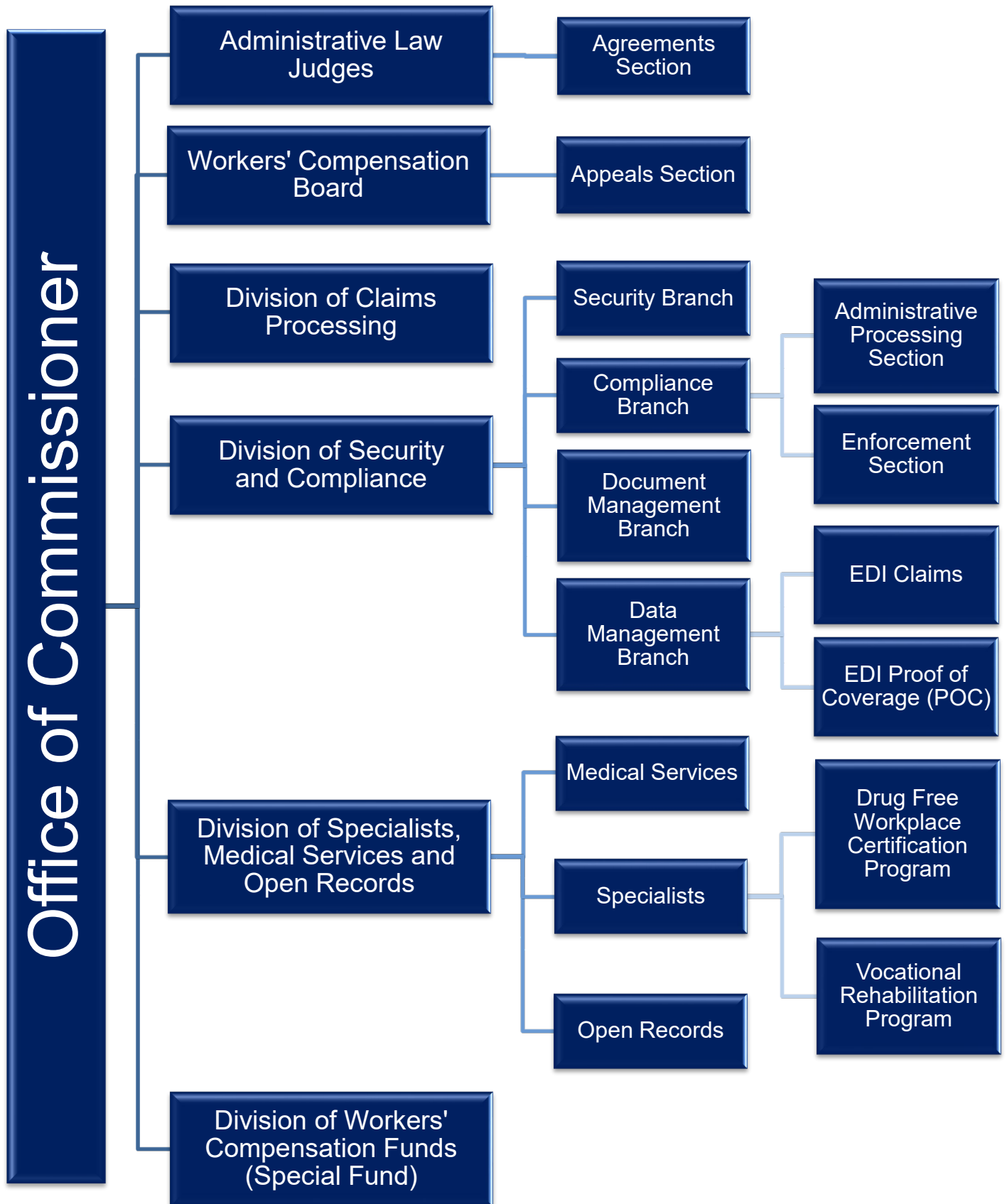
Scott C. Wilhoit
Commissioner



Scott C. Wilhoit
Commissioner

Scott C. Wilhoit graduated from the University of Kentucky with a bachelor's degree in journalism in 1985. He then earned his Juris Doctorate from the University of Kentucky in 1989. Over the past 35 years, Scott has extensively practiced workers' compensation and civil litigation across the commonwealth. He has litigated workers' compensation cases at all levels including Administrative Hearings, Workers' Compensation Board, Kentucky Court of Appeals and the Kentucky Supreme Court. Scott is licensed to practice in Kentucky, Indiana, Eastern and Western Districts of the United States District Courts and the United States Sixth Circuit Court of Appeals. He is a member of the Kentucky Bar Association. He also serves on numerous boards serving the needs of workers and their employers. Scott was recently elected as vice president for the Southern Association of Workers' Compensation Administrators where he also sits on its Board of Directors.

Department of Workers' Claims Organizational Chart



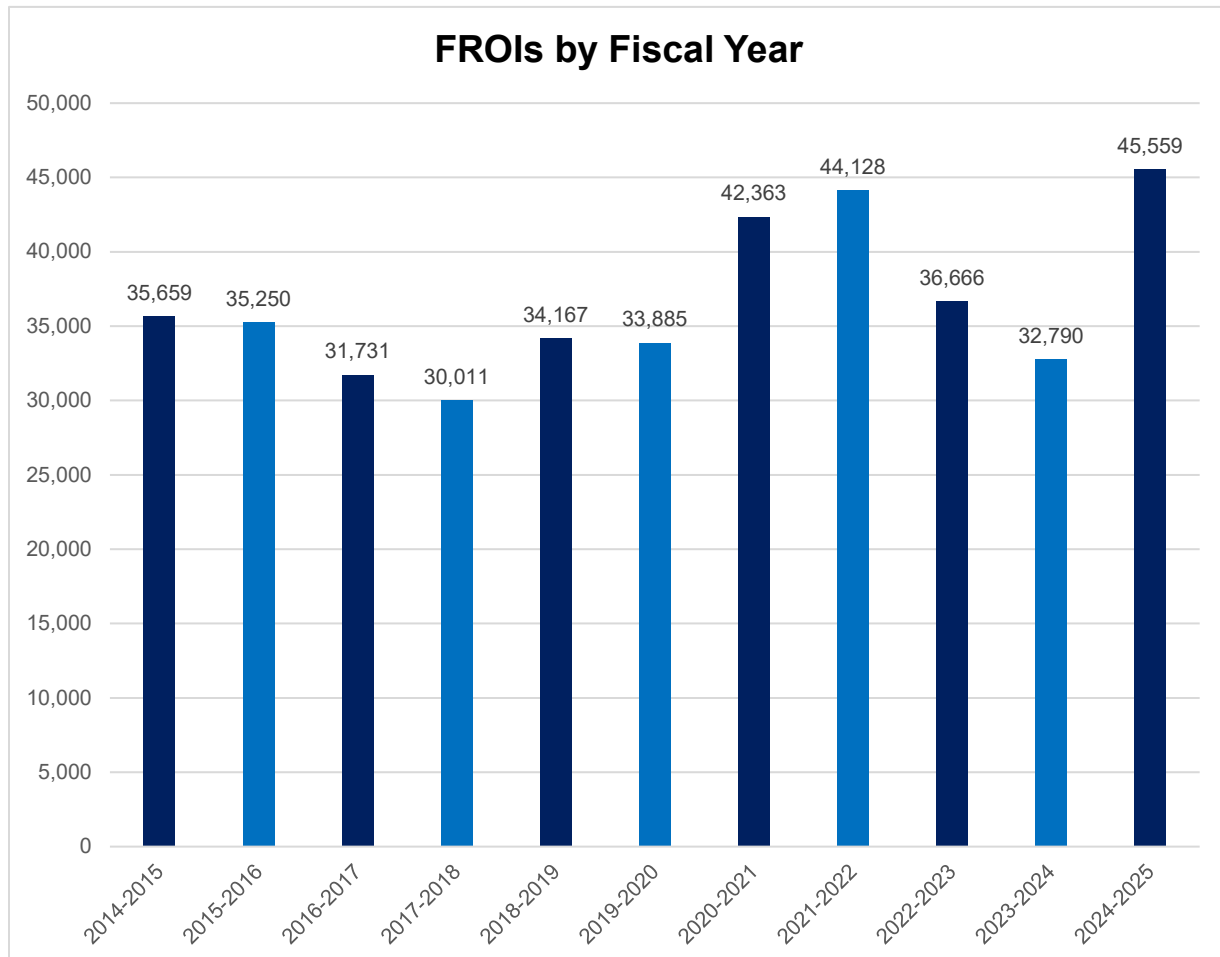


Program Statistics

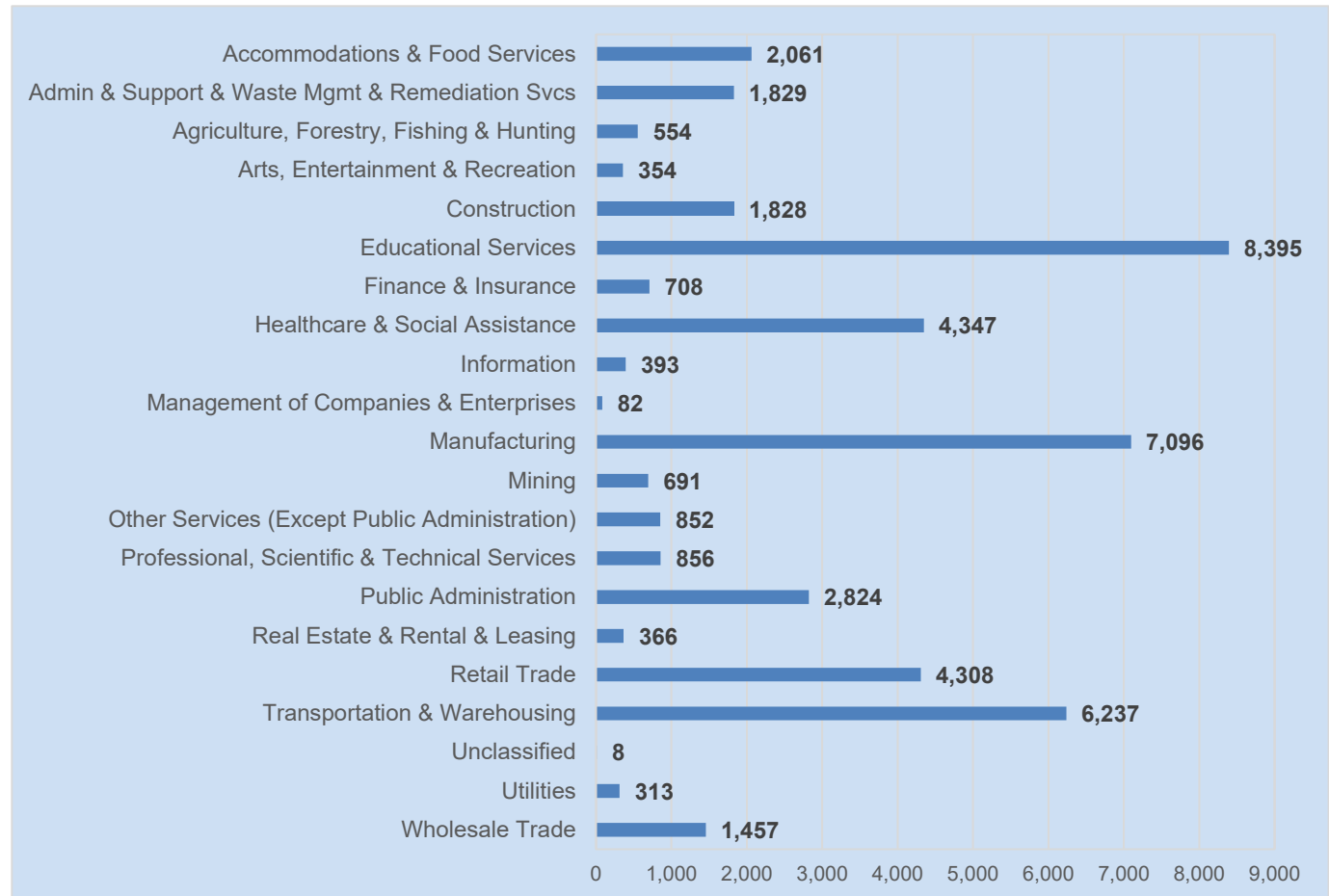
First Reports of Injury

Kentucky Revised Statute (KRS) 342.038 mandates that employers keep a record of all employee workplace injuries and fatalities. When an injured worker misses more than one day of work due to an injury, the employer has three days to inform its workers' compensation insurance carrier or claim administrator. These entities then have one week to file a First Report of Injury (FROI) with the DWC. Failure to comply with these reporting requirements may result in penalties pursuant to KRS 342.990.

This fiscal year, 45,559 lost time FROIs were filed with the department. The three most common causes of work-related injuries reported were Strain or Injury by Lifting (3,309), Fall, Slip or Trip on Same Level (3,243), and Fall, Slip or Trip, Not Otherwise Classified (NOC) (2,977).



FROIs by Industry



FROIs by Body Part

Among the reported FROIs, the three most frequently injured body parts were finger(s) (4,002), the low back (lumbar and lumbo-sacral spine) (3,921), and multiple body parts (3,728).

FROIs by Nature of Injuries

A review of the nature of injuries indicated that 11,499 strain or tears and 9,315 contusions were reported. Together, these two categories account for 46% of all reported injuries. The third most common type of injury was lacerations, which occurred in 5,523 cases.

FROIs by Nature Type

Coal Workers' Pneumoconiosis (CWP)	23
Hearing Loss	78
Injury	44,740
Other Occupational Disease	718

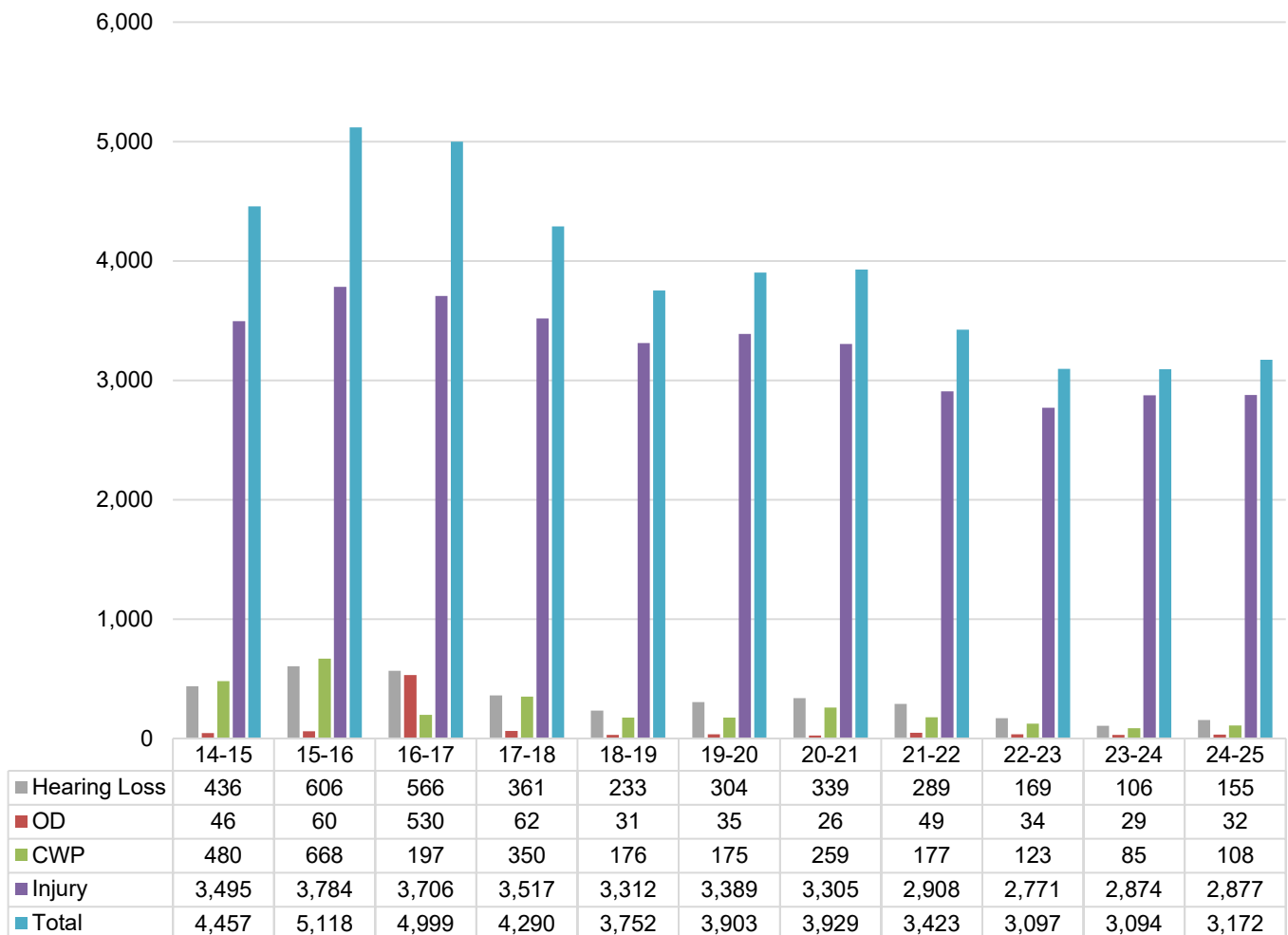
Workers' Compensation Claims

A workers' compensation claim in Kentucky originates when a settlement agreement is filed to resolve workers' compensation issues between parties voluntarily or an application for resolution of a claim is filed when the parties cannot agree, and an administrative law judge (ALJ) must resolve the matter.

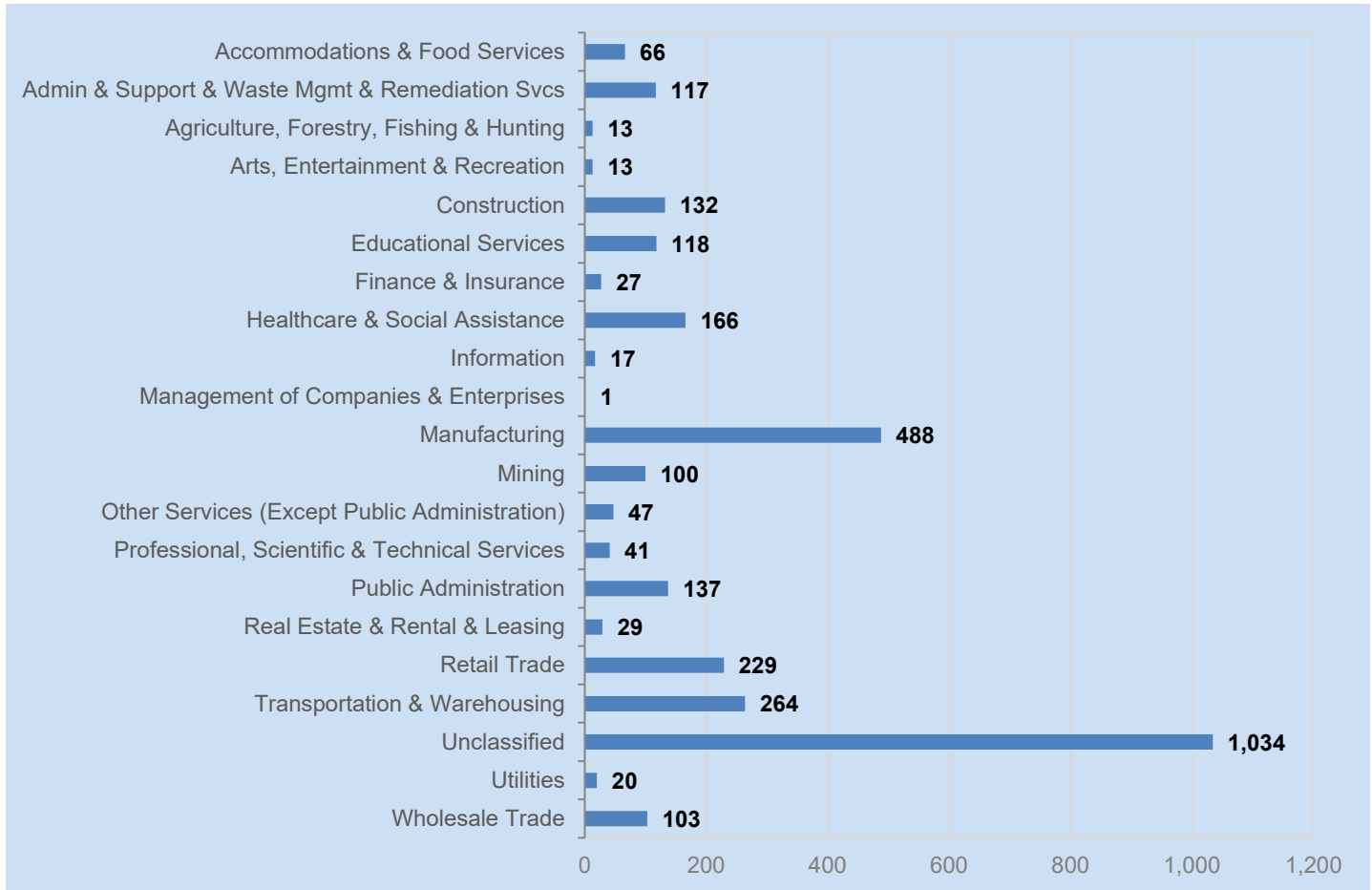
For an injury to be compensable, it must be a direct result of the employee's work. Compensable workers' compensation claims are typically divided into two types: indemnity and medical. Indemnity claims are for income benefits that are paid to compensate for lost wages, functional impairment or death. An injured worker must miss more than seven days of work to be considered for temporary total income benefits. Medical claims are for medical service costs that are paid. Some claims are eligible for indemnity and medical benefits, while others are only eligible for medical benefits.

In FY 2024-2025, there were 3,172 new applications for resolution of claims filed with the DWC.

Claims by Fiscal Year

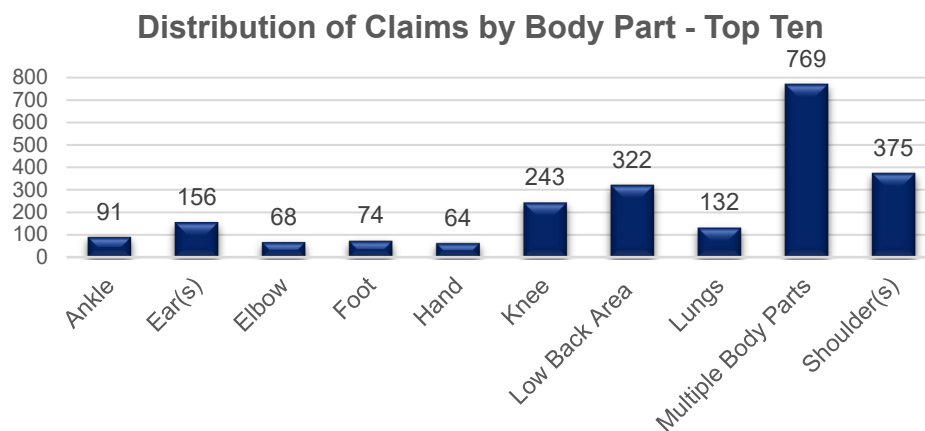


Claims by Industry



Of the 3,172 claims filed this fiscal year, 1,030 were filed by females (32.5%), 2,111 by males (66.6%), and 27 claims did not specify gender (.9%). The average age of those who filed claims with the DWC was 49 years.

Claims by Body Part



Claims by Nature of Injuries

A review of the nature of injuries for claims indicated that the three most common causes of injury were strain or tear (907), cumulative injury (407) and specific injuries not otherwise classified (266).

Comparison by County Labor Force Lost Time FROIs and Litigated Claims FY 24-25

County	Total Labor Force	FROIs	% of FROIs to Labor Force	Claims	% of Claims to FROIs
Adair	7,797	66	0.85%	1	1.52%
Allen	9,617	140	1.46%	0	0.00%
Anderson	11,195	106	0.95%	1	0.94%
Ballard	3,258	16	0.49%	0	0.00%
Barren	17,206	239	1.39%	4	1.67%
Bath	4,729	38	0.80%	0	0.00%
Bell	7,020	121	1.72%	6	4.96%
Boone	70,049	1,433	2.05%	19	1.33%
Bourbon	9,783	169	1.73%	1	.59%
Boyd	18,226	263	1.44%	5	1.90%
Boyle	12,926	220	1.70%	0	0.00%
Bracken	3,637	20	0.55%	0	0.00%
Breathitt	3,902	40	1.03%	0	0.00%
Breckinridge	7,995	72	0.90%	1	1.39%
Bullitt	42,686	515	1.21%	8	1.55%
Butler	4,806	43	0.89%	0	0.00%
Caldwell	5,810	89	1.53%	2	2.25%
Calloway	16,043	179	1.12%	4	2.23%
Campbell	47,018	424	0.90%	3	0.71%
Carlisle	1,942	11	0.57%	0	0.00%
Carroll	4,656	132	2.84%	2	1.52%
Carter	9,363	38	0.41%	1	2.63%
Casey	5,723	149	2.60%	0	0.00%
Christian	23,248	458	1.97%	7	1.53%
Clark	17,326	257	1.48%	7	2.72%
Clay	5,493	34	0.62%	1	2.94%
Clinton	3,331	39	1.17%	2	5.13%
Crittenden	3,411	24	0.70%	1	4.17%
Cumberland	2,753	11	0.40%	0	0.00%
Daviess	46,439	790	1.70%	4	0.51%
Edmonson	4,841	19	0.39%	1	5.26%
Elliott	1,752	6	0.34%	0	0.00%
Estill	4,762	32	0.67%	0	0.00%
Fayette	170,243	3,321	1.95%	53	1.60%
Fleming	5,884	53	0.90%	1	1.89%
Floyd	11,031	165	1.50%	3	1.82%
Franklin	25,501	1,071	4.20%	11	1.03%
Fulton	2,399	32	1.33%	0	0.00%
Gallatin	3,974	23	0.58%	0	0.00%
Garrard	7,879	30	0.38%	0	0.00%
Grant	11,593	91	0.78%	4	4.40%
Graves	16,076	150	0.93%	4	2.67%

Comparison by County Labor Force

Lost Time FROIs and Litigated Claims FY 24-25

County	Total Labor Force	FROIs	% of FROIs to Labor Force	Claims	% of Claims to FROIs
Grayson	9,832	156	1.59%	2	1.28%
Green	4,167	24	0.58%	0	0.00%
Greenup	12,875	91	0.71%	0	0.00%
Hancock	3,431	83	2.42%	0	0.00%
Hardin	46,335	1,136	2.45%	12	1.06%
Harlan	7,312	104	1.42%	1	0.96%
Harrison	8,858	76	0.86%	1	1.32%
Hart	7,816	95	1.22%	1	1.05%
Henderson	18,356	322	1.75%	4	1.24%
Henry	7,134	52	0.73%	1	1.92%
Hickman	1,838	9	0.49%	0	0.00%
Hopkins	18,628	391	2.10%	4	1.02%
Jackson	3,659	14	0.38%	1	7.14%
Jefferson	379,146	9,332	2.46%	120	1.29%
Jessamine	26,504	317	1.20%	4	1.26%
Johnson	7,091	55	0.78%	1	1.82%
Kenton	87,278	933	1.07%	8	0.86%
Knott	4,229	34	0.80%	1	2.94%
Knox	9,423	60	0.64%	1	1.67%
Larue	6,678	35	0.52%	1	2.86%
Laurel	22,251	337	1.51%	3	0.89%
Lawrence	4,998	39	0.78%	1	2.56%
Lee	2,368	37	1.56%	1	2.70%
Leslie	3,374	22	0.65%	1	4.55%
Letcher	7,006	79	1.13%	3	3.80%
Lewis	3,927	26	0.66%	1	3.85%
Lincoln	9,144	45	0.49%	0	0.00%
Livingston	3,725	30	0.81%	2	6.67%
Logan	11,783	105	0.89%	0	0.00%
Lyon	3,123	33	1.06%	2	6.06%
Madison	44,274	674	1.52%	8	1.19%
Magoffin	3,605	24	0.67%	0	0.00%
Marion	7,718	156	2.02%	2	1.28%
Marshall	12,963	141	1.09%	5	3.55%
Martin	2,529	19	0.75%	0	0.00%
Mason	6,621	113	1.71%	0	0.00%
McCracken	29,221	571	1.95%	6	1.05%
McCreary	4,952	53	1.07%	0	0.00%
McLean	3,840	16	0.42%	1	6.25%
Meade	13,685	126	0.92%	1	0.79%
Menifee	2,187	10	0.46%	0	0.00%

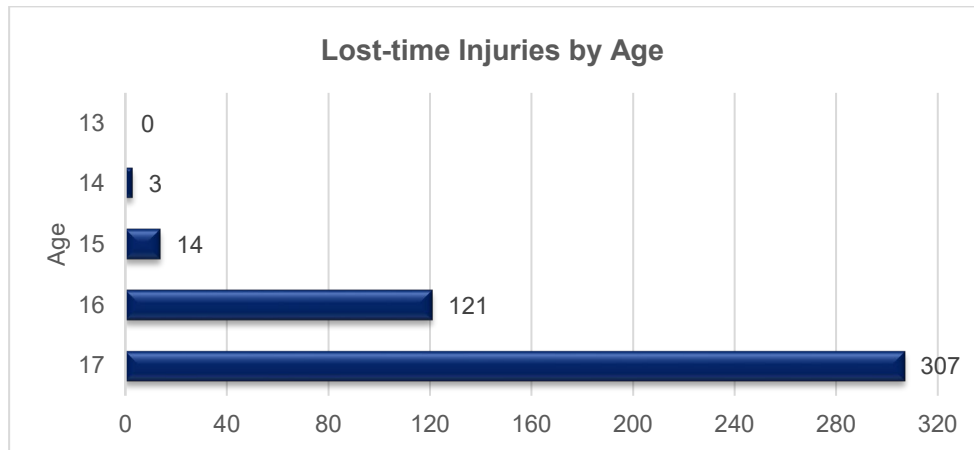
Comparison by County Labor Force Lost Time FROIs and Litigated Claims FY 24-25

County	Total Labor Force	FROIs	% of FROIs to Labor Force	Claims	% of Claims to FROIs
Mercer	10,208	95	0.93%	2	2.11%
Metcalfe	4,186	39	0.93%	0	0.00%
Monroe	4,334	48	1.11%	1	2.08%
Montgomery	11,731	207	1.76%	1	0.48%
Morgan	4,430	43	0.97%	0	0.00%
Muhlenberg	11,223	101	0.90%	3	2.97%
Nelson	22,380	347	1.55%	4	1.15%
Nicholas	3,338	15	0.45%	1	6.67%
Ohio	9,484	86	0.91%	0	0.00%
Oldham	33,717	304	0.90%	3	0.99%
Owen	4,875	22	0.45%	0	0.00%
Owsley	1,260	3	0.24%	0	0.00%
Pendleton	6,668	40	0.60%	0	0.00%
Perry	10,003	155	1.55%	6	3.87%
Pike	18,745	280	1.49%	6	2.14%
Powell	5,517	38	0.69%	2	5.26%
Pulaski	25,977	598	2.30%	7	1.17%
Robertson	795	2	0.25%	0	0.00%
Rockcastle	5,988	62	1.04%	1	1.61%
Rowan	10,088	137	1.36%	6	4.38%
Russell	8,093	139	1.72%	1	0.72%
Scott	30,711	724	2.36%	12	1.66%
Shelby	24,896	319	1.28%	4	1.25%
Simpson	8,441	225	2.67%	5	2.22%
Spencer	9,878	38	0.38%	1	2.63%
Taylor	10,533	101	0.96%	0	0.00%
Todd	5,891	48	0.81%	0	0.00%
Trigg	5,697	33	0.58%	1	3.03%
Trimble	3,766	19	0.50%	0	0.00%
Union	5,941	279	4.70%	1	0.36%
Warren	70,330	1,060	1.51%	15	1.42%
Washington	6,090	97	1.59%	0	0.00%
Wayne	6,421	59	0.92%	3	5.08%
Webster	4,640	40	0.86%	0	0.00%
Whitley	15,034	302	2.01%	3	0.99%
Wolfe	1,504	40	2.66%	0	0.00%
Woodford	14,692	282	1.92%	5	1.77%
Out-of-State		1,041		15	1.44%
Unknown		0		0	
Grand Total	2,004,712	34,572	1.72%	466	1.35%

Workforce data provided by the Department of Workforce Development. Agriculture is included in the total labor force numbers. Unknown numbers are due to insufficient reporting information provided by the reporting source.

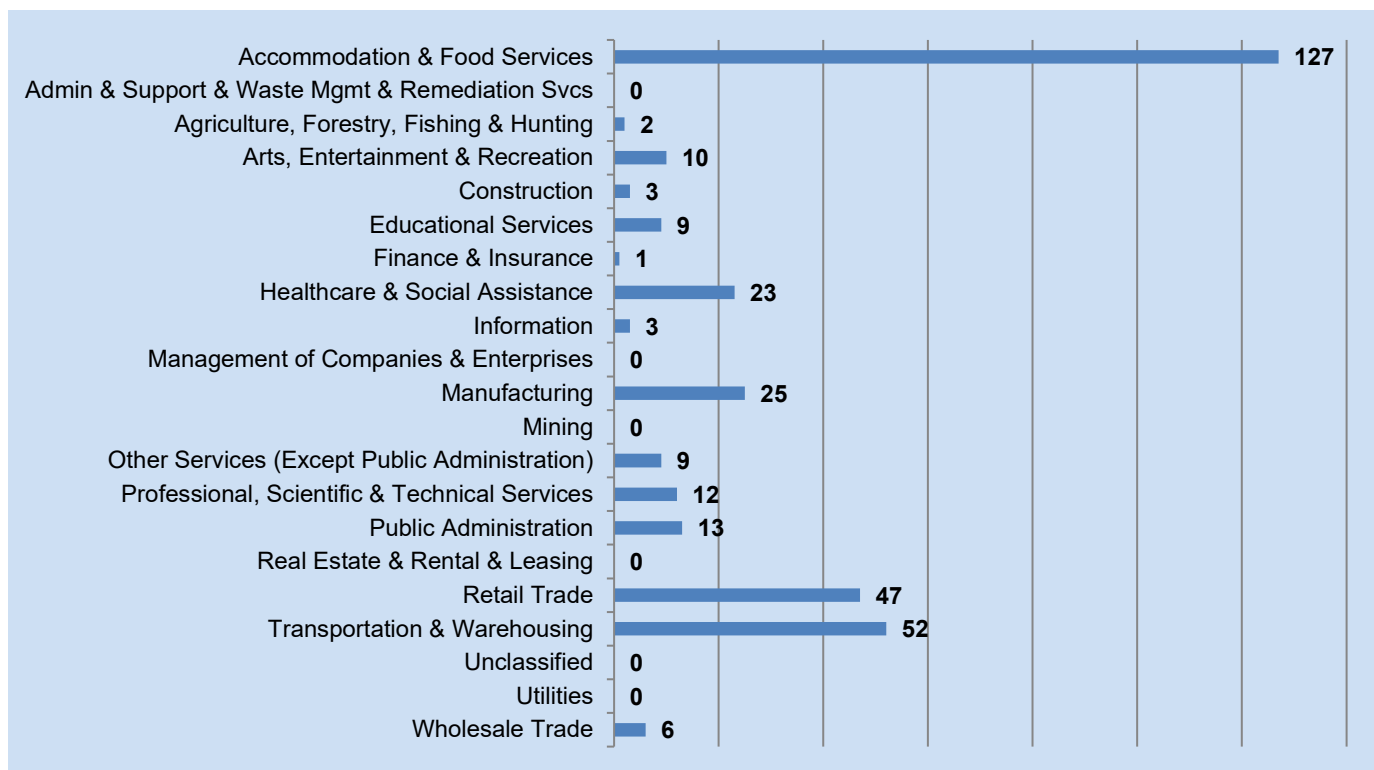
Injuries to Minors

This fiscal year, 445 lost-time injuries to workers under 18 were reported to the DWC.



The top causes of injury to minors reported during this fiscal year were Fall, Slip or Trip, Not Otherwise Classified (NOC) (28), Fall, Slip or Trip on Same Level (23), Cut, Puncture, Scrape, NOC (21), and Strain or Injury by Lifting (21). The three body parts most frequently injured were finger(s) (63), hand (43), and foot (36).

Injuries To Minors by Industry



Work-Related Fatalities

There were 104 workplace fatalities reported to the DWC this fiscal year. The youngest casualty was a 20-year-old male who was struck or injured by a hand tool or machine in use. The oldest casualty was an 82-year-old female whose reported cause of injury was a fall, slip or trip on the same level. The leading causes of death this fiscal year were Other Injury (Not Otherwise Classified) (24), Motor Vehicle (11), and Absorption, Ingestion or Inhalation (7).

The fatalities reported to DWC occurred in various industries, including general freight trucking, long-distance, truckload, general government support, ambulance services, and janitorial services.

Fiscal Performance

Funding for the DWC comes from an assessment imposed upon the amount of workers' compensation premiums received by every insurance carrier writing workers' compensation insurance in the commonwealth and against the simulated premium of every employer carrying its own risk. These funds are collected and managed by the Workers' Compensation Funding Commission (KRS 342.122). These are restricted funds; no General Fund dollars are appropriated for DWC operations.

DWC Personnel and Budget History

Fiscal Year	Personnel Cap	Personnel Actual	Budget Allotment	Actual Expenditures	Difference	Percentage Budget
2024 - 2025	133	119	\$62,789,700	\$48,385,627	-\$14,404,073	77.1%
2023 - 2024	133	114	\$62,256,200	\$50,017,789	-\$12,238,411	80.3%
2022 - 2023	133	115	\$61,552,300	\$51,259,296	-\$10,293,004	83.3%
2021 - 2022	120	97	\$71,061,800	\$52,414,897	-\$18,646,087	73.8%
2020 - 2021	120	94	\$71,061,800	\$53,034,878	-\$18,026,922	74.6%
2019 - 2020	120	92	\$75,227,500	\$57,931,875	-\$17,303,284	77.0%
2018 - 2019	130	105	\$75,004,600	\$60,839,172	-\$14,165,428	81.1%
2017 - 2018	177	114	\$94,443,300	\$62,975,261	-\$31,468,038	66.7%
2016 - 2017	174	146	\$66,027,100	\$51,045,811	-\$14,981,289	77.0%
2015 - 2016	177	156	\$18,039,100	\$17,673,180	-\$365,920	97.7%
2014 - 2015	177	165	\$21,788,000	\$18,456,148	-\$3,331,852	84.7%
2013 - 2014	177	168	\$16,527,200	\$14,973,463	-\$1,553,737	90.6%
2012 - 2013	181	162	\$15,945,500	\$15,122,771	-\$822,729	94.8%
2011 - 2012	181	170	\$15,670,600	\$14,563,810	-\$1,106,790	92.9%
2010 - 2011	181	172	\$15,229,700	\$14,827,465	-\$402,235	97.4%
2009 - 2010	185	175	\$14,888,900	\$14,283,695	-\$605,205	95.9%
2008 - 2009	174	167	\$14,170,100	\$13,373,435	-\$796,665	94.4%
2007 - 2008	184	160	\$11,455,000	\$10,794,005	-\$660,995	94.2%
2006 - 2007	184	167	\$10,211,700	\$9,840,070	-\$371,630	96.4%
2005 - 2006	173	156	\$11,093,300	\$10,634,776	-\$458,524	95.9%
2004 - 2005	173	163	\$9,498,700	\$9,182,865	-\$315,834	96.7%
2003 - 2004	195	188	\$13,649,200	\$10,735,937	-\$2,913,263	78.7%
2002 - 2003	242	201	\$16,397,700	\$13,384,935	-\$3,012,765	81.6%
2001 - 2002	242	204	\$15,806,800	\$13,373,836	-\$2,432,963	84.6%
2000 - 2001	242	208	\$14,942,300	\$12,716,927	-\$2,258,373	85.1%
1999 - 2000	268	207	\$15,637,000	\$12,387,288	-\$3,249,712	79.2%
1998 - 1999	268	208	\$14,994,000	\$12,606,188	-\$2,387,812	84.1%
1997 - 1998	272	227	\$15,182,500	\$12,588,527	-\$2,593,973	82.9%

Office of Administrative Services

The Education and Labor Cabinet's Office of Administrative Services (OAS) provides essential support services, including financial management and personnel actions, to the DWC. OAS also manages the annual budget, contracts, leases, publications, procurement and infrastructure across 14 agency locations. It ensures compliance with all applicable laws and regulations while supporting all DWC divisions.

Workers' Claims Legal Division

The Workers' Claims Legal Division provides legal representation to the commissioner, DWC, and the Education and Labor Cabinet in all matters relating to Kentucky workers' compensation laws.

Every Kentucky employer must secure workers' compensation liability by either maintaining a workers' compensation insurance policy or, with the commissioner's approval, by depositing acceptable security to pay benefits directly. When an employer fails to obtain insurance, the commissioner issues a citation and fine. The legal division represents the commissioner in these enforcement actions to ensure compliance and collect penalties. Similarly, when employers with security deposits default, the division represents the commissioner in calling and recovering that security to provide benefits to injured employees.

In addition to enforcement, the legal division investigates and prosecutes violations of unfair claims settlement practices under KRS Chapter 342. It also represents the commissioner in imposing fines for additional violations under KRS 342.990 and defends the department and its employees when named as defendants in legal actions. The division reviews and drafts proposed legislation and regulations, reviews open-records requests, and represents the commissioner, department and cabinet in KRS Chapter 342 matters across all levels of the administrative, state and federal court systems.

During the past fiscal year, the legal division collected approximately \$726,227 in fines from non-compliant employers and \$15,000 from unfair claims practices. It represented the commissioner in multiple disputes over millions of dollars in security, investigated 263 challenges to citations, and addressed 21 allegations of unfair claims practices.

Administrative Law Judges

The DWC has 17 Administrative Law Judge (ALJ) [Click or tap here to enter text.](#)currently filled. Each ALJ is appointed by the governor for a four-year term and is subject to confirmation by the Kentucky Senate. One of the ALJs is designated Chief Administrative Law Judge (CALJ) pursuant to KRS 342.230(7).

Chief Administrative Law Judge

The CALJ presides over the Frankfort motion docket. In addition, the CALJ rules on settlement agreements in unassigned cases, conducts hearings and renders opinions in various enforcement actions and reports on workers' compensation litigation to other DWC sections. The CALJ supervises ALJ activities, prepares a rotation schedule for the ALJs, plans two adjudicator training sessions annually and covers dockets for other ALJs on an emergency basis.



Douglas W. Gott, Chief Administrative Law Judge

B.A., 1987, Western Kentucky University

J.D., 1991, University of Kentucky

Initial Appointment Date: June 23, 2008



Administrative Law Judge Activity

Under the CALJ's guidance, ALJs adjudicate workers' compensation claims by conducting benefit review conferences (BRCs), presiding over formal hearings and issuing opinions awarding or denying benefit claims within 60 days of the hearing. Decisions must contain findings of fact and rulings of law and are subject to appeal to the Workers' Compensation Board, Kentucky Court of Appeals and Kentucky Supreme Court.

BRCs and hearings are held in-person and virtually at various DWC hearing sites, currently located in Bowling Green, Florence, Lexington, London, Louisville, Owensboro, Paducah and Pikeville.

During the past fiscal year, ALJs conducted 2,841 BRCs, which serve to clarify claim issues and explore settlement options. A substantial number of cases were settled during these BRCs, while formal hearings were held in the remainder. ALJs conducted 692 hearings (544 virtual, 148 in-person) and issued 1,360 opinions.

The ALJs participated in two statutorily required training sessions and attended or presented at various seminars on workers' compensation topics.

Mediation Program

The DWC operates a formal mediation program as an alternate means of resolving workers' compensation claims. Under the terms of the program, one or more ALJs are assigned on a rotating basis to serve as mediators when the parties to a claim request a referral for mediation. The DWC promulgated an administrative regulation, 803 KAR 25:300, to govern the mediation program. This fiscal year, 529 mediations were conducted, and 440 were settled.

Agreements Section

The agreements section processes and records all settlement agreements (Form 110s) received by the department. Pre-litigation agreements are reviewed by staff for accuracy before being approved by the CALJ, if they meet the statutory and regulatory requirements. This fiscal year, 2,432 agreements were received for approval by the CALJ. Of those, 2,314 were approved. The remaining deficient agreements were returned to the parties for corrections.

The agreements section also handles motions to substitute a party (widow/widower's benefits). A total of 41 motions for widow/widower's benefits were received and processed. Twenty-six (26) were approved by the CALJ this fiscal year.



Workers' Compensation Board

Since 1987 and pursuant to KRS 342.285, the Kentucky Workers' Compensation Board (WCB) has been the first step in the appellate process for litigated workers' compensation claims. The appeals procedure is set forth in 803 KAR 25:010 Section 22. The board consists of three members appointed to four-year terms by the governor, subject to Kentucky Senate confirmation, and must meet the qualifications required of Court of Appeals (COA) judges.

Since 1994, the board has been statutorily required to render opinions within 60 days of the filing of the last brief. Cases are randomly assigned to board members for primary authorship of opinions. Unless a board member must recuse themselves, all three participate in rendering the decision.

From 1991 to the present, over 65% of the decisions rendered by the WCB were appealed no further. A higher percentage of appeals tend to arise following changes in the law or new interpretations of existing statutory law by either the Kentucky COA or the Kentucky Supreme Court.

WCB members are statutorily limited to determine whether the ALJ acted without or in excess of their powers; whether the order, decision or award was procured by fraud; whether the order, decision or award was in conformity with the provisions of the Kentucky Workers' Compensation Act; whether the order, decision or award is clearly erroneous on the basis of the reliable, probative and material evidence contained in the record; and whether the order, decision or award is arbitrary or capricious or characterized by abuse or a clearly unwarranted exercise of discretion.

The Honorable Michael W. Alvey of Louisville has served as chairman of the board since Jan. 5, 2010. The Honorable Franklin A. Stivers of London has served as a member of the board since June 28, 2007. The Honorable Scott M. Miller of Louisville has served as a member of the board since Jan. 1, 2022.

Appeals Section

Effective December 1, 2016, the Appeals Section came under the authority of the WCB. The final awards, orders and decisions from the ALJs that are appealed must pass through this section. Staff enter the appeals information into the DWC database and verify the timeliness of filings, completeness of records, and compliance with 803 KAR 25:010, Section 22, in preparation for the WCB review and judgment. Staff prepare a weekly roster of requests for additional actions filed on appealed claims, assign appealed claims to the WCB, track motions daily, and prepare a weekly docket. If the decision of the WCB is appealed, section staff shall, upon request, ready and certify files for review by the Kentucky COA and, if necessary, the Kentucky Supreme Court.

The Appeals Section processed 49 appeals to the WCB this fiscal year. A total of 98 motions were submitted for the board's consideration during weekly motion dockets. The WCB rendered 53 opinions. A total of 65 cases were completed by the WCB during this fiscal year, either by opinion or by final order.

For the preceding fiscal year, 23 petitions for review were filed with the Kentucky COA, and the court requested 23 records. Staff prepared, indexed and transferred the requested records to the COA, with 31 opinions and one final order being issued. Additionally, 17 appeals were made to the Kentucky Supreme Court with the court rendering eight opinions and issuing two final orders.



Summary of FY 2024-2025 Published Kentucky Supreme Court Workers' Compensation Cases

Judy Howell v. Floyd County Board of Education, To Be Published

Judy Howell was awarded benefits for 50% permanent partial disability and future medical expenses from a 1993 work injury, appeals ALJ's decision finding that claimant's prescription for opioid was not compensable. The Kentucky Supreme Court held that 1) the claimant failed to demonstrate that evidence in support of her use of opioid medication was so overwhelming as to overcome presumption that opioid was non-compensable; 2) claimant did not have vested right in receiving reimbursement for opioid medication; 3) adoption of official disability guidelines (ODG) was a remedial change to workers' compensation rights, not a substantive change; 4) fact that claimant could only access ODG by purchasing a subscription did not constitute a violation of her due process rights; and 5) claimant was not denied equal protection of law when medication was deemed non-compensable.

Estate of Kyle Perkins by Megan Perkins v. North American Stainless, To Be Published

The estate of Kyle Perkins appealed an ALJ's opinion finding his contraction of COVID-19 and subsequent death was not a compensable work injury. The Supreme Court proffers a three-pronged test to determine when a communicable disease is compensable: 1) whether the injury is work related; 2) the nature of the employment requirement demonstrating the risk of contracting the disease was increased by the required duties of the employee; and 3) the extent of the injury must be beyond the normally anticipated effect of a general communicable disease. The Supreme Court held that the estate of Kyle Perkins did not prove a work-related injury and upheld the ALJ's dismissal of the estate of Kyle Perkins' claim for benefits.

Kentucky Employers' Mutual Insurance v. Clas Coal Co., Inc., To Be Published

Kentucky Employers' Mutual Insurance (KEMI) appealed the ALJ decision finding that the insurer was liable for claimant's hearing loss, even though claimant had later relocated and continued to work for the employer in another state for nine months before retiring. The Supreme Court held that substantial evidence supported the ALJ's finding that the date of claimant's hearing-loss injury was the date he was last injuriously exposed to hazardous noise while working in the employer's coal mine in Kentucky, and thus Kentucky had jurisdiction over the hearing-loss claim. Because the manifestation date of an injury as it relates to a workers' compensation claim is a question of fact to be decided by the ALJ, the ALJ's opinion and order were affirmed.

Encova Mutual Insurance Group v. Kentucky Employers' Mutual Insurance, To Be Published

Lengthy dispute concerning responsible insurance carrier to cover asbestos exposure compensation to a retired teacher. Encova appealed a decision by the Workers' Compensation Board that neither Encova nor KEMI had standing to administratively appeal the ALJ's decision denying, as untimely, Encova's motion to intervene and certify coverage for benefits awarded to claimant, after the ALJ identified the last date of asbestos exposure that differed from date alleged in the claimant's application. The Supreme Court held that both carriers had standing to seek certification of coverage, and that the board's failure to certify coverage would result in KEMI, no longer the statutory carrier, to bear the financial burden. The Supreme Court found that the board's refusal to certify coverage contradicts the law and remanded the case to the Workers' Compensation Board to certify coverage and identify the properly responsible carrier.



Division of Claims Processing

The Division of Claims Processing provides essential support to the ALJs and their staff. Key responsibilities of this division include the timely processing of Applications for Resolution of Claim Injury (Form 101), occupational disease (Forms 102 and 102-CWP), hearing loss (Form 103) and reopening's. All processing in the division must adhere to strict timelines.

Once Applications for Resolution of Claim are filed with the department, claims are prepared, sorted into regions based on the plaintiff's county of residence, and assigned to an ALJ. When the claims are ready to be scheduled, it is this division's responsibility to ensure that all parties are notified of the assignment to an ALJ and the scheduling of a BRC.

The Division of Claims Processing is not only the beginning point for a claim, but also where many of the transactions occur on the claim's path to resolution. The following outlines the division activities for FY 2024-2025, accompanied by a brief narrative of its duties and responsibilities.

Claims Review and Assignment

The claims review procedure focuses on processing Applications for Resolution of Claim and verifying that the filing requirements outlined in 803 KAR 25:010 are followed. Staff reviews applications for required elements, verifies parties and addresses in the DWC database, assigns claim numbers, and identifies and verifies insurance coverage for all named defendant employers. This fiscal year, there were 3,172 new Applications for Resolution of Claim filed with the department including 2,877 injury (Form 101), 140 occupational disease (Forms 102, 102-CWP), and 155 gearing loss (Form 103). Of the 140 Occupational Disease Applications, 108 were for coal workers' pneumoconiosis (Form 102-CWP).

The responsibilities of the claims assignment docket involve assigning new and reopened claims as ordered by the CALJ. Other related duties include routing motions on claims before assignment to an ALJ, scheduling court reporters, reserving hearing sites and serving as exhibit custodians. This fiscal year, 3,158 new and 24 reopened/motion docket claims were assigned to the ALJs and scheduled for a BRC. In addition, the division contacted and scheduled court reporter services to attend and transcribe 1,136 hearings. Each transcript is examined and verified for payment within this division. Once a claim is final, it is electronically transmitted to the division for audit to confirm all documents are in the electronic file and that no pending matters require further action by the ALJ before it is closed. A total of 6,146 claims were audited and closed during this fiscal year.



Division of Security & Compliance

The Division of Security and Compliance focuses on ensuring that workers' compensation benefits are available to employees in Kentucky by ensuring employers have obtained and maintained the required insurance coverage or have met their duties as employers authorized to self-insure their compensation liabilities. The division is comprised of the Security, Compliance, Document Management, and Data Management Branches.

Security Branch

Currently, there are 77 self-insured employers in Kentucky, and approximately 389 former self-insured employers. The Security Branch regulates individual self-insured employers by examining financial statements and claims data and monitoring the overall financial status of current and former self-insured employers. The staff reviewed 89 financial statements during this fiscal year. The examinations also include an assessment of the adequacy of claims reserves and reserving practices. The branch gathers data, provides analysis, and, when requested, makes recommendations to the commissioner regarding the amount and acceptability of the security an employer is required to deposit to assure payment of workers' compensation benefits. The branch also uses this data to establish simulated premium assessments pursuant to 803 KAR 25:021. The DWC currently maintains \$1.3 billion in security to assure payment of workers' compensation benefits.

Companies that are no longer self-insure may request a reduction in the security held by the DWC. If a reduction is requested, the branch reviews the request to determine the appropriate security to cover future workers' compensation liabilities. During this fiscal year, four reviews were conducted for former self-insured companies. When a self-insured employer fails to meet its obligations, the branch calls the security deposited by the employer.

Compliance Branch

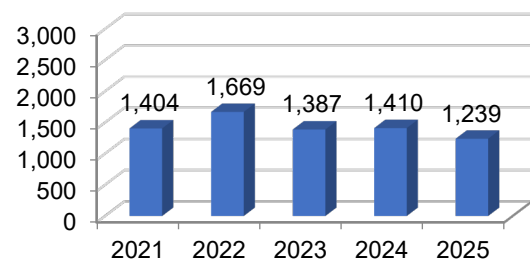
The Compliance Branch consists of the Administrative Processing and Enforcement Sections. Each is distinct in purpose, but compliance with the act is their joint mission.

Administrative Processing Section

The Administrative Processing Section provides essential support services to the branch, including:

- **Certifications of Coverage:** Issued 163 certifications of coverage this fiscal year for ALJs, private attorneys and open record requests.
- **Professional Employer Organizations (PEO) Registration:** Currently, 147 registered PEOs provide employee leasing services to Kentucky businesses.
- **Wrap Up and Split Coverage Applications:** Reviews and processes applications for split coverage and wrap up filings for employers with owner or contractor-controlled insurance programs (OCIPs or CCIPs). KRS 342.375 requires that every policy cover the entire liability of the employer; the statute permits the commissioner to authorize a separate policy for specific locations (split coverage/wrap-ups/OCIPs or CCIPs). Approved contractors must submit subcontractor lists and policy numbers. Currently, files are maintained for 31 approved wrap up and 20 split-coverage projects.
- **Employee's Notice of Rejection of Workers' Compensation Act (Form 4s):** Processes notarized Form 4 filings that allow employees to waive workers' compensation benefits. In FY 2025, the branch received 1,239 Form 4s (931 processed, 308 returned for corrections) and mailed 2,986 original forms. See the chart below for the five-year filing trend.

Form 4s Filed



Enforcement Section

The Enforcement Section ensures employer compliance with the Workers' Compensation Act, primarily through the investigative efforts of its 11 investigators. Investigators conduct onsite inspections to verify that employers have workers' compensation insurance. They investigate leads generated by section staff, referrals submitted to the DWC and matters involving the Office of the Attorney General's Uninsured Employer Fund (UEF). The section also promotes compliance through educational initiatives.

Investigators cover all 120 Kentucky counties from field offices statewide. Each employer contact is recorded electronically and transmitted to the Frankfort office. Non-compliant employers are subject to citation and civil penalties by the commissioner. Investigations, citations and penalties are logged and tracked in the DWC's legal database by section staff, with all penalties forwarded to the Kentucky Workers' Compensation Funding Commission (KWCFC) as required by statute.

As part of the DWC's modernization efforts, the Compliance Online System (COS) was successfully implemented on Nov. 7, 2024. COS is a web-based platform that streamlines investigative operations, improves data integration and enhances overall operational efficiency. Continued development of COS is expected to further strengthen enforcement capabilities.

The following chart shows the number of investigations and citations over the past five years for comparison.

Investigation Analysis for Fiscal Years

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Number of Investigations	831	11,555	12,148	9,620	10,269
Number of Citations	134	458	508	531	584
Penalties Collected*	\$461,917.00	\$800,612.00	\$878,622.00	\$871,653.91	\$816,471.03

*This includes penalties paid in full to the Compliance Branch and settlements collected by the legal division. All collected penalties are processed by the Administrative Processing Section and forwarded to KWCFC.



Document Management Branch

This branch is responsible for input, maintenance and dissemination of claim litigation information for reference and adjudication by agency staff and commonwealth constituents. They are responsible for scanning and exporting all hard copy claims into the agency's SharePoint Imaging System, one of the DWC's storage mediums. The documents are verified for accuracy via SharePoint prior to being approved for processing and exporting by DWC staff. This fiscal year, 104,220 pages were scanned.

The branch is in the process of digitizing the agency's microfiche records for inclusion in BOX, a searchable cloud-based digital database. This fiscal year, 15,397 sheets of microfiche were processed and migrated to BOX.



Data Management Branch

The Data Management Branch provides detailed information on Electronic Data Interchange (EDI) Claims and Proof of Coverage (POC) submissions to the department, providing the commissioner with actionable data to ensure business entities comply with statutes and regulations.

EDI Claims

Carriers and self-insured employers use the EDI Claims system to report data electronically following the International Association of Industrial Accident Boards and Commissions (IAIABC) standard, EDI Claims Release 3.0.

Staff communicate daily with vendors, carriers and third-party administrators to explain procedures and provide guidance on properly filing first and subsequent reports of injury. Each submission undergoes program edits and manual review to ensure accuracy before acceptance. This fiscal year, the EDI Claims Section received 45,559* first reports and 95,144* subsequent reports of injury. EDI also serves as a mechanism for issuing key notices, including statute of limitations and benefits letters, which are triggered by Maintenance Type Codes (MTCs). During this fiscal year, 200,799 such notices were issued.

EDI POC

The POC section is charged with receiving and maintaining workers' compensation coverage filings for employers operating in the Commonwealth of Kentucky. The section assigns coverage and location identification numbers to each first report and maintains historical policy records dating back 50 years. This fiscal year, the section received 768,511* POC transactions, with an average acceptance rate of 93%.

The POC database is used by internal and external stakeholders, including other state and federal agencies. Staff continue to perform data validation and cleanup and respond to internal requests for changes from carriers and third-party administrators. By closely monitoring daily transactions, the section maintains a database that accurately reflects workers' compensation information.

Carrier Performance Assessment System

As part of its broader modernization efforts, the DWC launched the Carrier Performance Assessment System (CPAS) on Jan. 1, 2025, to improve compliance with statutory reporting deadlines for both EDI Claims and POC submissions. CPAS is an automated, data-driven platform that uses EDI transmissions to monitor the timely and accurate submission of reports and coverage. Since its launch, CPAS has had a measurable impact on reducing late filings. FROI late filings decreased from 1.67% in October 2024 to 0.43% in July 2025. SROI late filings dropped from 3.64% to 1.66% while POC late filings fell from 0.82% to 0.39%.

To date, \$312,900 in penalties have been collected. The CPAS initiative has significantly improved the DWC's ability to enforce timely reporting and improve compliance. Other states have expressed interest in replicating Kentucky's system, further validating the program's success.

**This reflects section activity, not database statistics.*



Division of Specialists, Medical Services and Open Records

Services provided by the Division of Specialists, Medical Services and Open Records personnel are a vital component to the delivery of quality, timely medical services and assistance to workers injured in the workplace and their families.

Medical Services Branch

The Medical Services Branch has seven main tasks that relate to the DWC's mission. Those tasks are:

1. Certification of Managed Care Organization (MCO) Plans, which encompass physician certification (AMA licensed); proper legal documentation for the managed care provider (provider contracts, etc.); and compliance with Kentucky Revised Statutes regarding grievance rights and procedures for claimants and their employees.
2. Utilization Review (UR) Certification to determine necessary and appropriate medical care for claimants.
3. Medical Bill Audit (MBA) to assure compliance with adopted fee schedules.
4. Hospital Fee Schedule cost-to-charge ratio pursuant to 803 KAR 25:091 and the latest cost report (HCFA-2552), which the Kentucky Cabinet for Health and Family Services supplies.
5. Pharmacy Fee Schedule pursuant to 803 KAR 25:092, which mandates using the average wholesale price.
6. Physician Fee Schedule pursuant to 803 KAR 25:089 and related medical data supplied by Fair Health Inc., an independent non-profit organization that supplies medical billing data.
7. University Evaluations wherein staff schedule statutorily required evaluation appointments for pneumoconiosis (black lung), hearing loss and occupational disease claimants.

Medical Services Report

Currently, 22 MCO and 59 UR/MBA plans are certified by DWC.

The hospital fee schedule cost-to-charge (c-t-c) ratio governs the reimbursement for hospital charges in workers' compensation claims, and these ratios are modified on April 1 each year. The DWC promulgates c-t-c ratios for in-state hospitals, out-of-state hospitals and ambulatory surgery centers. This fiscal year, c-t-c ratios were assigned for 115 in-state hospitals. Out-of-state hospital c-t-c ratios are calculated on an as needed basis throughout the year. By regulation, out-of-state hospitals are reimbursed in the same manner as Kentucky hospitals.

Evaluations: Hearing Loss

- University of Kentucky Hearing Loss Claims Received: 127
- University of Louisville Hearing Loss Claims Received: 12

Evaluations: Coal Workers' Pneumoconiosis (CWP) (Black Lung)

- Dr. Srinivas Ammisetty, Claims Referred for Evaluations: 95

Evaluations: Occupational Disease

- University of Louisville Occupational Disease Claims Received: 24
- Staff make and coordinate evaluation appointments for claimants alleging to have developed CWP, occupational disease and hearing loss. Additionally, they receive, review and transmit the evaluation reports to the employee, employer, insurance adjuster and the ALJ assigned to the claim.

Workers' Compensation Specialist Branch

The Workers' Compensation (WC) Specialist Branch assists claimants, attorneys, medical providers, employers, family members of claimants and ALJs. Individuals seeking assistance may call toll-free 1-800-554-8601, and additional information may be found on the DWC website at <https://elc.ky.gov/Workers-Compensation>.

Specialists provide intervention services on issues that may otherwise need to be resolved by an ALJ. They also assist pro se claimants, law firms, insurance companies and other authorized entities with non-technical navigation of Litigation Management System (LMS). Additionally, specialists oversee several DWC programs, including the Drug-Free Workplace Certification Program (803 KAR 25:280), Vocational Rehabilitation Program (KRS 342.710), Retraining Incentive Benefits Program (803 KAR 25:120) and Workplace Fatality Reporting.

In March 2025, the DWC reinstated a full-time ombudsman to oversee the Workers' Compensation Specialist Branch in accordance with KRS 342.329. The ombudsman, a licensed Kentucky attorney, provides neutral assistance to all stakeholders, including injured workers, employers and medical providers. Responsibilities include responding to inquiries, advising on rights and responsibilities and helping workers prepare and submit claims.

Requests Received by Source		Assistance Types	
Attorneys	Carrier	Claim Status Inquiries	Coverage
4,336	115	6,111	46
Claimants	Drug-Free	Covid-19	LMS
2,450	478	0	406
Employers	Family Members	Medical Disputes	Medical Fee Schedule
381	254	73	23
Government Officials	Medical Providers	Open Records	Referral
14	418	80	1,291
Widow/Widower	Total of New & Reopen Requests	Rehabilitation	Rights & Procedures
53	10,463	453	2,105

The remaining requests came from Other: 1,964.

Drug-Free Workplace

This voluntary program allows employers (private or governmental) to promote a workplace free from drugs. Employers must submit an application and drug-free workplace plan to the DWC. The commissioner certifies the plan upon satisfactory completion of the application and confirmation of workers' compensation insurance coverage. The employer may be eligible for a 5% reduction of its workers' compensation insurance premium pursuant to KRS 304.13-167(6).

Applications Received: 249

Approved: 353

Workplace Fatality Report

Tracks workplace fatalities with assistance from the Occupational Safety and Health Administration (OSHA).

Fatalities: 86

Vocational Rehabilitation

KRS 342.710 permits retraining for those unable to perform work for which they have previous training or experience due to a work-related injury. Evaluations are scheduled to determine aptitude, educational level and employment interest. The test results are provided to all parties, and assistance is offered to the injured worker.

Active cases: 2

Retraining Incentive Benefits

This program is dedicated to individuals who contract coal workers' pneumoconiosis (black lung) and is designed to facilitate training to enable transition to an alternative work environment. The program provides for attainment of a GED and other bona fide training and education programs for those who do not desire to or cannot re-enter the coal mining profession.

Program Participants: 0

Open Records

The Open Records section responds to requests for claim and first report information pursuant to KRS 61.872(2). Requests are received from various outside parties, including attorneys, insurance carriers, employers, the Social Security Administration and the public. Requests may be submitted by mail, email, fax or hand delivery. Currently, charges for copies are 15 cents per photocopied page and 75 cents per microfilmed page. Upon receipt of the request, staff compiles a cost estimate for the requesting party. After payment is received, materials are mailed by U.S. Postal Services or United Parcel Services. Open Records staff is not permitted to fax workers' compensation documentation.

A service of pre-employment screening is available to prospective employers. Work injury history may be obtained by submitting a written request along with pre-payment of \$2 per Social Security Number submitted. This fiscal year, 1,056 pre-employment requests were processed.

Pursuant to KRS 150.175(27), this section verifies workers' compensation awards for the Department of Fish and Wildlife for individuals applying for free hunting and fishing licenses; seven such requests were processed this fiscal year.

During this fiscal year, Open Records processed 8,000 written requests and received \$93,288.91 per KRS 61.874.



Division of Workers' Compensation Funds

Historically, the Division of Workers' Compensation Funds has been responsible for the administration of multiple funds, including the Coal Workers' Pneumoconiosis Fund and the Special Fund. In 2017, the assets and liabilities of the Coal Workers' Pneumoconiosis Fund were transferred to KEMI. Since then, the Division of Workers' Compensation Funds has continued to administer the Special Fund.

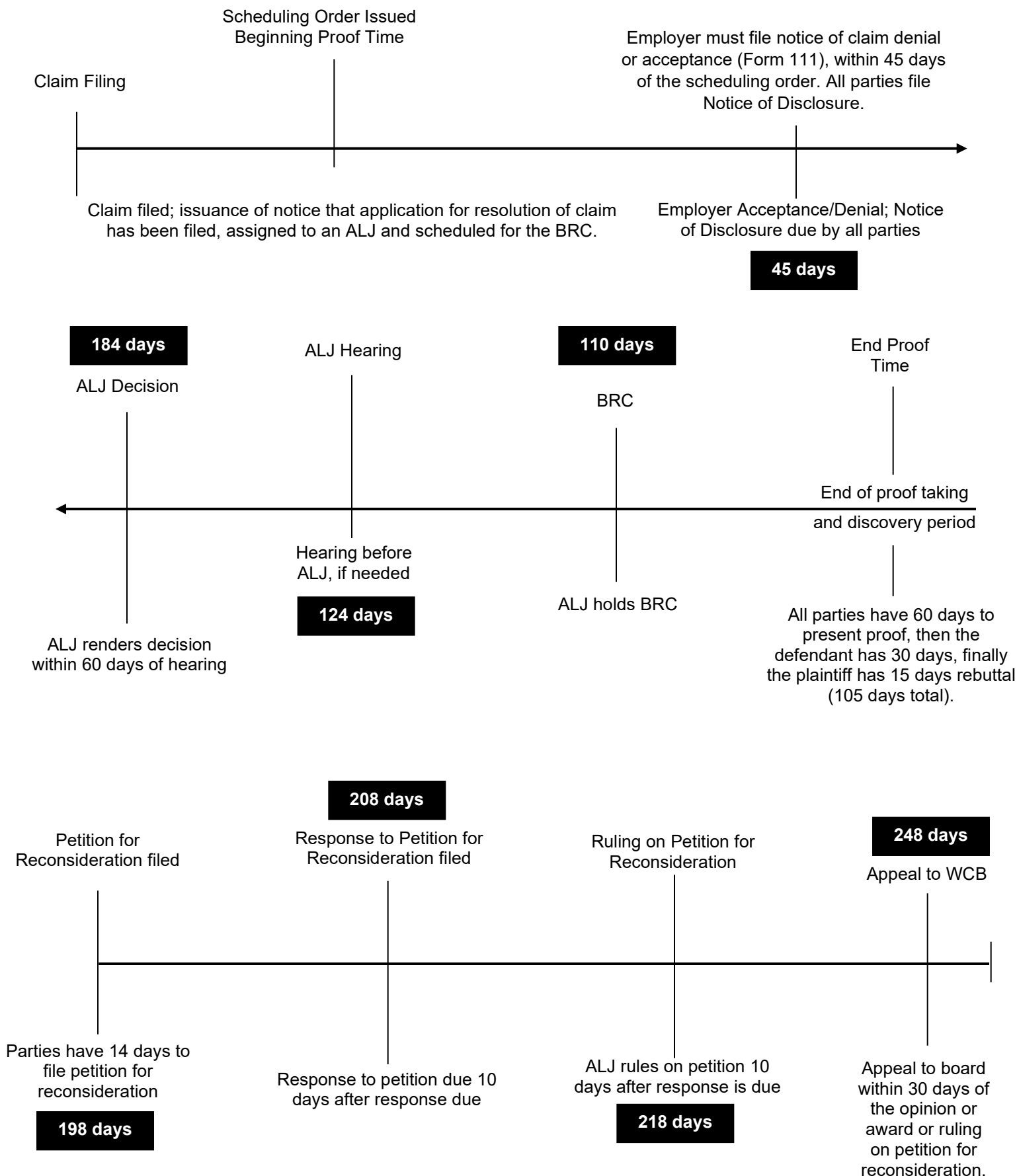
The Special Fund is liable for part of the income benefits awarded for certain occupational injuries and diseases resulting from incidents or last exposures occurring prior to Dec. 12, 1996. Despite the age of the claims, due to the way the liability was shared with employers, many claimants are scheduled to begin receiving benefits from the Special Fund in the future.

In 2026, five claimants are scheduled to begin receiving benefits from the Special Fund. Currently, the last scheduled start date for a claimant to begin receiving Special Fund benefits is in July 2041.

This fiscal year, the Special Fund paid approximately \$27 million in benefits directly to claimants and paid approximately \$842,000 in reimbursements to insurance carriers, for a total of approximately \$28 million paid to approximately 3,000 disabled workers or surviving dependents.

Benefits are funded by assessments on workers' compensation insurance premiums collected by the KWCFC. For more information on the KWCFC, visit the website at kwcfc.ky.gov.

Kentucky Workers' Compensation Adjudication Timeline



SCHEDULE OF WEEKLY WORKERS' COMPENSATION BENEFITS

TYPE OF DISABILITY SECTION OF STATUTE		FOR INJURIES OCCURRING				
	01-01-21 through 12-31-21	01-01-22 through 12-31-22	01-01-23 through 12-31-23	01-01-24 through 12-31-24	01-01-25 through 12-31-25	01-01-26 through 12-31-26
APPLICABLE AVERAGE WEEKLY WAGE OF THE STATE	\$917.78 (2019)	\$976.47 (2020)	\$1016.75 (2021)	\$1073.12 (2022)	\$1119.29 (2023)	\$1161.81 (2024)
DEATH (KRS 342.750) a. Widow or widower with no children- 50% of average weekly wage of deceased- subject to the following: MAXIMUM	\$458.89	\$488.24	\$508.38	\$536.56	\$559.65	\$580.91
b. Widow or widowers with children living in the home- 45% of average weekly wage of deceased plus 15% for each child-subject to the following: MAXIMUM	\$688.34	\$732.35	\$762.56	\$804.84	\$839.47	\$871.36
c. Widow or widower with children not living in home- 40% of average weekly wage of deceased plus 15% for each child-subject to the following: MAXIMUM	\$688.34	\$732.35	\$762.56	\$804.84	\$839.47	\$871.36
d. One child, no widow or widower-50% of average weekly wage of deceased- subject to the following: MAXIMUM	\$458.89	\$488.24	\$508.38	\$536.56	\$559.65	\$580.91
d(1) More than one child, no widow or widower-50% of average weekly wage of deceased for the first child with an additional 15% of average weekly wage of deceased for each additional child- subject to the following: MAXIMUM	\$688.34	\$732.35	\$762.56	\$804.84	\$839.47	\$871.36
e. Dependent parents-25% of average weekly wage of deceased to each parent- subject to the following: MAXIMUM	\$688.34	\$732.35	\$762.56	\$804.84	\$839.47	\$871.36
f. Dependent brothers, sisters, grandparents and grandchildren-25% of average weekly wage of deceased to each dependent subject to the following: MAXIMUM	\$688.34	\$732.35	\$762.56	\$804.84	\$839.47	\$871.36

The above is subject to the maximum of 75% of the average weekly wage of the deceased.

Key Personnel

Scott Wilhoit, Commissioner	(502) 564-5550
Michael Alvey, Chairman Workers' Comp Board	(270) 687-7337
Douglas Gott, Chief Administrative Law Judge	(270) 746-7178
Dale Hamblin, Assistant General Counsel	(502) 782-4404
Derrick Hill, Technical & Resource Liaison	(502) 782-4440
Austin Maddox, LMS Liaison	(502) 782-4454

Division of Claims Processing

Melissa Wright, Director	(502) 782-4467
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Division of Specialists, Medical Services and Open Records

Kerri Ripperger, Ombudsman	(502) 782-1909
Shari Lafoe, Medical Services, Administrative Branch Manager	(502) 782-4487
Brian Butler, UR Coordinator	(502) 782-4511
Peggy Harper, Managed Care	(502) 782-4539
Toll Free Specialist Line	(800) 554-8601

Division of Security and Compliance

Scott Gasser, Director	(502) 782-4534
Mike Watts, Assistant Director	(502) 782-4510
Cam Lawson, Assistant Director	(502) 782-4486
James Wood, Document Management, Information Systems Manager	(502) 782-4553
Steve Mason, Data Management, Information Systems Manager	(502) 782-4540
Will McGinnis, Compliance, Administrative Branch Manager	(502) 782-4450
Jennifer McKenzie, Administrative Processing Supervisor	(502) 782-4525
Amy Roe, Enforcement Supervisor	(502) 782-4468
Diana Onodu, Security, Administrative Branch Manager	(502) 782-4497

Division of Workers' Compensation Funds

Doug Dawson, Director	(502) 782-4536
Brian Hiles, Assistant Director	(502) 782-8549

Appeals Section

Ashley O'Connell, Supervisor	(502) 782-4483
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No individual in the United States shall, on the grounds of race, color, religion, sex, national origin, age, disability, political affiliation or belief, be excluded from participation in, or denied benefits of, or be subjected to discrimination under any program or activity under the jurisdiction of the Kentucky Education and Labor Cabinet.

