

MICHAEL J. POPPA, D.O., M.B.A.
Board Certified Occupational Medicine

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Professional Experience

OCCUPATIONAL CONSULTING SERVICES

February 18, 2002 – Present

President/Corporate Medical Director

- Responsible for establishing clinical treatment, procedures, protocols and quality assurance
- Perform Independent Medical Evaluations for the purposes of determining further treatment, Maximum Medical Improvement and/or Impairment and Disability determinations. Expertise in utilizing the American Medical Association (AMA) ratings guides and knowledgeable of workers' compensation regulations
- Responsible for administrative and professional duties associated with overseeing all corporate medical functions
- Examination and treatment of injured workers
- Responsible for the development of medical management policies and related processes to promote continuous improvement in the quality of medical services and the efficient use of medical resources

Certified Medical Review Officer (MRO)

- Expert in drug and alcohol testing and the application of federal regulations to the process
- Serves as consultant to business, industry, labor, government or academia on issues relating to prevention, detection and control of drug abuse in the workplace

SANOFI – AVENTIS PHARMACEUTICAL COMPANY

March 2002 – November 2016

Plant Physician

- Responsible for on-site post-offer examinations, physician directed case management of work related injuries, job-site ergonomic evaluations and ongoing preventive health programs including audiometry, spirometry and wellness programs
- Examination and treatment of injured workers
- Examination and treatment of general medical conditions (Associates)

OCCUPATIONAL HEALTH SERVICES

February 14, 1997 – February 16, 2002

Corporate Medical Administrator

- Responsible for assisting in recruiting, training and managing physicians with the OHS-Comp Care clinic system
- Examination and treatment of injured workers
- Perform disability/impairment ratings, Independent Medical Evaluations as well as Missouri Second Injury Fund liability determination
- Assist in resolution of workers' compensation cases involving controversies surrounding medical utilization and quality of care
- Assist with the development of medical management policies and related processes to promote continuous improvement in the quality of medical services and the efficient use of medical resources

Disability/Impairment Evaluations/Independent Medical Examinations

- Conduct disability ratings and Independent Medical Evaluations as well as Missouri Second Injury Fund determinations
- Expertise in utilizing the AMA Guides and knowledgeable of workers' compensation regulations

Medical Review Officer

- Responsible for the review and verification of drug testing results according to Department of Transportation guidelines

COMP CARE PROFESSIONALS, INC.

October 1992 – February 14, 1997

President/Medical Director

- Responsible for administrative and professional duties associated with overseeing all corporate medical functions
- Examination and treatment of injured workers

Disability/Impairment Evaluations/Independent Medical Examinations

- Conduct disability ratings and Independent Medical Evaluations as well as Missouri Second Injury Fund Expertise in utilizing the AMA Guides and knowledgeable of workers' compensation regulations

Medical Review Officer

- Serve as Medical Review Officer responsible for the review and verification of drug testing results according to Department of Transportation guidelines

HEALTHNET

November 1992 – April 1, 1998

Workers' Compensation Medical Director

- Assist in providing medical direction and establishing medical management policies for HealthNet's CompResults product
- Examination and treatment of injured workers
- Assist in integrating workers' compensation case management and utilization management with the provision of medical services by:
 - Acting as liaison between HealthNet and physician providers regarding medical management policies and procedures
 - Interacting with providers to resolve controversies surrounding medical utilization and quality of services
 - Providing medical direction to the Utilization Management Department regarding workers' compensation case management and prospective, concurrent and retrospective review of medical services

COMPREHENSIVE CARE CLINICS

April 1, 1994 – February 14, 1997

Medical Director

- Responsible for recruiting, training and managing physicians with the Comp Care clinic system
- Examination and treatment of injured workers.
- Responsible for establishing clinical treatment, procedures, protocols and quality assurance

MID-AMERICA REHAB HOSPITAL *March 1993 – January 1994*

Medical Director – Occupational Institute

- Assist in medical direction and establishing medical management policies of the newly created Occupational Institute
- Assist in resolution of workers' compensation cases involving controversies surrounding medical utilization and quality of care
- Assist and provide direction in Disability and Impairment Examinations, Independent Medical Examinations, as well as Missouri Second Injury Fund determinations.
- Examination and treatment of injured workers

MEDWORKS

November 1992 – March 1994

Medical Director – Occupational Institute

- Assist with the development of medical management policies and related processes to promote continuous improvement in the quality of medical services and the efficient use of medical resources
- Assist with Workers' Compensation Case Management and Utilization Management with insurers and employers

FOLGERS COFFEE COMPANY, SMUCKERS

December 1991 – April 2012

Kansas City, Missouri Plant Physician

- Responsible for on-site post-offer examinations, physician-directed case management of work related injuries, job-site ergonomic evaluations and ongoing preventive health programs including audiometry, spirometry and wellness programs
- Examination and treatment of injured workers
- Examination and treatment of general medical conditions (employees)

J.C. PENNEY WAREHOUSE DISTRIBUTION CENTER

July 1993 – May 1994

Lenexa, Kansas Center Medical Director

- Responsible for providing medical direction concerning all work related injuries and non-work related injuries for employees
- Assist in resolution of workers' compensation involving medical utilization.
- Examination and treatment of injured workers

OCCUPATIONAL MEDICINE ASSOCIATES

October 1990 – 1992

Medical Director

- Responsible for administrative duties associated with overseeing medical operations in four clinic locations
- Examination and treatment of injured workers

Independent Medical Examinations/Disability/Impairment Evaluations

- Conducted disability ratings and Independent Medical Examinations, as well as Missouri Second Injury Fund

Medical Review Officer

- Served as Medical Review Officer responsible for the review and verification of drug testing results according to Department of Transportation guidelines
- American College of Occupation and Environmental Medicine Medical Review Officer Course, February 1991

BUSINESS & INDUSTRY HEALTH GROUP

1988 – 1990

Clinic Physician

- Responsible for occupational outpatient medical care, FAA, DOT, pre-placement, return to work and preventive health evaluations
- Examination and treatment of injured workers

Independent Medical Examinations/Disability/Impairment Evaluations

- Perform disability ratings and Independent Medical Examinations

ALFRED GILGORE MEDICAL ASSOCIATES

1980-1988

Family Practice Duties

- Responsible for family practice/urgent care
- Medical management of hospital patients
- DOT/FAA examinations
- Treatment of injured workers (W/C – 50% of practice, 1985-1988)

LENEXA FAMILY PRACTICE

1979-1980

Solo practice.

- Responsible for family practice duties as above

Education & Training

Board Certified – American Osteopathic Board of Preventive Medicine

- Certificate #84, Occupational and Preventive Medicine (1989)
- Certifying Organization – American Osteopathic Association (AOA)
- Fellow – American Osteopathic College of Preventive Medicine (1996)

Certified – Independent Medical Examiner

- Certificate #95-00055
- Certifying Board – American Board independent Medical Examiners (1995)

Medical College of Wisconsin

- Master’s program in Occupational Medicine (1989–1994)

Medical Review Officer Course

- American College of Occupational and Environmental Medicine Medical Review Officer course, February 1991
- Certified Occupational Hearing Conservationist
- Certificate #29735

Medical Review Officer

- Certification Council
- Certification #08-07692
- Expiration date 4/22/14

Impairment and Disability Evaluation Courses

- American College of Occupational and Environmental Medicine – Part I/II

Family Practice Rotating Internship

- Lakeside Hospital – Kansas City, Missouri (1978–1979)
- Children’s Mercy Hospital – Kansas City, Missouri
- Truman Medical Center – Kansas City, Missouri

University of Missouri, Kansas City – School of Pharmacy

- B.S., 1974

University of Missouri, Kansas City – Henry W. Bloch School of Business

- MBA, 2000

University of Health Sciences – Kansas City College of Osteopathic Medicine

- D.O., 1978

Professional Affiliations

American College of Occupational and Environmental Medicine – American Medical Association (AMA)

Great Plains Occupational and Environmental Medicine Association/American College of Occupational and Environmental Medicine (AMA)

President (2002–2003)
President Elect (2001–2002)
First Vice President (2000–2001)
Secretary (1999–2000)
President (1992–1993)
President Elect (1991–1992)
First Vice President (1990–1991)

American Osteopathic College of Occupational and Preventive Medicine

Finance Committee (1998–1999)
President (1995–1996)
President Elect (1994–1995)
Board of Trustees (1990–1993)
Program Chair, Certification Review Course

American Osteopathic Board of Preventive Medicine

President (1996–2001)
Board of Examiners (1995–2001)

American Osteopathic Association

Bureau of Osteopathic Specialists

Hospital Affiliations

Mid-America Rehabilitation Hospital

Licensure

Active licenses in Missouri

Publications

Contributing Author

Ergo America 1995, Medical Management

Presentations

2016
42nd Annual Workers Compensation Seminar
Overland Park, KS: 9/27-28/16

2013
Aggravation and Prevailing Factor in Kansas/Missouri's Workers' Compensation Laws: Compare/Contrast
Kansas City Metropolitan Bar Association
Kansas City, MO; 10/18/13

2011
Current Updates to Billing and Coding in Workers' Compensation
Penn Valley Community College
Kansas City, MO; 3/22/11

2010
Current Updates to Billing and Coding in Workers' Compensation
Penn Valley Community College
Kansas City, MO; 3/16/10

2008
Current Updates to Billing and Coding in Workers' Compensation
Penn Valley Community College
Kansas City, MO; 4/8/08

2007
Current Updates to Billing and Coding in Workers' Compensation
Penn Valley Community College
Kansas City, MO; 4/3/07

2006
Repetitive Use (CTS & Epicondylitis) Causation and 2005 Changes in Work Comp Law
Fourth Annual Workers' Compensation Seminar, Foster Auditorium at Cox South Hospital
Springfield, MO; 10/20/06

Workers' Compensation Treatment, Billing and Coding
Penn Valley Community College
Kansas City, MO; 4/20/06

2005
The Complete Survival Guide to Missouri Workers' Comp; The Medical Perspective on Workers' Comp Claims; Changes in Missouri and Kansas Comp Laws
Kansas City, MO; 9/20/15

Workers' Compensation Treatment, Billing and Coding
Penn Valley Community College
Kansas City, MO 2/24/05

2004
The IME Process
American Family Insurance Claims Managers, RNs and Attorneys;
12/1/04
HealthSouth – The Back Center; 5/27/04

2003
Road to Recovery – A Medical Perspective
Lake of the Ozarks, MO; 6/9/03

Safety for the 21st Century Health Care Facilities of America
Carroll P. Hungate Postgraduate Seminar on Occupational and Environmental Health
Program Moderator, Overland Park, KS; 3/7 – 3/8/03

2002
Arthritis Pain – Where Do You Hurt?
Occupational Health Nurses Quarterly Meeting

Where Does it Hurt? Pain Management Techniques
Hallmark Cards, Monthly Health Seminar

Medical Disability Management and COX-2 Update
Zurich Insurance Company

Medical Disability Management and COX-2 Update
Kemper Insurance Company

2000
ACL Injuries and Disability Ratings
CompResults, Quarterly Meeting for Workers' Compensation Professionals

Telemedicine and Occupational Injuries – Diagnosis and Treatment
State of Kansas, Workers' Compensation Annual Seminar, Conference
Lenexa, KS; Wichita, KS

1999
Occupational Medicine Practice and Principles
Council on Education in Management

Workers' Comp Update 1999
Council on Education in Management

Workers' Comp Update 11/09/99
Council on Education in Management

Physician Orientation and Training
Occupational Health Services/Comp Care

1998
Establishing a Hearing Conservation Program
Truman Medical Center West

Physical Examination with Emphasis on Distinguishing the Symptom Magnifier
Truman Medical Center West

Occupational Medicine Terminology, Rules and Regulations for Family Practitioners
Capital Region Medical Conference
Jefferson City, MO

Carpal Tunnel Syndrome Examination, Diagnosis and Treatment
St. Mary's Hospital
Blue Springs, MO

1997
Current Concepts in Disability/Impairment Ratings
Risk Insurance Management

Eye Trauma
American Society of Safety Engineers, U.S. Engineering

Myofascial Syndrome vs. Fibromyalgia
Mariner Rehabilitation Case Management Seminar

Functional Capacity Evaluations
Attorney General of Missouri

Occupational Medicine: Disability vs. Impairment

American Osteopathic College of Preventative Medicine, Annual Meeting

ADA & the Pre-placement Examination

American Osteopathic College of Preventative Medicine, Annual Meeting

Establishing a Hearing Conservation Program

Employers Mutual Insurance Co.

Diagnosis and Treatment of Rotator Cuff and Impingement Syndrome

American Osteopathic College of Preventative Medicine, Midyear Meeting

1996

Examination: Upper Extremity/Low Back

Alexis
Kemper Insurance Co.
Thomas McGee, L.C.

Shoulder Injuries and Treatment

CNA Insurance Co.

Prevention of Hearing Loss in the Work Place

American Osteopathic Association

Occupational Hearing Loss

Country Mutual Insurance Co.

Cost-effective Treatment of Soft Tissue Injuries Secondary to Motor Vehicle Accident

1995

Examination: Upper Extremity/Low Back

St. Paul Insurance Co.
Chubb Insurance Co.
Travelers
Alexis
Crawford and Co.
Sedgwick James
Comp Care Plus
Crum and Forster

Reflex Sympathetic Dystrophy

Employers Mutual Insurance Co.
Crum and Forster

Myofascial Syndrome/Fibromyalgia

ITT Hartford

Cost Containment of Workers' Compensation Injuries

Lockton Risk Services

Back Examination AMAM Guides, 3rd Edition, Revised

Thomas McGee and Sons

Eye: Anatomy, Injuries and Treatment

United States Fidelity and Guaranty

Blood Borne Pathogens

Firemen's Fund

Occupational Medicine: The Injured Worker

Missouri Society of the American College of Osteopathic Family Physicians

Back Injuries: Treatment and Anticipated Recovery

Case Management Society of America

Carpal Tunnel Syndrome

Employers Mutual Companies
Kansas Self-Insurers Associated.
Travelers

Occupational Medicine Update

Searle Laboratories

Recurrent Disc Herniation

Kemper Insurance Co.

The Role of the Occupational Health Professional in Workers' Compensation

Kansas Department of Human Resources

Rotator Cuff Injuries

Crum & Forster

1994

Examination: Upper Extremity/Low Back

Office of the Attorney General of Missouri
Wausau

Back Examination/Validity Testing

Gallagher Bassett

Back Injuries: Treatment and Anticipated Recovery

Alexis

Occupational Injuries in the 1990's

Crawford & Company

Fibromyalgia

Sedgwick James

1990-1993

Medical Records Interpretation of Lower Back Injuries

Workers' Compensation Seminar, Kansas City Metropolitan Bar Association
Kansas City, MO; 1993

Occupational Medicine and Carpal Tunnel – Diagnosis and Treatment

Missouri Bar Association
Kansas City, MO; 1993; 1992

Lower Back Injuries

St. Paul Insurance Co.
Attorney General of Missouri

Reflex Sympathetic Dystrophy

St. Paul Insurance Co.

Cost Containment of Work Comp Injuries

American Society of Engineers

Eye Injuries

United Parcel Service

Common Medical Emergencies

Carroll P. Hungate Postgraduate Seminar on Occupational Health

Medical Aspects of Missouri Second Injury Fund Determinations

Greene County Medical Society
Greene County Bar Association

Carpal Tunnel Syndrome

Employers Reinsurance Corp.
Attorney General of Missouri

Blood Borne Pathogens and Compliance with OSHA Guidelines

J.C. Penney
Gill Studios
Schlage Lock
St. Paul Insurance Co.
Aetna Insurance Co.
Safety and Health Council

How to Evaluate and Take Control of Situations in Work Comp Cases

Mid-America Rehabilitation Hospital