



## WORKERS' COMPENSATION

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# Workers' Compensation

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The attorneys in the Workers' Compensation Practice Group of Hall Booth Smith, P.C. represent insurance carriers, self-insured employers/servicing agents, and uninsured employers in all manner of workers' compensation cases. Our services run the gamut, including negotiating and drafting settlement agreements, providing aggressive representation at mediations and hearings, and providing representation for appeals.

We believe in remaining proactive by advising our clients of practical steps during both the employee hiring process and at the onset of an accident in order to help reduce the number of claims before counsel is needed.

HBS maintains full time Workers' Compensation attorneys at each of our regional offices. This not only offers our clients access to some of the highest quality legal counsel available within their local community, but it also enables us to rapidly respond to our clients' diverse needs, properly advise on local community and business nuances, and effectively reduce overall costs when legal counsel is needed.

The voice of our law firm is heard through the individual experience of our attorneys in workers' compensation matters:

- Honored member of the American Trial Lawyer Association
- Member of Defense Research Institute under the Worker's Compensation Sector
- Director on the Board of Directors of the Worker's Compensation Bar
- Two time recipient of the Most Valuable Outside Council in the East Region of the United States by McDonald's Corporation
- Member of the Board of Directors for the Atlanta Workers' Compensation Bar
- Appointed Chairman of the State Board's Advisory Council for Workers; Compensation, 2009
- Special Assistant to the Attorney General, representing the State of Georgia in workers' compensation matters

Our commitment to fully serving our clients makes us an ideal choice to assist you with your unique legal issues.

#### Ways We Serve You

Our attorneys stay active in a number of professional industry related organizations, frequently speak on newsworthy industry issues and concerns, and are heavily involved with the Chairman of the state of Georgia's Board Advisory Council for Workers' Compensation and the Board of Directors of the Workers' Compensation Bar. As such, we bring a unique understanding of your workers' compensation concerns, including the increasing costs of claims. Our attorneys also have access to our firm's Professional Negligence/Medical Malpractice attorneys who work closely with hospitals, clinics, and individual physicians. These relationships provide us with unmatched communication and access to healthcare providers, greatly benefitting our clients and reducing overall costs.

HBS offers client representation in nearly every facet in the defense of workers' compensation claims including:

- Defending work-related claims
- Pursuing possible subrogation claims
- Pursuing possible Subsequent Trust fund claims
- Defending catastrophic claims
- Creating and/or assisting in safety and/or panel of physicians programs
- Assisting clients with proactive steps beginning with the hiring process

With the professional integrity and skill HBS lawyers bring to the table, we have successfully resolved many cases for our clients through mediation, motion practice, administrative bodies, bench, and jury trials.

- Successfully defended many of Georgia's largest employers before the State Board of Workers' Compensation
- Participated in the favorable resolution of countless claims through mediation
- Successfully represented Fortune 100 companies, most notably McDonald's and JPMorgan Chase

- Successfully represented clients at the hearing level, settlement and mediation level, and appeals level



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## Related Industries

**Construction**

**Education**

HBS assists the construction industry in a wide variety of private and public construction projects, including commercial, residential, industrial, and mixed-use properties. In addition to managing risk and defending and asserting liability claims on behalf of clients, we regularly advise on the myriad of issues that arise in the course of planning, managing and completing construction projects. As a full-service law firm, we offer services in construction related fields, such as real estate, litigation, ADR/arbitration, finance, environmental, land use, energy, regulatory, and utilities.

HBS construction attorneys have handled the entire gamut of claims that can be brought in the construction industry, including successfully representing property owners, developers, contractors, subcontractors, architects and engineers, construction managers, suppliers, transportation providers and haulers, individuals, corporations, electric companies, engineering companies, government entities, insurance carriers and sureties regarding construction industry issues.

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## Entertainment

Representing creative minds and creative businesses, Hall Booth Smith provides clients with the business advice and legal guidance needed to succeed in the ever-evolving multimedia

Hall Booth Smith provides transactional and operational counsel as well as investigative and litigation services to a wide variety of public and private school entities, their administrators and boards, and others involved with the education sector. We have represented K-12 educational institutions, colleges and universities, school district board members, administrators and staff, handling the full range of school-related issues they encounter, including civil rights, First Amendment rights, student discipline, school violence, special education, testing/promotion, access to student records, and fraternity and sorority matters. Our Education lawyers also advise on and resolve employment and labor issues including teacher evaluations, remediation and discipline, teacher dismissals, at-will employment, sexual harassment, and Title VII, as well as represent professional educators in internal investigations and disciplinary proceedings and other matters related to their employment.

Recognizing that the most effective solution is prevention, we review our clients' existing policies and help them devise risk avoidance strategies and comprehensive rules, policies, and procedures to minimize their exposure. As an added value, HBS lawyers offer training programs to assure that our clients' administrators, school board members, school system officials, educators, and staff fully understand the rules and the importance of compliance. Through these workshops, attendees learn to readily identify and address issues and concerns before they become problems.

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## Energy, Utilities and Power Systems

entertainment marketplace.

From day-to-day business operations and management advice to transactional guidance and dispute resolution, our attorneys help those in the entertainment industry manage talent and preserve, protect and actualize their entertainment property and services. We have critical access to key players in the entertainment industry and provide clients with the business-oriented and dedicated legal advice needed to thrive.

Transactional and litigation attorneys work together seamlessly, handling all of our clients' legal needs and helping them achieve their goals. Our experience is diverse and includes advising clients regarding music, film, television, software, books and other print media, advertising, and graphic, visual and performing arts, social media and gaming, negotiating the full range of transaction documents and industry agreements, and litigating disputes. We assure that our clients' creativity and their rights in creative works are fully protected.

As active members of various respected industry-leading societies, including NARAS, CMA, we remain at the forefront of industry trends and legal developments. Our attorneys speak regularly on industry panels, contribute as writers to respected industry publications and serve on boards of several industry non-profit organizations.

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## Health Care

Hall Booth Smith provides comprehensive service, representing energy industry clients in a broad array of matters, including transactions, business operations, regulatory compliance, finance, tax, and litigation challenges.

Representing a wide variety of clients, including owners and developers of energy projects, energy producers, suppliers and consumers, municipal and investor-owned utilities, joint-action agencies, electric cooperatives, industrial end-users, independent power producers, and natural gas companies we help our clients identify and leverage business opportunities, establish and implement long-term strategic business plans, manage risk, assure regulatory compliance, and devise effective solutions to the many challenges arising in their constantly evolving industry.

We offer strategic guidance throughout the life cycle of our clients' businesses, assist with lobby efforts and government relations, and assure that our clients' interests are protected. As national coordinating counsel for a major insurance company on all of its catastrophic electric line contact cases, we are particularly knowledgeable about and adept at handling insurance issues affecting the industry.

HBS Energy attorneys are members of industry organizations, frequently speak on energy-related issues and regularly monitor legislative, judicial and regulatory developments and industry trends in order to help our clients effectively integrate these changes into their business practices, policies, regulatory compliance efforts and approach to litigation.

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## Insurance

Already among the most regulated industries, and now grappling with the uncertainty regarding the impact of the Patient Protection and Affordable Care Act and other reforms, the health care industry and those doing business with the sector rely on HBS to advise on and effectively resolve their business, legal, and regulatory challenges. We advise on all aspects of our clients' healthcare related businesses from structuring, employment issues, office management, corporate governance and transactional matters to malpractice issues, patient privacy, records retention and data protection.

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## **Retail and Hospitality**

HBS helps hospitality industry clients both maximize their financial return and meet consumer service expectations.

Subject to a host of federal, state, county and municipal laws, regulations and code requirements and facing economic, real estate, employment and customer challenges, restaurants, hotels, leisure resorts, recreational facilities and other hospitality businesses turn to HBS for guidance. Our Hospitality lawyers are experienced advising on all aspects of hospitality businesses, from project conception and regulatory guidance through financing, development, operations and dispute resolution.

From appraisals, coverage, claims and adjusting issues to drafting and review of insurance policy, regulatory compliance advice and dispute resolution, HBS assists insurance industry clients with resolving the many challenges they face.

In addition to managing risk and defending liability claims, we regularly advise clients on the full range of insurance products, services, and coverages, including general liability, automotive, life, property and casualty, director and officers' liability, professional malpractice, errors & omissions coverage, business interruption and environmental, cyber-risk and other specialty coverages and exclusions.

Our lawyers represent clients in courts of all levels throughout the United States, litigating class actions, multiparty and multi-district cases as well as individual lawsuits involving virtually every type of claim, coverage, fraud and bad faith action. We handle regulatory investigations and enforcement actions and are experienced with all forms of alternative dispute resolution. Active insurance coverage attorneys in the international insurance markets, we also help domestic clients gain access to the overseas market and assist foreign insurers in managing their domestic litigation.

As industry leaders, HBS Insurance Coverage lawyers have been recognized as Super Lawyers and Rising Stars in the field of insurance. Team members regularly write and lecture on insurance and property ISU issues, and are active members in insurance industry groups. As a value-added, we offer clients employee training to help their staff understand the laws and regulatory requirements impacting their industry and strategies to minimize risk exposure.

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Whether addressing a labor and employment, transactional, privacy law, food and beverage, real estate or construction matter or attempting to resolve an issue involving employee benefits and compensation, intellectual property, data protection or potential liability, we advise our clients each step of the way, helping them leverage opportunities and avoid attendant risks. We vigilantly monitor the evolving regulatory and legal framework impacting our clients, to make sure that they are prepared for the future.

Our team of experienced litigators regularly handle claims for our hospitality industry clients in courts of all levels and has successfully defended class actions, multi-district litigation, personal injury claims, construction disputes and a wide variety of other matters. With a former State Senator and active government affairs attorneys, we are also adept at representing hospitality industry clients regarding their legal, regulatory and government affair challenges.

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## Real Estate

Hall Booth Smith guides real estate industry clients through the complexities of real property purchases, assessments, sales and leases, land use, zoning, financing and environmental issues, and a host of other concerns. HBS team represents virtually all

## Transportation

Hall Booth Smith has decades of experience providing transportation industry clients with comprehensive, strategic business and regulatory advice and effective legal representation.

Our firm represents a wide array of entities in transportation-related litigation, including owner-operators, insurers, insureds and various self-insurance funds, as well as aviation companies, oil and gas companies and railroads.

HBS attorneys have counseled transportation industry clients regarding virtually every issue affecting the industry and have litigated disputes throughout the country on nearly every facet of transportation law.

We also regularly work with clients to devise, implement and enforce risk avoidance strategies. Applying the experience gained from decades litigating industry-related disputes, we offer clients effective and cost-efficient representation in courts as well as before government agencies such as the Federal Highway Administration, the Federal Motor Carrier Safety Administration, the Federal Railroad Administration, the National Transportation Safety Board, state Departments of Transportation, and other regulatory bodies.

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players in the industry, including owners and occupiers, developers, real estate advisers, lenders, pension funds, insurance companies, governments, and hotel owners and operators. HBS , negotiates commercial and residential transactions of all types and sizes. Our real estate attorneys have advised clients throughout the life cycle of their property ownership from acquisition through development.

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