

# ADRIAN A. PHILLIPS

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## EXPERIENCE

### MAY 2002 TO PRESENT

#### DEPUTY COMMISSIONER, NORTH CAROLINA INDUSTRIAL COMMISSION

As Deputy Commissioner, I conduct evidentiary hearings across the State of North Carolina involving workers' compensation claims. During the evidentiary hearings, I issue appropriate legal rulings on objections to testimony and evidentiary submissions. I conduct hearings in a fair and impartial manner and receive evidence through witness testimony and documentary evidence. At the conclusion of the hearing, I will review testimony and legal briefs from the parties and issue written decision with findings of facts and conclusions of law with respect to the compensability of the claim, medical treatment and indemnity benefits. I rule on motions involving discovery, medical treatment, attorney's fees, and other compliance issues. I review Compromise Settlement Agreements, Consent Agreements and partial settlements of claims reached and submitted by the parties. During the first six years as Deputy Commissioner, I presided over civil contempt hearings pursuant to N.C. Gen. Stat. § 5A-21 and was involved in routine conferences with the Chief Deputy to improve the contempt system. I was appointed by the Chair of the Industrial Commission in 2016 to serve a three-year term as the Industrial Commission's liaison to build and maintain a mutually beneficial relationship with practitioners within the workers' compensation section of the North Carolina Bar Association.

### JULY 2008 TO PRESENT

Beginning July 2008, I was designated as the specific Deputy Commissioner to be responsible for presiding over all claims in the State of North Carolina involving employers who are operating as noninsured employers in violation of N.C. Gen. Stat. § 97-93 and N.C. Gen. Stat. § 97-94. In implementing an efficient hearing process to accommodate the citizens of the entire State of North Carolina, I rotate regions on a trimonthly basis throughout the middle western and eastern geographical regions of the State. In implementing an efficient hearing process for the entire State, I devote significant effort in assessing the readiness of cases to promote judicial economy and decrease continuances. I am charged with the task of publishing trial calendars to hold hearings in at least two cities per month to ensure little to no lag time for a swift hearing and decision process. I preside over hearings and drafts opinions based upon the applicable law. I make policy decisions to improve the structure of the non-insured hearing process and have created certain check points for parties to proactively ensure that time is not wasted. I am responsible for reviewing and ruling on motions, conducting conference calls in preparation for hearings, and reviewing Compromise Settlement Agreements, Consent Agreements and partial settlements. Additionally, my office collaborates with the Compliance Department of the NCIC to ensure that parties are properly named within an uninsured claim. I am responsible for supervising and performing interim and yearly evaluations for the Paralegal assigned to the non-insured cases. In December 2020, I was designated by the Chair of the Industrial Commission to participate in a

Joint Agency Webinar presentation, "Growing Your Business: Hiring an Employee" in conjunction with representatives from four other State agencies, (IRS, NCDOR, NCESC and NCDOL) to educate North Carolina businesses on the requirements of securing worker's compensation.

**NOVEMBER 2000 TO MAY 2002**

**ASSISTANT ATTORNEY GENERAL, NORTH CAROLINA DEPARTMENT OF JUSTICE**

Tort Claims Division. Assigned to the North Carolina Industrial Commission. Prepared for and prosecuted uninsured employers subject to the Workers' Compensation Act throughout the State. Reviewed documentary evidence and witness testimony to determine prosecution viability. Prosecuted by examining witnesses and submitting pertinent exhibits to establish the requirements of N.C. Gen. Stat. § 97-94. Negotiated and entered into Consent Agreements and monitored those agreements until full and complete disposition. Served as Agency Legal Counsel wherein I represented the Industrial Commission in a limited capacity in personnel matters. Responsible for the preparation of criminal appeal briefs to the North Carolina Court of Appeals on behalf of the State of North Carolina.

**AUGUST 1998 TO NOVEMBER 2000**

**ASSISTANT ATTORNEY GENERAL, NORTH CAROLINA DEPARTMENT OF JUSTICE**

Tort Claims Division. Assigned to the Medicaid Fraud Unit. Medicaid Fraud Unit Supervisor and Prosecutor. Served as Team Supervisor over four fraud investigators and an SBI Agent investigating Medicaid Fraud claims.

Met regularly with investigators and an SBI Agent to ensure proper and prompt case assessments, closure and prosecution. Met with local District Attorneys to present cases within different prosecutorial districts and aided in certain Medicaid patient abuse prosecutions. Prepared interim and final evaluations of team members.

**JULY 1994 TO AUGUST 1998**

**ASSISTANT DISTRICT ATTORNEY, (FORMERLY) PROSECUTORIAL DISTRICT 9A PERSON/CASWELL COUNTIES**

Served at the pleasure of the elected District Attorney prosecuting all criminal actions and infractions requiring prosecution in Juvenile, District and Superior Court.

Responsible for first appearance hearings, bond reduction hearings, probable cause hearings and bench trials in District Court. Prepared Indictments for submission to the Grand Jury, Plea Negotiations, Jury Selection, Jury Trials and Sentencing Hearings in Superior Court. Responsible for all Juvenile Court sessions in Person County. Additionally, served as lead prosecutor over Violent and Sex Offense Felonies.

**JULY 1991 TO JULY 1994**

**CHEMIST, NATIONAL INSTITUTE OF ENVIRONMENTAL HEALTH SCIENCES**

Assisted Research Toxicologist Dr. Michael Cunningham in the study on non-dose response effects of styrene in xenobiotic metabolism by separation of metabolite compounds through high performance liquid chromatography. Maintained lab journals, prepared standard solutions for HPLC use, monitored and operated HPLC machine and presented weekly results to Dr. Cunningham and the toxicology team studying xenobiotic metabolism.

## EDUCATION

MAY 1987

BACHELOR OF SCIENCE IN CHEMISTRY, BENNETT COLLEGE

MAY 1994

JURIS DOCTOR, NORTH CAROLINA CENTRAL SCHOOL OF LAW

Admitted to the North Carolina State Bar in August 1994

Member of North Carolina Bar Association 2016-2019

## SKILLS

Experienced trial attorney in criminal trials,  
bench and jury and civil hearings  
Eight years prosecutorial experience  
Seasoned Deputy Commissioner with eighteen  
years of experience  
Specific knowledge and experience handling  
non-insured claims for twelve years