

## **Addressing Workplace Challenges Stemming from the Opioid Epidemic**

### ***Cincinnati Session Moderator and Panelist Bios***

#### **Moderator**

##### **Mike Lakin, Vice President, Account Management at HORAN**

Mike develops benefit packages for mid-to-large size companies that enhance employee retention and recruitment, and contain long term cost increases. His goal is to develop benefit packages that create equitable strategies for both employers and employees. Providing sound customer service allows Mike to service the essential daily needs of employers and offer a sense of security and comfort to employees. Mike regularly speaks on a variety of topics including problems that compliance and legislative issues can create for an organization and solutions to fit a company's particular needs.

#### **Panelists**

##### **Caitlin Clipp, Executive Director at UnitedHealthcare**

Caitlin joined UnitedHealthcare in 2004. During her tenure she has served in various roles including: account management, training and development and sales leadership. She recently earned her Healthcare MBA from the University of St. Thomas in Minnesota. Caitlin currently leads the Southwest Ohio market which includes Cincinnati, Dayton and Northern Kentucky as the Executive Director. She enjoys collaborating with her team to serve the needs of the customers in our community—trying to help people improve their health and improve their life.

##### **Shelly Hodges-Konys, CBC, Compliance Leader at HORAN**

Shelly Hodges-Konys, CBC, Compliance Leader, leads HORAN's Health Care Reform and Compliance practice for employee benefits clients to provide communication and timely information to help them make informed decisions. Formerly a large group account manager for insured and self-funded health plans, she is accustomed to working with clients to develop and define both short term and long term benefits strategies in response to legislative changes. Her 18 years of experience in benefits consulting enables Shelly to develop customized communication and education processes which promote greater employer/employee understanding.

##### **Julie Pugh, Partner at Graydon**

Julie's practice focuses on client counseling, employment litigation and dispute resolution. She routinely represents clients before the EEOC, OCRC, DOL and federal and state judges. Julie's typical day starts with her reading about the latest changes in labor and employment law. The rest of the day may include quickly responding to client phone calls and emails, researching nuances of employment law, drafting and interpreting employment-related agreements, negotiating various contracts, asking a court or administrative agency to rule in a client's favor, reviewing policies and employee handbooks, and hopefully making others' jobs a little easier. Julie also regularly visits client locations to counsel human resources staff, managers and employees on important legal topics.

##### **Judi Gissy, Counselor and Trainer at TriHealth**

Judith Gissy is a Master's Level Licensed Professional Clinical Counselor and a Licensed Independent Chemical Dependency Counselor. She has worked as an Addictions Counselor for the past 41 years during which she has worked with a broad array of mental health and emotional wellness issues. She currently works as a Treatment Coordinator and Trainer with TriHealth EAP, where she conducts individual counseling sessions, employment-related assessments and trainings on a variety of subjects.