

A photograph of the Columbus skyline, featuring several tall buildings and a river in the foreground. The image is partially obscured by a large blue geometric shape on the right side. The text 'ANNUAL REPORT FOR FISCAL YEAR 2023' is overlaid on this blue shape.

# ANNUAL REPORT FOR FISCAL YEAR 2023

 **Ohio** | Industrial Commission

**Mike DeWine**, *Governor* · **Jon Husted**, *Lt. Governor*



# TABLE OF CONTENTS

<b>Letter from the Chairman</b> .....	<b>1</b>
<b>About the Ohio Industrial Commission (OIC)</b> .....	<b>3</b>
<b>OIC Commissioner Bios</b> .....	<b>4</b>
<b>Fiscal Year Highlights</b> .....	<b>6</b>
<b>Inventory</b> .....	<b>7</b>
Motion/Appeal Filings .....	7
Hearing Inventory.....	7
<b>Hearing Activity</b> .....	<b>8</b>
Claims Heard.....	8
Hearings Held by Employer Group.....	10
Hearing Administrator .....	11
Medical Activity.....	12
<b>Performance</b> .....	<b>13</b>
DHO Performance.....	13
SHO Performance .....	14
Commission Performance.....	14
SHO Refusal Order Performance.....	15
<b>Appendix</b> .....	<b>16</b>
Administrative Hearing Level Chart.....	16
PTD Timeline.....	17
<b>Locations &amp; Contacts</b> .....	<b>18</b>
<b>District Office Assignment Map</b> .....	<b>19</b>
<b>Glossary</b> .....	<b>20</b>





# LETTER FROM THE CHAIRMAN

I am pleased to present the Ohio Industrial Commission's Annual Report for Fiscal Year (FY) 2023.

Under the leadership of Governor Mike DeWine, the Ohio Industrial Commission (OIC) is dedicated to providing outstanding service to the injured workers and employers of Ohio. In the past fiscal year, our agency adjudicated more than 87,000 disputed workers' compensation claims across our 12 offices located throughout Ohio.

As this report demonstrates, we are an agency that proudly strives to achieve excellent customer service, while making sensible and fiscally responsible financial choices.

A few of our recent agency highlights include:

- Welcomed Commissioner Cheri L. Hottinger as the public member of the OIC on July 1, 2023.
- Maintained the agency's annual total expenditure level within a narrow 3.5% variance band that started in FY 2013.
- Kept FY 2023 expenditures within the \$44.7MM to \$46.9MM range over a ten-year period.
- Preserved a well-funded Administrative Cost Fund (ACF) reserve through long range forecasting and cost containment.
- Minimized employer ACF rate change impacts by factoring base rate reductions into our funding needs, and matched ACF rates to agency resource usage rates for each employer group within +/-1 percent.
- Achieved a Minority Business Enterprise (MBE) rate of 38.89 percent as of July 2023 versus the 15 percent statutory threshold in FY 2023. The Encouraging Diversity, Growth and Equality (EDGE) compliance rate is 33.64 percent versus the 5 percent policy requirement for the same period.
- Instituted numerous technological advances to enhance OIC staff's ability to provide first-rate service in a hybrid environment.
- Complied with all R.C. 4123.511 statutory timeframes.
- Sustained very high court affirmation rates for final hearing orders appealed to court.

It is a privilege to lead an agency that is dedicated to honoring our core mission of serving injured workers and Ohio employers through expeditious and impartial resolution of issues arising from workers' compensation claims, and through the establishment of adjudicating policy. We strive to provide outstanding customer service to ensure fair, compassionate, and professional hearings for all concerned parties.

Sincerely,



Jim Hughes, *Chairman*



# ABOUT THE OHIO INDUSTRIAL COMMISSION (OIC)

The OIC conducts more than 87,000 hearings each fiscal year, and most of these hearings take place within 45 days of the original claim appeal. This timeframe means you may expect first-rate customer service as the OIC provides a forum for appealing Ohio Bureau of Workers' Compensation (BWC) and self-insuring employer decisions. Since 1912, the OIC has resolved issues between parties who have a dispute in a workers' compensation claim. With each claim, the agency is dedicated to providing information and resources to help customers navigate through the appeals process.

The OIC conducts hearings on disputed claims at three levels: the District level, the Staff level, and the Commission level. The Governor appoints the three-member Commission, and the Ohio Senate confirms these nominations. By previous vocation, employment or affiliation, it is mandated that one member of the Commission represents employees, one represents employers and one represents the public.

During this fiscal year, Chairman Jim Hughes represented the employees; Daniel J. Massey represented employers; and Karen L. Gillmor represented the public. Cheri L. Hottinger was appointed by Governor Mike DeWine to be the public member for a term that began on July 1, 2023.

## COMMISSIONERS



**Jim Hughes, Chairman**

**Employee Member**

**Dates of Service: July 2019 - June 2025**

Jim Hughes has spent his career demonstrating his passion for public service.

He was appointed by Governor Mike DeWine to be the chairman and employee member of the Ohio Industrial Commission for a term that began on July 1, 2019.

Jim brings decades of legal knowledge and public policy experience to his role as chairman. He began his career as a bailiff and court constable in the Franklin County Court of Common Pleas. He later served as assistant prosecutor in the City of Columbus Prosecutor's Office and then as assistant prosecutor for Franklin County. He also worked previously as an attorney and partner at the Isaac Wiles law firm in Columbus.

In 2000, he was appointed to the Ohio House of Representatives and was later elected to the Ohio House of Representatives in 2000, 2002, 2004, 2006, and 2016; and the Ohio Senate in 2008 and 2012. During his 18 years in the Ohio General Assembly, Jim supported legislation that toughened criminal penalties, protected children, reformed taxes, streamlined regulations, and incentivized businesses to settle in Ohio. He also served on many legislative committees including Civil Justice, Insurance and Financial Institutions, Energy and Public Utilities, Transportation and Public Safety, and Criminal Justice.

Jim has received numerous accolades from several groups over the course of his career. He has been named Legislator of the Year by the FOP Capitol City Lodge No. 9, the Ohio Fire Chief's Association, the Ohio Nurses Association, the Ohio Association of Professional Firefighters and the AMVETS Department of Ohio. In addition, he has received the Ohio Association for Justice Workers Compensation Outstanding Service Award, and the Watchdog of the Treasury Award, among others.

Jim earned his Juris Doctorate at Capital University Law School after completing his bachelor's degree in business administration at The Ohio State University. He and his wife Susan live in Upper Arlington, and have a daughter, Kaela.



**Cheri L. Hottinger**

**Public Member**

**Dates of Service: July 2023 - June 2029**

Cheri Hottinger has dedicated most of her career to helping a wide variety of constituencies, with a particular focus on public service.

Throughout her career, Cheri has accumulated vast business knowledge, beginning in 1995 when she led the operations of the Jay Company, Inc., an industrial electrical contractor, in partnership with the IBEW, Local 1105. In addition to her administrative duties, she worked closely with labor representatives, while serving on the Health & Welfare Board of Local 1105. Cheri was also involved with matters that included evaluating internal workers' compensation claims, oversight of premiums, safety compliance and risk assessment.

Cheri later entered public service when she was elected Councilwoman-At-Large for the City of Newark, Ohio, a position she held from 2000-2003 and, again, from 2021-2023.

In the summer of 2004, Cheri expanded her civic engagement, when she was named President & CEO of the Newark Area Chamber of Commerce – a position she held for the next 12 years. Cheri's role included facilitating safety councils, training seminars and program development. To help improve the workers' compensation system for both employers and employees, Cheri was instrumental in bringing the BWC Group Rating Program to the Chamber and its 900+ members. While Cheri was President, the Chamber grew into the Licking County Chamber of Commerce, and was listed as the largest Chamber in Central Ohio. During Cheri's tenure, the Chamber was honored with numerous BWC Safety Council of the Year awards, including first, second, and third place designations. Additionally, Cheri was named Chamber Executive of the Year by the Chamber of Commerce Executives of Ohio.

In 2016, Cheri made a career change by joining Park National Bank as a Vice President and Business Development Officer for the Commercial Loan Department. She continued to serve the Licking County community in this new role.

Currently, in addition to her duties at the Industrial Commission, Cheri serves as the Chairperson of the Self-Insuring Employers Evaluation Board.

Cheri and her husband, Jay, live in Newark and have three daughters and a granddaughter. Cheri is an avid Buckeyes fan and can frequently be found at the stadium on game days.



**Daniel J. Massey**

**Employer Member**

**Dates of Service: July 2021 - June 2027**

Daniel Massey brings decades of experience both within and outside state government.

He began his career as an Ohio assistant attorney general where his practice was both in litigation and agency representation. During his tenure, Dan's clients included the Ohio Department of Transportation, the Ohio Department of Commerce, and the Ohio Department of Insurance. He also represented various boards and commissions, including the Ohio State Dental Board and the Ohio State Racing Commission.

While working in state government, he also headed the legislative program within the Ohio Attorney General's Office and was involved in the enactment of the Ohio Consumer Sales Practice Act and the lobbying disclosure law.

After leaving government service, he practiced law in Columbus. He maintained both a legislative and corporate practice and was instrumental in the passage of the alternate retirement system legislation, which allows certain public employees to join a private, defined contribution plan. He also served as a hearing officer for the Ohio State Racing Commission.

Prior to his appointment at the Ohio Industrial Commission, Dan worked at the law firm of Murray, Murphy, Moul and Basil in Columbus.

He has both a bachelor's degree and law degree from Capital University. He and his wife, Marilyn, live in Columbus. They have two children and four grandchildren.

## FISCAL YEAR HIGHLIGHTS

In fiscal year (FY) 2023, the Ohio Industrial Commission (OIC) heard 87,146 claims at all adjudicatory levels. District Hearing Officers (DHOs) heard 61,306 claims, while Staff Hearing Officers (SHOs) heard 25,738 claims, and the Commission heard 102 claims.

The statutory requirement from the filing of a motion or appeal to the date of a hearing timeframe is set at 45 days. For Filing to Hearing, Allowance and Appeal docket issues both averaged 35 days. The agency performance benchmark for the filing of a motion or appeal to the mailing of an order is set at 52 days. For Filing to Mailing, Allowance docket issues averaged 39 days, while Appeal docket issues averaged 38 days.

The Industrial Commission Online Network (ICON) has made it easy for parties to file motions and appeals online. First level motions and appeals filed on ICON this fiscal year totaled 34,990. Second level and above ICON filings, inclusive of appeals filed to DHO and SHO orders, totaled 41,208 in FY 2023.

# INVENTORY

## Motion/Appeal Filings

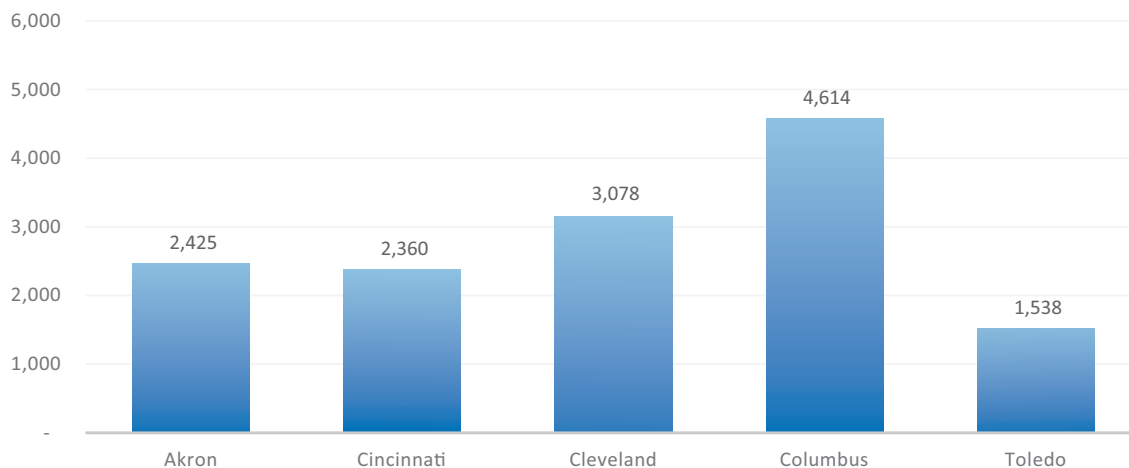
OIC workloads and performance are initiated by and heavily dependent upon the volume of new motion and appeal filings. OIC inventory volume is volatile depending on appeal filings, claim flows from the Bureau of Workers' Compensation (BWC), docketing volume, and other factors.

Approximately 88,497 new first level motions and appeals were filed during FY 2023 for 56,236 separate claims.

## Hearing Inventory

Statewide average monthly DHO/SHO inventory, inclusive of medical inventory, was 14,014 for FY 2023. Regional breakdown of average inventories for FY 2023 is as follows: Columbus - 33 percent; Cleveland - 22 percent; Akron and Cincinnati - 17 percent each; and Toledo - 11 percent.

### AVERAGE MONTHLY INVENTORY\* FY 2023



\*Rounded

# HEARING ACTIVITY

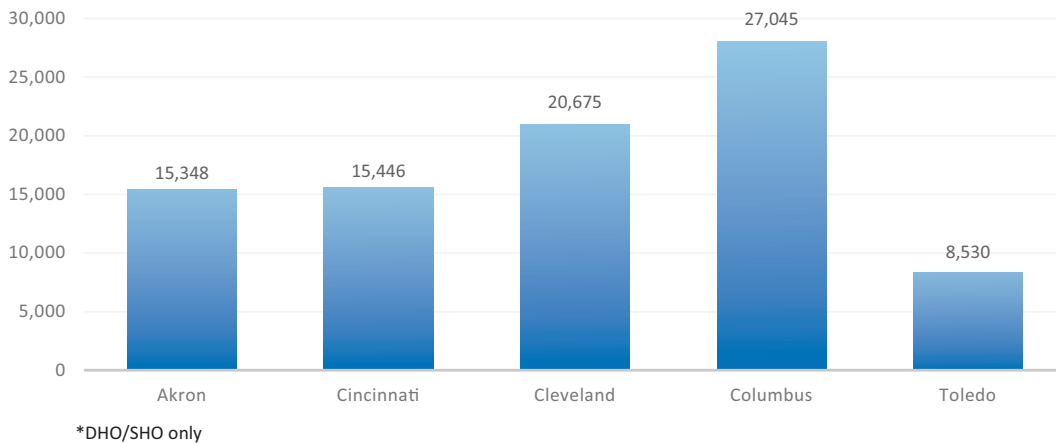
Formal hearings and administrative reviews account for the majority of Industrial Commission activity. In FY 2023, the OIC made approximately 144,565 decisions on issues arising from workers' compensation claims.

During FY 2023, the OIC performed 57,419 administrative reviews and heard a total of 87,146 claims at all adjudicatory levels. Claims heard is inclusive of hearings at the DHO, SHO, Deputy, and Commission venues. Administrative reviews incorporate issues that do not initially require formal adjudication via hearing (Hearing Administrator issues, Commission requests, etc.). These issues receive review and processing at the claims examining, word processing, and hearing officer levels but are not typically reflected in routine production reports under DHO or SHO dockets. However, these issues may still subsequently result in a hearing under the normal adjudicatory process. If a hearing is required, then that hearing is reported according to the standard hearing process.

## Claims Heard

The total DHO hearing volume accounts for 70 percent of the overall hearings during FY 2023 at 61,306 claims heard, while the SHO volume is recorded at 25,738 claims heard. Deputy venue claims heard totaled 30 in FY 2023 while the Commission venue recorded 72 claims heard. Total claims heard is inclusive of continuances, referrals, dismissals, and other final determinations made as a result of a hearing.

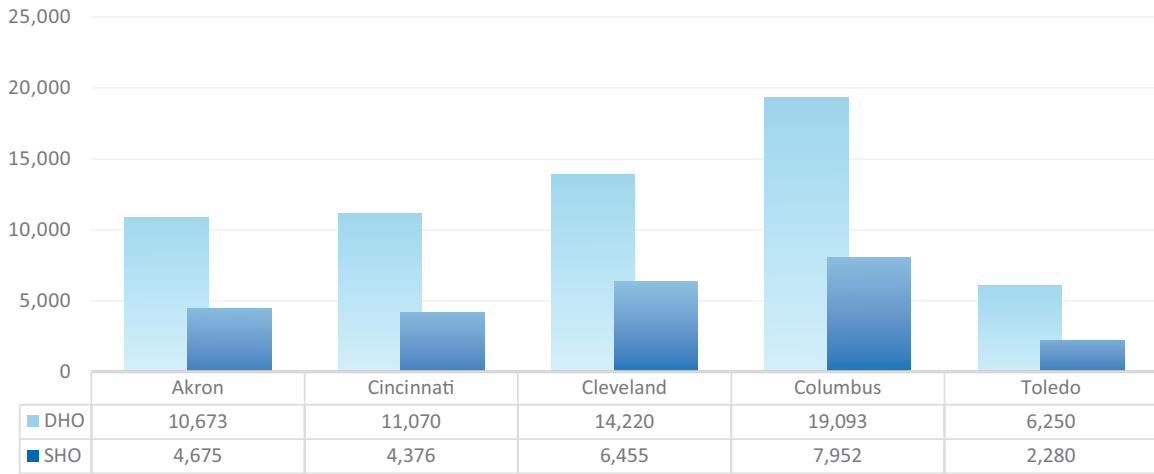
### CLAIMS HEARD BY REGION\* FY 2023



Regionally, the rounded distribution of FY 2023 claims heard at DHO and SHO hearing levels is as follows: Columbus at 31 percent; Cleveland at 24 percent; Akron and Cincinnati each at 18 percent; and Toledo at 10 percent.

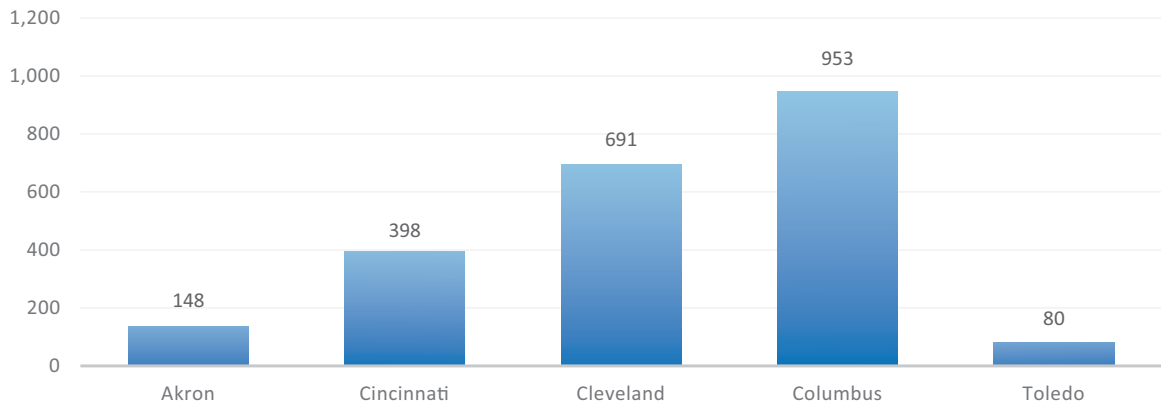
DHO and SHO hearings were conducted on 249 days during FY 2023. An average of 350 claims were heard per hearing day at the DHO and SHO hearing levels. District level hearings averaged 246 claims heard per day (rounded), while Staff level hearings averaged 103 claims heard per day (rounded).

## DHO/SHO CLAIMS HEARD FY 2023



A total of 2,270 hearing records were flagged as requiring interpreter services during FY 2023 accounting for three percent of total hearings held.

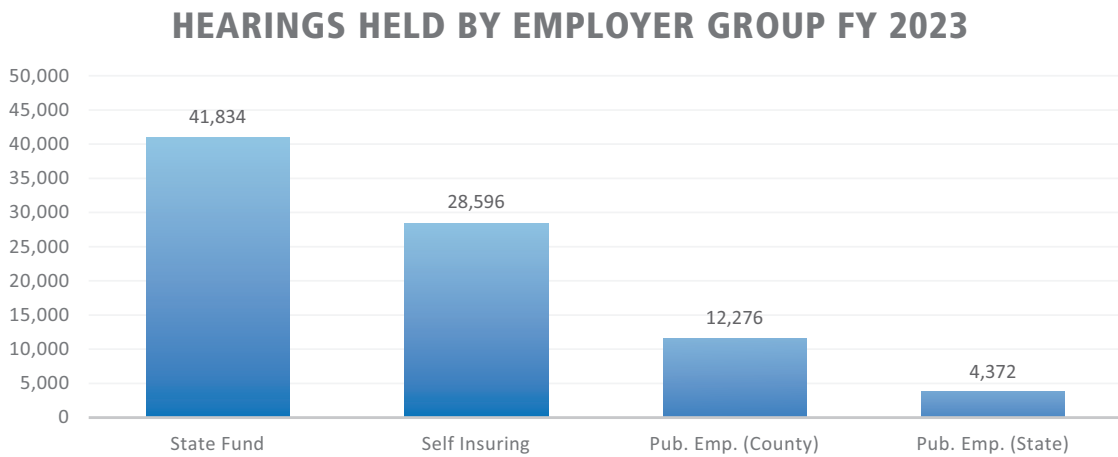
## HEARINGS HELD REQUIRING INTERPRETERS FY 2023



*Note: An interpreter may not have been present at each hearing.*

## Hearings Held by Employer Group

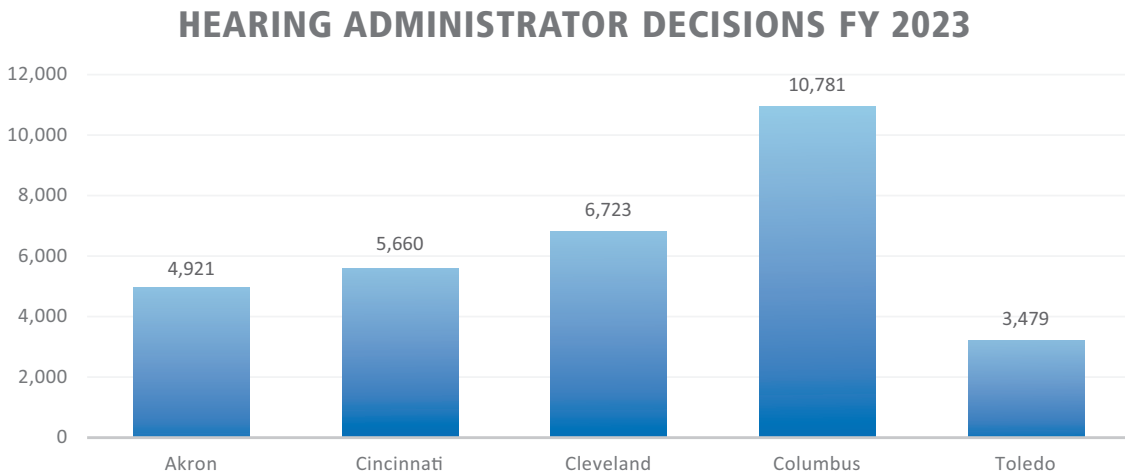
Hearings were conducted for approximately 22,749 different employers in FY 2023. Hearings for claims of private state funded employers accounted for 48 percent of all hearings, while self-insuring employers accounted for 33 percent; public county employers accounted for 14 percent; public state employers' claims accounted for 5 percent (rounded).



## Hearing Administrator

Hearing Administrators perform a variety of functions that facilitate the adjudication process. In addition to processing approximately 16,952 continuance requests during FY 2023, they also processed 11,493 requests to cancel scheduled hearings. Additionally, Hearing Administrators processed requests for extensions related to permanent total disability filings and requests regarding other miscellaneous issues.

Statewide, Hearing Administrators made decisions on, or referred to hearing, approximately 31,564 issues during FY 2023. Regional volumes of Hearing Administrator activity are presented in the graph below.

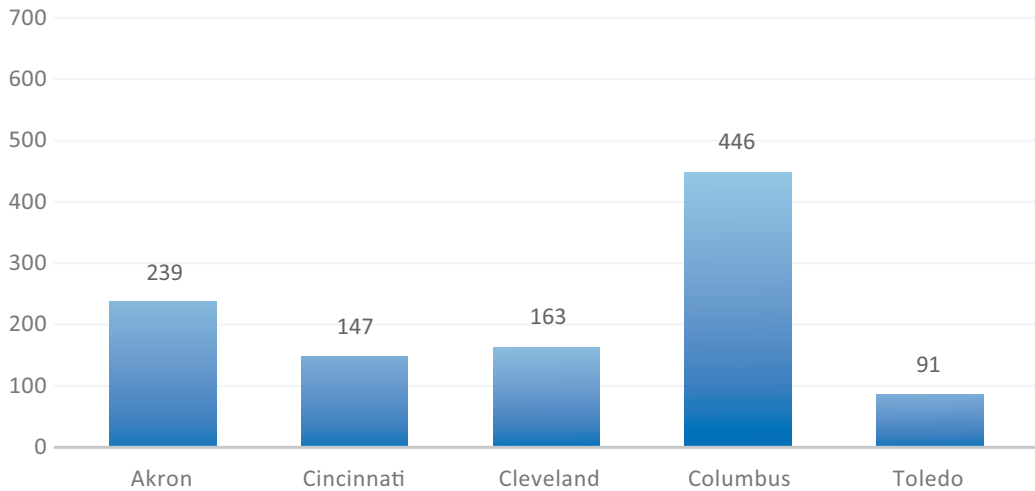


## Medical Activity

The Industrial Commission schedules medical exams for injured workers that have filed for permanent total disability benefits related to work injuries. Most of these claims will result in a subsequent hearing. The volume of claims within the OIC medical section as of June 30, 2023, was 245 claims.

A total of 1,086 specialist exams and medical reviews were performed on behalf of the OIC during FY 2023.

### MEDICAL SPECIALIST EXAMS AND REVIEWS FY 2023



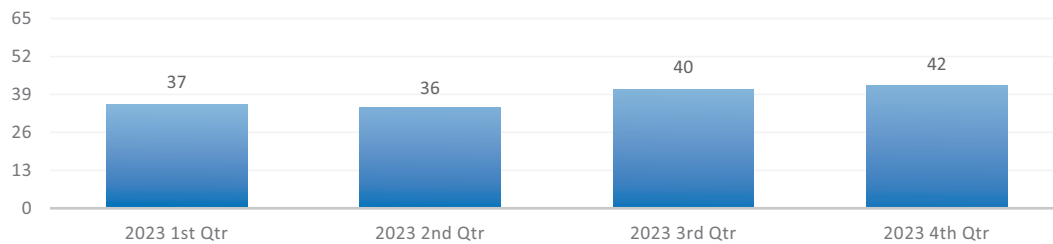
# PERFORMANCE

OIC hearing timeframes for DHO, SHO, and Commission hearing venues are mandated by R.C. 4123.511. On average, all OIC offices performed within the statutory limits requiring a claim to be heard within 45 days of a motion or appeal filing. The OIC benchmark for Filing to Mailing is set at 52 days; this performance measure is based on the entirety of the hearing process and combines the two statutory periods Filing to Hearing (45 days) and Hearing to Mailing (7 days).

## District Hearing Officer Performance

DHOs conduct hearings on two formal docket types – Allowance (primarily injury allowance, compensation, and treatment issues) and C-92 (permanent partial disability issues). Only Allowance docket issues fall under timeframe requirements outlined in R.C. 4123.511. DHOs heard a total of 50,136 Allowance docket claims during FY 2023. Of those, 35,338 qualified for inclusion in time studies. Per statute, appeals or motions heard on DHO Allowance dockets must be heard within 45 days of filing. In FY 2023, Allowance dockets averaged 35 days for the statutory Filing to Hearing period. On average, the DHO Allowance process (Filing to Mailing) was completed within 39 days during FY 2023.

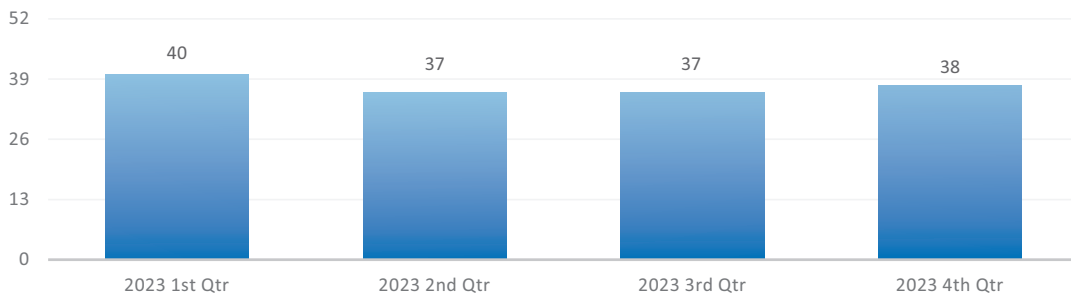
**DHO ALLOWANCE FILING TO MAILING PERFORMANCE  
FY 2023**



## Staff Hearing Officer Performance

SHOs conduct hearings on five formal docket types – Appeal (primarily injury allowance, compensation, and treatment issues), PTD (permanent total disability), Reconsideration (permanent partial disability issues), VSSR (violations of specific safety requirements), and Miscellaneous (other issues not designated to a pre-defined docket type). Only Appeal docket issues fall under timeframe requirements outlined in R.C. 4123.511. SHOs heard a total of 22,434 appeal claims during FY 2023. Of those, 19,376 qualified for inclusion in time studies. Per statute, Staff hearing level appeals must be heard within a 45-day period. In FY 2023, SHO Appeal processes averaged 35 days for the statutory Filing to Hearing period.

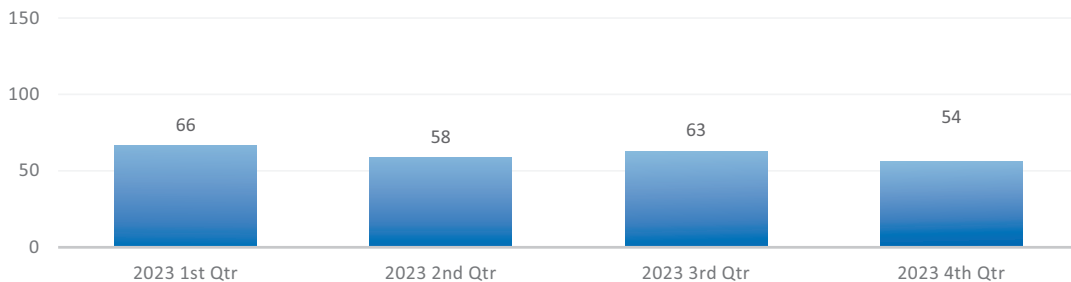
### SHO APPEAL FILING TO MAILING PERFORMANCE FY 2023



## Commission Performance

Commission Appeal dockets fall under timeframe requirements outlined in R.C. 4123.511. For hearings conducted during FY 2023, the Commission venue average for the statutory 45-day Filing to Hearing period is compliant at 41 days. The Commission venue average for the Filing to Mailing timeframe is 62 days.

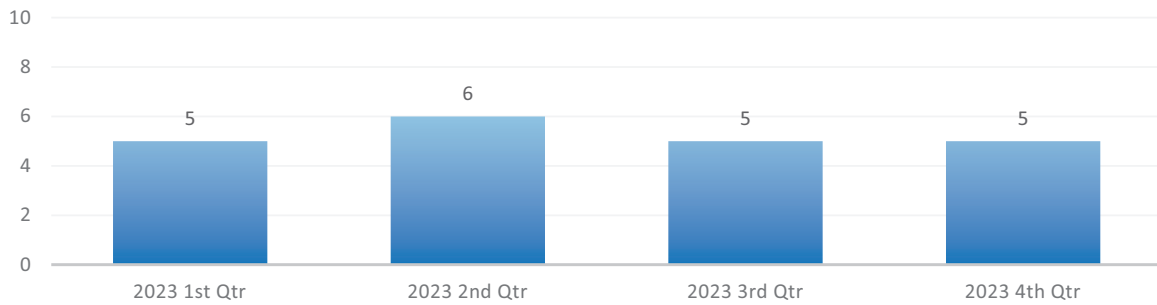
### COMMISSION FILING TO MAILING PERFORMANCE FY 2023



## SHO Refusal Order Performance

Appeals to SHO orders are discretionary in nature and processed centrally by the Commission Level Hearing Section in Columbus. Per mandate, if an appeal is refused, it is to receive a refusal order within 14 days of the expiration period in which an appeal may be filed to an SHO order.

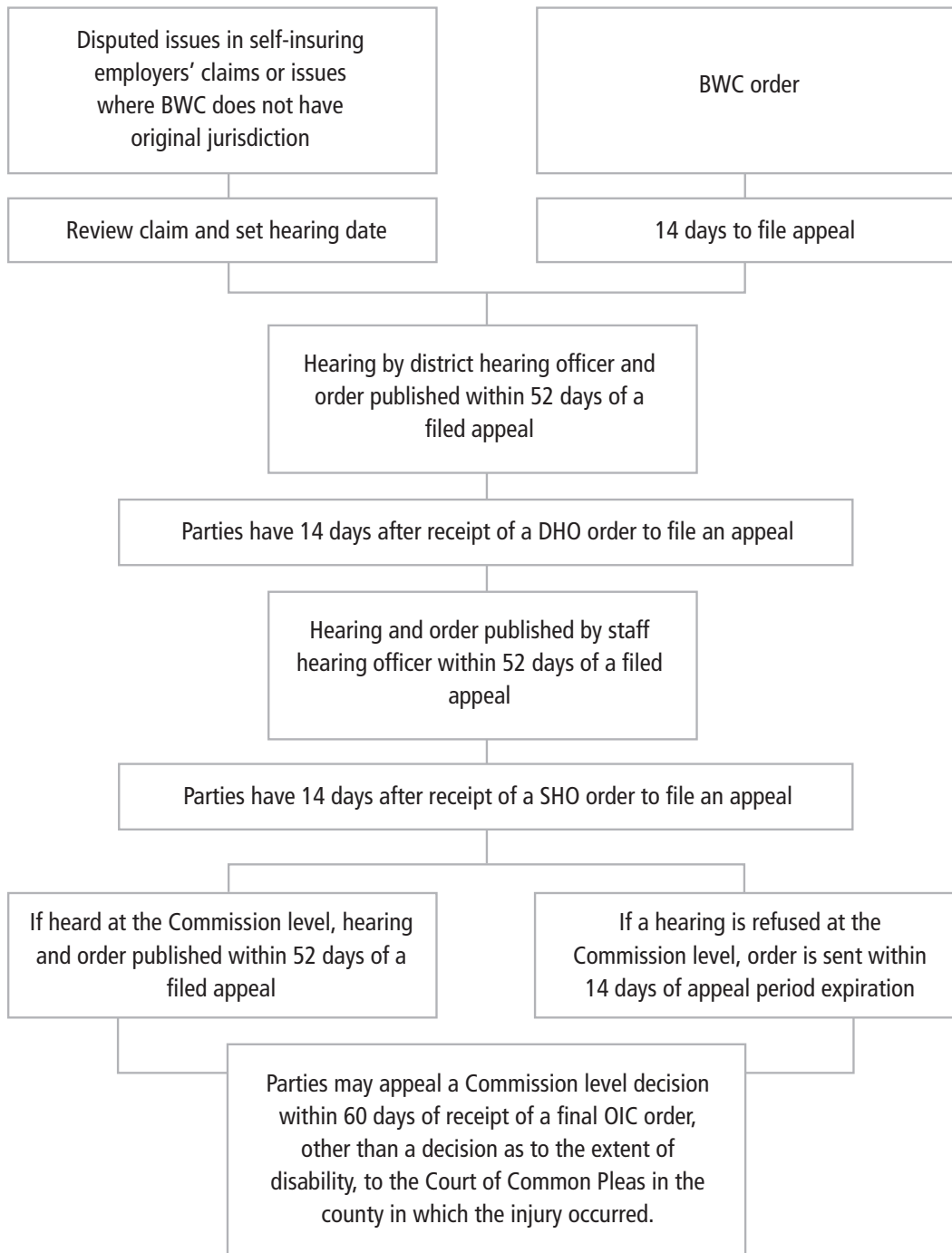
### SHO APPEAL ORDER EXPIRATION DATE TO REFUSAL ORDER MAILING DATE FY 2023



# APPENDIX

## ADMINISTRATIVE HEARING LEVELS CHART

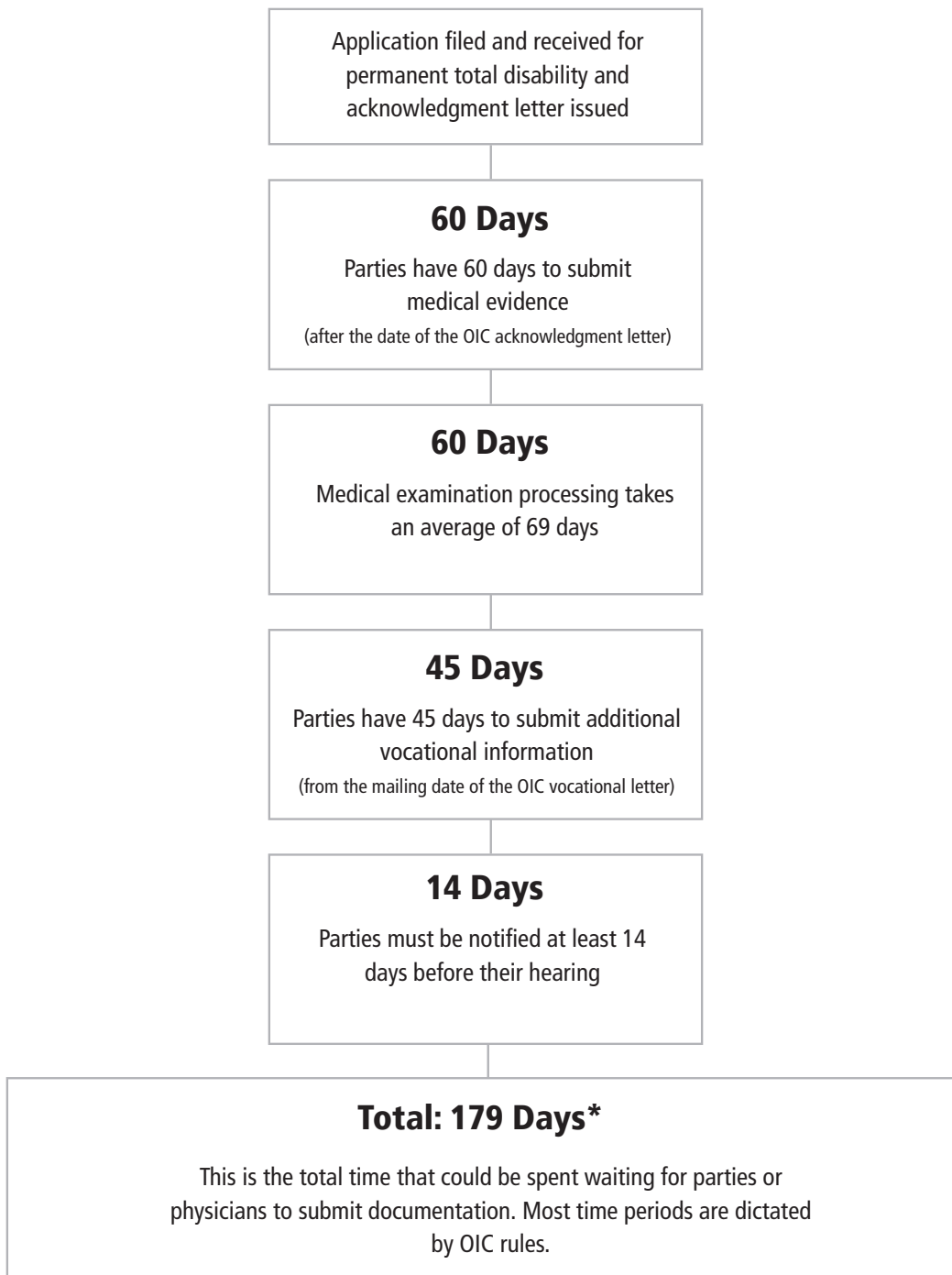
**Administrative Hearing Levels Flow Chart\***



\*Only includes the allowance and appeal processes.

# PTD TIMELINE

## Permanent Total Disability (PTD) Timeline



\* The entire PTD Process averaged 211 days during FY 2023.

# OFFICE LOCATIONS & CONTACT INFORMATION

## Customer Service and Interpretive Services

800-521-2691; toll free, nationwide  
614-466-6136; Franklin County

Email: [AskIC@ic.ohio.gov](mailto:AskIC@ic.ohio.gov)  
Web: [www.ic.ohio.gov](http://www.ic.ohio.gov)

### AKRON REGION

#### Akron

Oliver R. Ocasek  
Government Office Building  
172 S. Broadway St., Suite 504  
Akron, Ohio 44308

Tel: 330-643-3550  
Fax: 330-643-1468

#### Youngstown

242 W. Federal St., Suite 303  
Youngstown, Ohio 44503

Tel: 330-792-1063  
Fax: 330-792-2473

### CINCINNATI REGION

#### Cincinnati

125 E. Court St., Suite 600  
Cincinnati, Ohio 45202

Tel: 513-357-9750  
Fax: 513-723-9811

#### Dayton

1242 E. Dayton-Yellow Springs Rd.  
Fairborn, OH 45324

Tel: 937-264-5116  
Fax: 937-264-5130

### CLEVELAND REGION

#### Cleveland

615 Superior Ave. NW.  
Cleveland, Ohio 44113

Tel: 216-787-3001  
Fax: 216-787-3483

### COLUMBUS REGION

#### Columbus

William Green Building  
30 W. Spring St., 7<sup>th</sup> Floor  
Columbus, Ohio 43215

Tel: 614-466-4683  
Fax: 614-644-8373

#### Cambridge

2130 E. Wheeling Ave.  
Cambridge, Ohio 43725

Tel: 740-435-4000  
Fax: 740-435-4010

#### Logan

12898 Grey St.  
Logan, Ohio 43138

Tel: 740-380-9685  
Fax: 740-385-2436

#### Mansfield

240 Tappan Drive N., Suite A  
Mansfield, Ohio 44906

Tel: 419-529-1352  
Fax: 419-529-3084

#### Portsmouth

1005 Fourth St.  
Portsmouth, Ohio 45662

Tel: 740-354-2334  
Fax: 740-353-6975

### TOLEDO REGION

#### Toledo

One Government Center, Suite 1500  
640 Jackson Street  
Toledo, Ohio 43604

Tel: 419-245-2740  
Fax: 419-245-2652

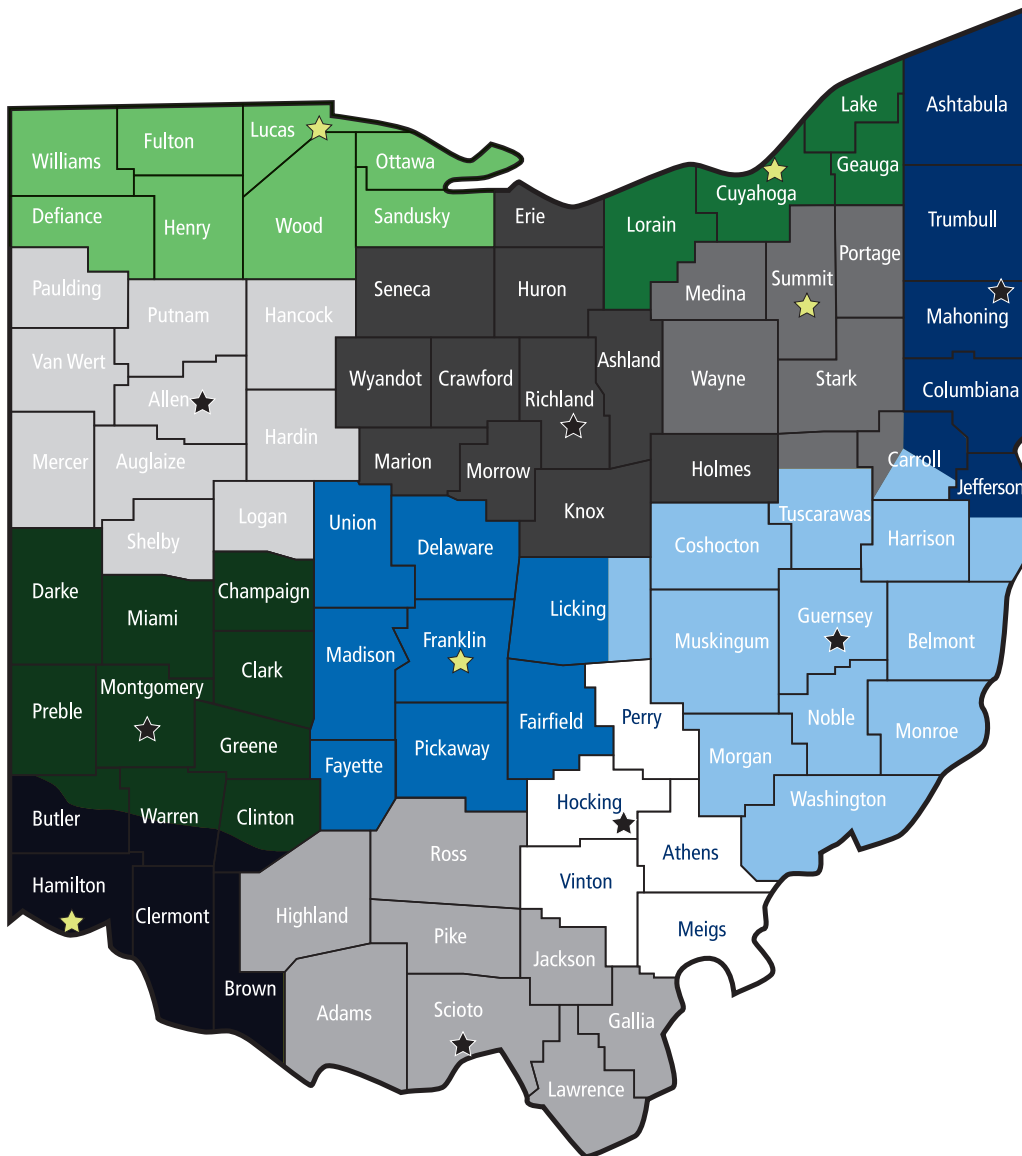
#### Lima

2025 E. Fourth St.  
Lima, Ohio 45804-0780

Tel: 419-227-7193  
Fax: 419-227-7150

# DISTRICT OFFICE ASSIGNMENT MAP

The OIC's 12 local offices in 5 regions blanket the state. OIC office locations are carefully chosen to provide the most accessibility throughout the state.



## Offices Servicing Each County

<span style="display: inline-block; width: 15px; height: 15px; background-color: #666; border: 1px solid black;"></span> Akron	<span style="display: inline-block; width: 15px; height: 15px; background-color: #0070C0; border: 1px solid black;"></span> Columbus	<span style="display: inline-block; width: 15px; height: 15px; background-color: #333; border: 1px solid black;"></span> Mansfield
<span style="display: inline-block; width: 15px; height: 15px; background-color: #ADD8E6; border: 1px solid black;"></span> Cambridge	<span style="display: inline-block; width: 15px; height: 15px; background-color: #006400; border: 1px solid black;"></span> Dayton	<span style="display: inline-block; width: 15px; height: 15px; background-color: #A9A9A9; border: 1px solid black;"></span> Portsmouth
<span style="display: inline-block; width: 15px; height: 15px; background-color: #191970; border: 1px solid black;"></span> Cincinnati	<span style="display: inline-block; width: 15px; height: 15px; background-color: #D3D3D3; border: 1px solid black;"></span> Lima	<span style="display: inline-block; width: 15px; height: 15px; background-color: #90EE90; border: 1px solid black;"></span> Toledo
<span style="display: inline-block; width: 15px; height: 15px; background-color: #008000; border: 1px solid black;"></span> Cleveland	<span style="display: inline-block; width: 15px; height: 15px; background-color: #FFFFFF; border: 1px solid black;"></span> Logan	<span style="display: inline-block; width: 15px; height: 15px; background-color: #000080; border: 1px solid black;"></span> Youngstown

★ OIC District Office Location    ☆ OIC Regional Office Location

# GLOSSARY OF WORKERS' COMPENSATION TERMS

**Adjudicate:** To make an official decision about a dispute; to settle judicially.

**AWW:** Acronym for 'Average Weekly Wage'. All indemnity benefits are determined by a percentage of the average weekly earnings of the injured worker.

**Claim Form:** The form filled out by an injured employee to initiate a workers' compensation claim. This form has important legal ramifications.

**Commission Level:** If an injured worker or employer is dissatisfied with the decision of a staff hearing officer, they may file an appeal to the Commission level. The three Commissioners may either refuse to hear the appeal or accept it for a hearing.

**Compensable:** A claim for which workers' compensation benefits are due.

**Contested Claim:** A workers' compensation claim where: (1) the employer rejects liability for it; or (2) the employer fails to accept liability for it; or (3) the employer fails to timely respond to a demand for benefits.

**Denial Letter:** The document sent to the employee by the employer or insurance company advising that the claim for workers' compensation benefits has been denied.

**District Level:** If a workers' compensation claim is contested, it is set for a hearing before a district hearing officer (DHO). A hearing will be held at the Commission office nearest the injured worker's residence. If either party is dissatisfied with the decision of the DHO, an appeal must be made in writing or online and filed within 14 days of receipt of that decision.

**Hearing Administrator:** Hearing administrators are responsible for preparing claims for hearings and ensuring a smooth hearing process for every party involved in a claim. Their duties include reviewing and processing requests to continue and cancel hearings, issuing subpoenas, conducting depositions and submitting interrogatories, and ensuring that claims have sufficient information for hearing.

**Indemnity:** A benefit delivered by payment of money. Distinguished from benefits delivered by a service, such as medical treatment.

**Industrial Injury:** An injury that occurs during or because of work.

**ME:** A medical exam

**Occupational Disease:** A disease contracted in the course of employment, which by its causes and the characteristics of its manifestation or the condition of the employment results in a hazard which distinguishes the employment in character from employment generally, and the employment creates a risk of contracting the disease in greater degree and in a different manner from the public in general.

**Ohio Bureau of Workers' Compensation:** (BWC) a state agency that administers the collection of premiums from employers and the payment of compensation and medical benefits to injured workers who have been determined to have compensable claims.

**Ohio Industrial Commission:** (OIC) a state agency that handles all hearings on contested workers' compensation claims.

**OSHA:** the Occupational Safety and Health Administration

**PD or PPD:** Permanent Disability or Permanent Partial Disability Indemnity.

**Permanent Total Disability:** The inability to perform sustained remunerative employment due to the allowed condition(s) in the claim(s). The term "permanent" as applied to disability under the workers' compensation law does not mean that such disability must necessarily continue for the life of the injured worker but that it will, within reasonable probability, continue for an indefinite period of time without any present indication of recovery therefrom.

**Self-Insuring Employer:** An employer who is granted the privilege under the Ohio Revised Code of paying workers' compensation and benefits directly to its employees.

**Staff Level:** Appeals from the district hearing officer's (DHO) decision will result in a second hearing before a staff hearing officer (SHO). The law guarantees injured workers and employers the right to appeal a DHO's decision to the SHO level.

**TD, TTD or TDI:** Temporary Total Disability Indemnity

**TPD:** Temporary Partial Disability Indemnity

**Vocational Rehabilitation:** An entitlement to injured workers who are precluded from returning to their usual and customary occupation due to disability arising out of a work injury.

# **Industrial Commission**

Timely, Impartial Resolution of Workers' Compensation Appeals

**30 West Spring Street, Columbus, Ohio 43215**

**[www.ic.ohio.gov](http://www.ic.ohio.gov), (800) 521-2691**

**Mike DeWine**, Governor

**Jon Husted**, Lt. Governor

**Jim Hughes**, Chairman

**Cheri L. Hottinger**, Member

**Daniel J. Massey**, Member



*An Equal Opportunity Employer and Service Provider*

*The Ohio Industrial Commission is committed to providing access and inclusion and reasonable accommodation in its services, activities, programs, and employment opportunities in accordance with the Americans with Disabilities Act (ADA) and other applicable laws.*