

A G E N D A

SOUTH CAROLINA WORKERS' COMPENSATION COMMISSION

1333 Main Street, 5th Floor
Columbia, South Carolina 29201
August 25, 2025 10:30 a.m.

Meeting to be held in Hearing Room A

The Commission's Business Meeting will be broadcast live on the Internet via Zoom. Interested parties may access the broadcast at the following link:

Join Zoom Meeting

<https://us02web.zoom.us/j/8249297108?pwd=akcwMkMxSnYzQWFxdEs4V2x6UWtyUT09&omn=82055454289>

Meeting ID: 824 929 7108

Passcode: 073988

This meeting agenda was posted prior to the meeting and proper advance notice was made to all concerned parties in compliance with requirements in the Freedom of Information Act.

- | | |
|---|---|
| 1. CALL TO ORDER | CHAIRMAN BECK |
| 2. APPROVAL OF AGENDA OF BUSINESS MEETING
OF AUGUST 25, 2025 | CHAIRMAN BECK |
| 3. APPROVAL OF MINUTES OF THE REGULAR BUSINESS MEETING
JULY 14, 2025 (Tab 1) | CHAIRMAN BECK |
| 4. RECOGNITION - EMPLOYEES' BIRTHDAYS, SERVICE AWARDS | CHAIRMAN BECK |
| 5. APPLICATIONS FOR APPROVAL TO SELF-INSURE (Tab 2)
A. Self-Insurance Department Report | MS. MARCUS |
| 6. DEPARTMENT DIRECTORS' REPORTS
Administrative Services (Tab 3)
Financial Report (Tab 4)
Information Services (Tab 5)
Insurance and Medical Services (Tab 6)
Claims (Tab 7)
Judicial (Tab 8) | MS.MCREE
MS.MCREE
MR. PLUSS
MR. DUCOTE
MS. SPANN
MS. BRACY |
| 7. DEPARTMENT OF VOCATIONAL REHABILITATION
Monthly Report (Tab 9) | MR. CANNON |
| 8. EXECUTIVE DIRECTOR'S REPORT (Tab 10) | MR. CANNON |
| 9. OLD BUSINESS | CHAIRMAN BECK |
| 10. NEW BUSINESS (Tab 11)
Notice of Drafting Amendments to R 67-206
Notice of Drafting Amendments to R 67-411 | CHAIRMAN BECK |
| 11. EXECUTIVE SESSION | CHAIRMAN BECK |
| 12. ADJOURNMENT | CHAIRMAN BECK |

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12	Old Business

TAB 1

THE
SOUTH CAROLINA WORKERS'
COMPENSATION COMMISSION
BUSINESS MEETING MINUTES

July 14, 2025

A Business Meeting of the South Carolina Workers' Compensation Commission was held in Hearing Room A of the Workers' Compensation Commission on Monday, July 14, 2025 at 10:30 a.m. The meeting agenda was posted prior to the meeting and proper advance notice was made to all concerned parties in compliance with requirements in the Freedom of Information Act. The following Commissioners were present:

T. SCOTT BECK, CHAIRMAN
GENE MCCASKILL, VICE CHAIR
MELODY JAMES, COMMISSIONER
AISHA TAYLOR, COMMISSIONER
MICHAEL CAMPBELL, COMMISSIONER
GABE COGGIOLA, COMMISSIONER

Present also were Keith Roberts, General Counsel Attorney; Kristen McRee; Administrative Director; Wayne Ducote, IMS Director; Sonji Spann, Claims Director; Amy Bracy, Judicial Director; Kris Pluss, IT Director; Chris Crump IT Consultant; Jordan Mayes, Staff Attorney; Eric Baxley, Staff Attorney; and Jivon Adams, Public Information Coordinator. A representative from IWA participated by zoom.

Chairman Beck called the meeting to order at 10:30 a.m.

AGENDA

Commissioner McCaskill moved that the agenda be approved. Commissioner Dooley seconded the motion, and the motion was approved.

APPROVAL OF MINUTES – BUSINESS MEETING OF JUNE 16, 2025

Commissioner McCaskill moved that the minutes of the Business Meeting of June 16, 2025 be approved. Commissioner Campbell seconded the motion, and the motion was approved.

GENERAL ANNOUNCEMENTS

No general announcements.

Recognition of Agency employees Birthdays for the month of July 2025.

SELF-INSURANCE

Mr. Cannon presented his report. There were no questions from the Commission.

Self-insurance applications were presented by Mr. Cannon, Executive Director. **Seven (7)** prospective members of **Two (2)** funds was presented to the Commission for approval. The applications were:

South Carolina Home Builders SIF

JGH Construction, LLC
Rob Sheorn Construction, Inc.
Finley Unlimited Services, LLC
AB Roberts Construction Company, Inc
Warrick Group, LLC

South Carolina McDonald's Operator's Self-Insurance Fund

CFE-SCS LLC, d/b/a McDonald's Restaurants
CFE-SCD LLC, d/b/a McDonald's Restaurants

After examination of the applications, it was determined that each complied with the Commission's requirements, and each was recommended for approval.

Commissioner Campbell made the motion to approve the applications to self-insure. Commissioner Taylor seconded the motion to approve the applications to self-insure, and the motion was approved.

DEPARTMENT DIRECTORS' REPORTS

Each Department report was submitted in written form and included in the Commission's agenda booklets.

ADMINISTRATIVE SERVICES

Ms. McRee presented the Human Resources and the Financial Report in written form. There were no comments or questions from the Commission.

INFORMATION SERVICES

Mr. Pluss presented the IT report in written form. There were no comments or questions from the Commission.

INSURANCE AND MEDICAL SERVICES

Mr. Ducote presented his report in written form. There were no comments or questions from the Commission.

CLAIMS

Ms. Spann presented her report in written form. There were no comments or questions from the Commission.

JUDICIAL

Ms. Bracy presented her report in written form. There were no questions from the Commission.

VOCABATIONAL REHABILITATION

Mr. Cannon presented the Vocational Rehabilitation report. There were no questions from the Commission.

EXECUTIVE DIRECTOR'S REPORT

Mr. Cannon submitted his report in written form. There were no comments or questions from the Commission.

OLD BUSINESS

There was no old business.

NEW BUSINESS

There was no new business

EXECUTIVE SESSION

Commissioner Taylor made a motion to move into Executive Session to discuss pending litigation matters. Commissioner Campbell seconded the motion, and the motion was approved. The Commission went into Executive Session at 10:55 a.m.

Commissioner Taylor made the motion to leave Executive Session at 11:04 a.m.; noting that no action was taken. Commissioner Campbell seconded the motion, and the motion was approved.

ADJOURNMENT

Commissioner Campbell made the motion to adjourn. Commissioner James seconded the motion, and the motion was approved.

The July 14, 2025 meeting of the South Carolina Workers' Compensation Commission adjourned at 11:04 a.m.

Reported July 21, 2025.
Arnisha Keitt
Executive Assistant

TAB 2

TAB 3

State of South Carolina

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Workers' Compensation Commission

To: Gary Cannon, SCWCC Executive Director
From: Kristen McRee, Director of Administrative Services
Date: August 25, 2025
Subject: Administrative Department July 2025 Full Commission Report

This report summarizes the Human Resources, Procurement, Finance, and Budget initiatives during July 2025.

I. Human Resources

Hiring Recruitment & Retention

Recruitment the vacant Self-Insurance Director position was discontinued at the end of July. The position remains vacant. However, an internal staff member currently assisting with some of the duties in the Self-Insurance Department was reassigned to a vacant assistant position in the department and will be responsible for departmental operations as interim department director. The Commission congratulates Ms. Blanca Marcus on her reassignment and thanks her for her continued service in the new role. All documentation has been prepared and distributed for signatures. SCEIS transaction keying will occur during the month of August.

In addition to the staff reassignment in the Self-Insurance Department, another internal staff member will be reassigned effective August 2, 2025, from Administrative Services to Department to the Insurance and Medical Services Department, Coverage and Compliance Division to fill a vacant compliance investigator position. All documentation has been prepared and distributed for signatures. SCEIS transaction keying will occur during the month of August.

At the beginning of August, Human Resources was informed of an upcoming staff resignation in the Legal Department. The office is currently working with the department head on updating the position description and obtaining the relevant approvals to post the position. It is anticipated that the recruitment will be advertised during the month.

In addition to the Human Resources activities referenced above, the office also participated in one meeting to demo a model of metal detector that is being considered for purchase, a PEBA Employer Advocacy Meeting, a SC Department of Administration Class & Comp Reform meeting, a SuccessFactors Performance User Group meeting, and coordinated an office move.

II. Procurement

The Commission continues to coordinate with the South Carolina Department of Administration's Procurement and Construction Management Services to obtain office renovation services. The architectural engineers have finished the final construction drawings and have provided them to the Commission and the Department of Administration for Review. We await a final approval from the landlord to move forward with the project. Once that approval is received, the Office of State Engineer (OSE) will review the submissions and approve. Construction is estimated to begin in the mid to late fall.

The office continues to participate in other procurements such as the ordering of new furniture as needed (desks, lobby chairs, Commissioners' chairs, and related items). A metal detector was ordered for the front lobby at the end of July. Delivery time is typically 4-6 weeks from the order date.

III. Finance & Budget

The office reviewed year end reporting packages for accuracy of information to be included in the Annual Comprehensive Financial Report (ACFR) and continued to reconcile invoices and purchase orders to close the fiscal year. The office continues to meet with the Department of Administration's Budget and Finance Team to discuss budgetary matters for the current and upcoming budget cycle.

In addition to the activities listed above, Administrative Services continues to monitor the timely processing of invoices for payment and reconcile the Yellow Truck Fund.

IV. Privacy

The department's privacy program initiative continued through the month of July. A privacy program plan template has been received and is under review and edit. The next meeting is scheduled for August 13, 2025. However, due to the staff departure in the Legal Department, the project timeline on this initiative will be reassessed.

TAB 4

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Workers' Compensation Commission

MEMORANDUM

TO: COMMISSIONERS

FROM: Kristen McRee, Director of Administrative Services

DATE: August 15, 2025

RE: FINANCIAL REPORT – FY Period ending July 31, 2025

Attached is the Budget vs. Actual Report for the General Fund and Earmarked Fund for the fiscal year period ending July 31, 2025. The benchmark for this period is 8%.

Expenditures – General Fund – Annual Budget \$6,016,541

The total expenditure for the General Fund year-to-date is \$508,240 or 8% of the annual budget as shown on Page 1. Staff salary expenditures transferred from the earmarked fund at the close of FY25 account for the increase in spend for this period last FY.

The balances of the funds appropriated by the General Assembly for the IT System Modernization Project has decreased 9% to \$1,548,623 from its original balance of \$1,695,084 because of expenses related to the IT Legacy System upgrades. The balance of the non-recurring appropriation funds for the IT System Project remains stable at \$1,000,000.

Expenditures – Earmarked Fund – Annual Budget \$3,107,845

The Earmarked Fund (38440000) total expenditures year-to-date are \$164,415 which is 5% of budget as shown on Page 7.

Revenues – Earmarked Annual Budget \$3,155,349

The Commission posted \$286,659 in Earmarked Fund operating revenues year-to-date, which is 9% of the annual budget.

Statement of General Fund Expenditures and Revenues Fiscal Year 2026

Period 1 Ending 7/31/2025 - 8% of year elapsed

	Fund	Commitment Item			Budget	FY26 YTD Actual	FY25 YTD Actual
Revenues							
General Fund Appropriation	10010000				\$ 6,016,541	\$ 6,016,541	\$ 5,939,713
General Fund Adjustments	10010000	516001					
Total Revenues					\$ 6,016,541	\$ 6,016,541	\$ 5,939,713
Expenditures							
			Account		Budget	FY26 YTD Actual	FY25 YTD Actual
	10010000	501026	Chairman		\$ 194,296	\$ 16,191	\$ 15,874
	10010000	501033	Commissioners		\$ 1,131,810	\$ 94,317	\$ 92,468
	10010000	501015	Director		\$ 160,331	\$ 13,362	\$ 13,100
	10010000	501058	Classified Positions		\$ 2,849,811	\$ 217,155	\$ 44,157
			Admin	\$ 562,760			
			AA's	\$ 454,953			
			Claims	\$ 325,313			
			IMS	\$ 432,832			
			Juidicial	\$ 534,082			
			Self-Insurance	\$ 115,400			
			IT	\$ 424,471			
Total Payroll:					\$ 4,336,248	\$ 341,025	\$ 165,599
	10010000	501050	Taxable Subsistence		\$ 75,000	\$ 13,034	\$ 6,375
	10010000	501070	Other Personnel Services		\$ 75,000	\$ 3,477	
	10010000	503000	Supply and Material				\$ 4,000
	10010000	513000	Employer Contributions		\$ 1,689,236	\$ 150,704	\$ 67,703
Total Expenditures						\$ 508,240	\$ 243,677
				% of Budget Used			
					8%		4%
				% of Budget Remaining			
					92%		96%

**% Used v. % Remaining
FY 26 Period 1**



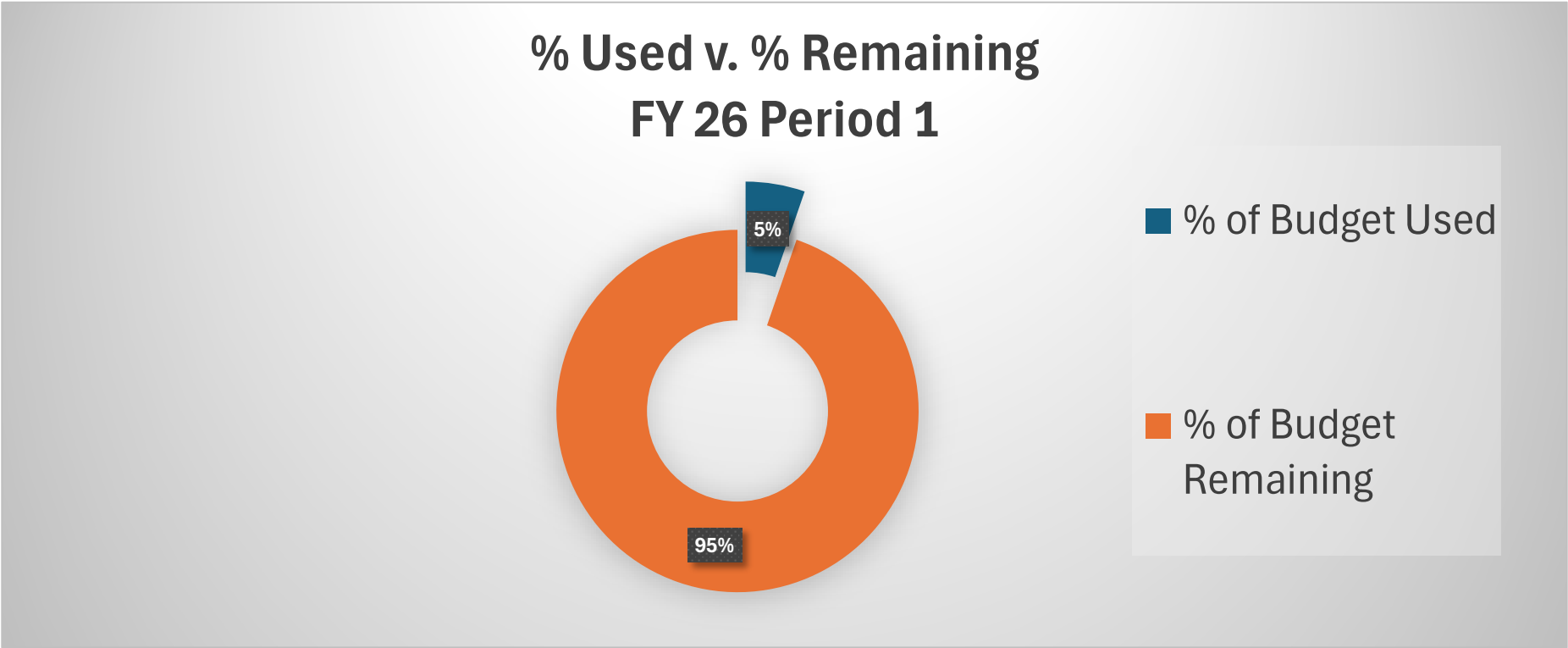
Statement of Earmarked Fund Revenues and Expenditures Fiscal Year 2026

Period 1 Ending 7/31/2025- 8% of Year elapsed

	Commitment Item	Account		Budget FY26	FY26 YTD Actual	Revenues YTD FY25
Revenues						
38440000	4110090000	Hearing Fees		\$ 1,091,322	\$ 95,700	\$ 90,409
38440000	4160040000	Self-Ins Application Fee		\$ 7,350	-	-
38440000	4223030000	Filing Violations		\$ 1,985,476	\$ 186,960	\$ 103,231
38440000	4226020000	Settlements		\$ -	\$ -	\$ -
38440000	4350040000	Parking Fees		\$ 5,785	\$ 470	\$ 470
38440000	4350140000	WC Appeal Fees		\$ 32,251	\$ 1,200	\$ 750
38440000	4380020000	Training & Conference Registration		\$ 3,120	\$ -	\$ 1,105
38440000	4380050000	Photocopying Fees		\$ 25,300	\$ 2,004	\$ 1,064
38440000	4480020000	Sale of Services		\$ 3,120	\$ -	\$ 910
38440000	4480060000	Sale of Listings and Labels		\$ 1,625	\$ 375	\$ 50
38440000	4530010000	Returned Checks		\$ -	\$ -	\$ -
38440000	4530020000	Adjustment of Agency Deposits		\$ -	\$ (50)	\$ (450)
Total Revenues				\$ 3,155,349	\$ 286,659	\$ 197,539
% of Budget Collected					9%	6%
% of Budget Outstanding					91%	94%
Expenditures	Commitment Item	Account		Budget FY26	FY26 YTD Actual	Expenditures YTD FY25
38440000	501058	Classified Positions		\$ 160,000	\$ -	\$ 159,728
		Other Operating				
38440000	502000	Contractual Services		\$ -	\$ 83,635	\$ 17,036
		316 Photography	\$ 875.00			
		IT Data Network Expenses	\$ 11,154.15			
		DTO	\$ 47,227.36			
		Legal	\$ 3,410.00			
		Ct. Reporters	\$ 4,318.70			
		Admin Shared Services MOU	\$ 9,750.00			
		Sonitrol	\$ 2,957.04			
		Chief Security	\$ 3,880.50			
		Shred America	\$ 62.50			
38440000	503000	Supply and Material		\$ -	\$ 7,385	\$ 4,301
		Office Supplies	\$ 4,207.06			
		Verisk	\$ 2,700.00			
		IT Equipment & Supplies	\$ 189.00			
		IT Equipment & Supplies / Print & Copy	\$ 289.10			
38440000	504000	Fixed Charges and Contributions		\$ -	\$ 46,916	\$ 44,388
		Rent- State Owned Property	\$ 120.00			
		HUB Int'l-Cyber Insurance Policy	\$ 8,734.00			
		Dues & Membership Fees	\$ 689.00			
		Fees & Fines Licensing	\$ 171.20			
		Gallium (Rent)	\$ 36,854.00			

Statement of Earmarked Fund Revenues and Expenditures Fiscal Year 2026						
Period 1 Ending 7/31/2025- 8% of Year elapsed						
	Commitment Item	Account		Budget FY26	FY26 YTD Actual	Revenues YTD FY25
Revenues						
38440000	4110090000	Hearing Fees		\$ 1,091,322	\$ 95,700	\$ 90,409
38440000	4160040000	Self-Ins Application Fee		\$ 7,350	-	-
38440000	4223030000	Filing Violations		\$ 1,985,476	\$ 186,960	\$ 103,231
38440000	4226020000	Settlements		\$ -	\$ -	\$ -
38440000	4350040000	Parking Fees		\$ 5,785	\$ 470	\$ 470
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38440000	4480060000	Sale of Listings and Labels		\$ 1,625	\$ 375	\$ 50
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38440000	4530020000	Adjustment of Agency Deposits		\$ -	\$ (50)	\$ (450)
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% of Budget Collected					9%	6%
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		Other Operating				
38440000	502000	Contractual Services		\$ -	\$ 83,635	\$ 17,036
		316 Photography	\$ 875.00			
		IT Data Network Expenses	\$ 11,154.15			
		DTO	\$ 47,227.36			
		Legal	\$ 3,410.00			
		Ct. Reporters	\$ 4,318.70			
		Admin Shared Services MOU	\$ 9,750.00			
		Sonitrol	\$ 2,957.04			
		Chief Security	\$ 3,880.50			
		Shred America	\$ 62.50			
38440000	503000	Supply and Material		\$ -	\$ 7,385	\$ 4,301
		Office Supplies	\$ 4,207.06			
		Verisk	\$ 2,700.00			
		IT Equipment & Supplies	\$ 189.00			
		IT Equipment & Supplies / Print & Copy	\$ 289.10			
38440000	504000	Fixed Charges and Contributions		\$ -	\$ 46,916	\$ 44,388
		Rent- State Owned Property	\$ 120.00			
		HUB Int'l-Cyber Insurance Policy	\$ 8,734.00			
		Dues & Membership Fees	\$ 689.00			
		Fees & Fines Licensing	\$ 171.20			
		Gallium (Rent)	\$ 36,854.00			
		Gallium (Interest)	\$ 348.26			
38440000	505000	Travel		\$ -	\$ 9,991	\$ 9,497

Expenditures	Commitment Item	Account		Budget FY26	FY26 YTD Actual	Expenditures YTD FY25
		In-State Meals	\$ 240.00			
		In-State Lodging	\$ 2,610.72			
		In-State Mileage	\$ 2,980.48			
		Misc-Travel Expense	\$ 225.00			
		Out-of-State Registration Fees	\$ 245.00			
		State Fleet	\$ 3,689.76			
38440000	506000	Capital Equipment		\$ -	\$ -	\$ -
38440000	514000	Benefits and Claims		\$ -	\$ -	\$ -
38440000	501070	Other Personal Services		\$ -	\$ -	\$ 3,423
Total	512001	Other Operating		\$ 2,867,845	\$ 147,928	\$ 78,645
38440000	513000	Employer Contributions		\$ 80,000	\$ 16,487	\$ 90,645
Total Expenditures				\$ 3,107,845	\$ 164,415	\$ 329,018
				% of Budget Used	5%	11%
				% of Budget Remaining	95%	89%
% Spend v. % Collected					57%	167%



TAB 5

State of South Carolina

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Workers' Compensation Commission

To: Gary Cannon, SCWCC Executive Director
From: Kris Pluss, IT Director
Date: August 15, 2025
Subject: IT Department July 2025 Full Commission Report

This report summarizes the activities and accomplishments in the IT Department during July 2025.

I. Systems Operations, Maintenance and Support:

SEGRA:

WCC IT participated in several MS Teams meetings with SEGRA and the Department of Administration's, Division of Technology Operations to discuss the migration of the agency's VoIP Phone Service to SEGRA. WCC IT worked with the commission's Department Heads to define the existing call routing and provided that information to SEGRA to avoid any interruption in our current processes. A reoccurring weekly meeting has been scheduled with WCC IT and SEGRA until the migration has been completed. The vendor will have two staff members on-site to replace the existing phones on the migration date with the new handsets and answer any questions the staff may have.

Sonitrol Security System:

The upgrades to our online security system were completed on July 7, 2025. 15 additional IP (internet protocol) cameras were integrated into our existing system. Additional hardware was purchased and installed to support the new cameras, including a new switch to accommodate the additional cameras, a second NVR for the cameras to feed images into, and four 10 tb hard drives to store the images on-site in our equipment room. A hard line was also run directly to the security guard's workstation in the lobby.

SAWCA:

I had the opportunity to attend the 77th Annual SAWCA Convention held in Port Charlotte, Florida, from July 21 to July 25, 2025. Throughout the week, I attended forums and roundtables, including the Regulators Roundtable, which focused on the benefits and challenges associated with Artificial Intelligence (AI). On the final day, I met with representatives from Verisk, who will be working with the commission to automate a process for EDI 3.0 Claims involving multiple administrators.

Reporting:

106	Service Desk tickets were received by WCC IT during July 2025.
98	Tickets were assigned a priority of Low.
7	Tickets were assigned a priority of Medium.
0	Tickets were assigned a priority of High.

1 Tickets were assigned a priority of Urgent.

eFile / ePay Submissions:

4,246 unique electronic submissions were processed in July 2025.
During this period a total of \$112,826 were collected via online filings.

- 1,237 eFile/ePay online transactions with a fee/fine for a net amount of \$111,636 was submitted in July 2025.
- Filing Fees: \$55,350
- Fines: \$56,286
- Other: \$1,190 (Appeals, Copy Requests, and Self-Insurance Membership Application)
- Total Unique Filings without an Online Payment: 3,009

Percent of Change from Previous Month:

Column1	Jun-25	Jul-25	Percent Change
Total Online Submissions	3,901	4,246	8.8%
Fee / Fine	1,180	1,237	4.8%
Online Submissions without Payment	2,271	3,009	32.5%
Total Online Payments	\$147,664	\$112,826	-23.6%
Fee / Fine Payment	\$146,674	\$111,636	-23.9%
Filing Fee Payment	\$52,994	\$55,350	4.4%
Fine Payment	\$93,680	\$56,286	-39.9%
Other Payments	\$990	\$1,190	20.2%

Online vs. Physical Pleadings:

Online filings versus Physical filings (USPS / Courier Delivery) by claimant's and defense attorneys.

Pleadings & Filings // Online vs. Physical

FY 2024-2025

	May				June				July				Total	
Pleading Type	% On-line-ePay	% Physical-mail	Total Filings	%	% On-line-ePay	% Physical-mail	Total Filings	%	% On-line-ePay	% Physical-mail	Total Filings	%	Total	% of Total *
Claimant	77%	23%	589	100%	67%	33%	584	100%	68%	32%	625	100%	5,279	69%
Defense	55%	45%	280	100%	53%	47%	268	100%	45%	55%	280	100%	2,381	31%
Total			869	100%			852	100%			905	100%	7,660	100%

*November 2024 – July 2025

TAB 6

State of South Carolina



Workers' Compensation Commission

MEMORANDUM

Date: August 21, 2025

To: Gary Cannon
Executive Director

From: Wayne Ducote
Insurance & Medical Services Director

RE: Monthly Insurance & Medical Services Report for July 2025

Please find attached the statistical report for the Insurance and Medical Services Department for the month of July 2025.

In addition to the statistical data provided, please be advised of the following:

Coverage Division

The Coverage Division had 57 new registrants for notification of lapse in coverage within our coverage notification system. No lapse in coverage notifications were sent.

The Coverage Division processed 1,815 Form 12A submitted electronically through the Verisk system and processed 278 manually filed Form 50s into the Verisk system. The Verisk claims entry process continues to be reviewed and updated on a weekly basis with the assistance of the SCWCC IT and Verisk teams.

Compliance Division

The Compliance Division created 283 DEW compliance investigation files. Of those 283 files, 174 files were closed immediately due to coverage being located. 159 of the 174 files that were closed immediately were due to FEIN discrepancies between SCDEW and NCCI. We reviewed the data with our IT team and determined there were no data issues that caused these results. Most of these employers are repetitive from at least two years ago. The remaining 109 files were opened for further investigation and notifications were sent to employers.

The Compliance Division collected over \$120,000 in non-compliance penalties and compelled 47 employers to come into compliance with the Act, which resulted in 221 more employees now covered by workers' compensation insurance than were previously covered. In addition, the GEAR program collected \$1,298.83 from two of our old non-compliant employers.

The Compliance Division docketed 12 carriers for a Rule to Show Cause hearing in July. All 12 carriers resolved their outstanding fines, totaling \$27,600, prior to the scheduled hearing date.

Medical Services Division

The Medical Services Division resolved eight formal medical bill disputes, completed eight medical bill reviews, and completed three medical bill pricing reviewer recertifications. Additionally, the Medical Services Division had 126 contacts with stakeholders via emails and phone calls.

While this summary is in no way all-inclusive, it may serve to assist you and our Commissioners in understanding the key measures by which the Department's effectiveness can be gauged. The Insurance and Medical Services Department welcomes any guidance that you or the Commissioners can provide concerning our performance and direction.

Department of Insurance & Medical Services									
South Carolina Workers' Compensation Commission									
July 2025 Monthly Report									
	July	August	September	October	November	December	YTD Total FY25-26	YTD Total FY24-25	% Chg FY26
COMPLIANCE									
Total Cases Active at Beginning of Period	338						338	275	23%
Total Cases Initiated	333						333	199	67%
Total Cases Closed	368						368	226	63%
Total Cases Active at End of Period	303						303	248	22%
Cases from F50/12A/other	27						27	22	23%
Cases from DEW	283						283	168	68%
Cases from Carriers	20						20	23	-13%
Total Fines Assessed	\$ 126,302						\$ 126,302	\$ 79,250	59%
- DEW / Coverage / Miscellaneous	\$ 123,552						\$ 123,552	\$ 76,500	62%
- Underlying claim / uninsured employer	\$ 2,750						\$ 2,750	\$ 2,750	0%
Total Fines Collected	\$ 120,391						\$ 120,391	\$ 66,125	82%
- DEW / Coverage / Miscellaneous	\$ 116,641						\$ 116,641	\$ 60,275	94%
- Underlying claim / uninsured employer	\$ 3,750						\$ 3,750	\$ 5,850	-36%
Fines Waived/Rescinded/Uncollectable	\$ 10,250						\$ 10,250	\$ 10,660	-4%
- Waived	\$ 3,750						\$ 3,750	\$ 6,160	-39%
- Rescinded	\$ 6,500						\$ 6,500	\$ 4,500	44%
- Uncollectable	\$0						\$ -	\$ -	
Employer RTSC Cases Docketed	1						1	0	-
Employers Compelled Into Compliance	47						47	37	27%
Previous Uninsured Employees Now Covered	221						221	322	-31%
Carrier RTSC Cases Docketed	12						12	16	-25%
Carrier RTSC Cases Resolved	12						12	16	-25%
Carrier RTSC Fines Resolved	\$ 27,600						\$27,600	10800	156%
COVERAGE & ACCIDENT RPTG									
Employers Withdrawing From the Act	10						10	1	900%
Coverage Fines Assessed	\$ 38,750						\$ 38,750	\$ 30,250	28%
Coverage Fines Collected	\$ 22,800						\$ 22,800	\$ 16,700	37%
Coverage Fines Waived	\$ 8,600						\$ 8,600	\$ 4,600	87%
Number of 12As Filed EDI	1,815						1,815	1766	3%
Number of 12As Filed Manually	278						278	310	-10%
Total Number of WCC Files Created	2,093						2,093	2076	1%
Number of Fatalities Filed on 12As	11						11	14	-21%
MEDICAL SERVICES									
Bills Pending at Beginning of Period	11						11	6	83%
Bills Received	6						6	7	-14%
Bills to be Reviewed	17						17	13	31%
Bills Reviewed this Month	8						8	7	14%
Bills Pending at End of Period	9						9	6	50%
Total Stakeholder Contacts	126								

TAB 7

State of South Carolina

1333 Main Street, 5th Floor
P.O. Box 1715
Columbia, S.C. 29202-1715



TEL: (803) 737-5700
www.wcc.sc.gov

Workers' Compensation Commission

MEMORANDUM

To: Gary Cannon, Executive Director

From: Sonji Spann, Claims Director

Date: August 25, 2025

Re: Claims Department August 2025 Full Commission Report

Attached is the Statistical Report for the Claims Department for the period July 1, 2025 – July 31, 2025, prepared for the Business Meeting on August 25, 2025.

Please note a format change in the attached data. The new format includes new categories, noted by an "*", in the Claims Activities column to report the number of forms returned to the sender. Collecting and reporting this information further clarifies the department's daily activities and provides insight of training needs for external stakeholders.

The total Claims Activities, for this period have increase 11% when compared to the same period from last fiscal year. The new data in the Returned Forms categories accounts for 611 or 4% of the total activities.

When compared to the same period last fiscal year, the number of Cases Reviewed is 11% higher, and the number cases closed is 15% higher; the number of Fines Assessed is 47% more; and the Total Fines Paid is 127% higher. The number of Form 18 fines were assessed automatically by the IT system increased by 80%.

I will be happy to answer any questions you or the Commissioners have.

Claims Department Statistical Report
FY2025-2026
Period ending July 31, 2025

Claims Activities	July	August	Sept	Oct	Nov	Dec	FY25-26 YTD Total	FY24-25 YTD Total	% Diff from prev year
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(o)	(p)	(q)
Forms 15-I - Processed	1,175						1,175	1,101	7%
Forms 15-I - Returned *	30						30		
Forms 15-II/Forms 17 Processed	780						780	735	6%
Forms 15-II/Forms 17 Returned *	118						118		
Forms 16 for PPD Processed	59						59	45	31%
Forms 16 for PPD Returned *	-						-	-	
Forms 18 - Processed	5,073						5,073	5,279	-4%
Forms 18 - Returned *	-								
Forms 20 - Processed	617						617	471	31%
Forms 20 - Returned *	-								
Form 61 - Processed	781						781	640	22%
Form 61 - Returned *	43								
Clinchers - Processed	683						683	628	9%
Clinchers - Returned *	10								
Third Party Settlements Processed	23						23	7	229%
Third Party Settlements Returned *	1								
SSA Requests for Info	43						43	33	30%
Cases Closed Form 19 - Processed	2,466						2,466	2,147	15%
Cases Closed Form 19 - Returned *	409						409		
Cases Reviewed	3,517						3,517	3,175	11%
Total	15,828	-	-	-	-	-	15,828	14,261	11%
							-		
Total Fines Assessed	\$ 279						\$ 279	\$ 190	47%
Form 18 Fines	\$ 268						\$ 268	\$ 149	80%
Total Amt Paid	\$ 63,650						\$ 63,650	\$ 28,000	127%

TAB 8

State of South Carolina

1333 Main Street
P.O. Box 1715
Columbia, S.C. 29202-1715



Tel: (803) 737-5700
Fax: (803) 737-1234
www.wcc.sc.gov

Workers' Compensation Commission

August 7, 2025

To: Gary Cannon, Executive Director

From: Amy A. Bracy, Judicial Director

RE: Monthly Judicial Report for July 2025

Several changes were made to the report to provide a better picture of the activities in the Judicial Department. The categories "Ordered Mediations", "Mediation Held, Issues Pending" and "Mediation Not Complete in 60 days" were deleted from the data spreadsheet due to the historically low numbers having less impact on the operations. The number of "Consent Orders" and "Administrative Orders" have been combined into the number of "Single Commissioner Orders Served" because they are primarily done within each Commissioner's office. The new categories added are "Claimant Pleadings – Improper"; "Defense Pleadings – Improper"; "Motion – Reliefs of Counsel"; and "Motions Improper". The new "improper" categories are provided because of the time it takes to process an Improper Pleading.

During the month of July, the Judicial Department processed three hundred twenty-three (323) claim only 50s, and eight hundred fifty-two (852) requests for hearings (claimant and defense pleadings). Comparing the numbers from the same period last year, claimant and defense pleadings are both down 1%. The department received ninety-nine (99) Motions, a 12% increase compared to the same period last year and one hundred forty-seven (147) clincher conference requests, a 3% increase compared to the same time last year.

There were fifty-eight (58) Single Commissioner Hearings conducted during the past month, fourteen (14) pre-hearing conferences held, and nine (9) Full Commission hearings held. A total of four hundred sixty-nine (469) Orders (Single Commissioner Orders, Consent Orders and Administrative Orders) were served at the single Commissioner level, thirty (30) of those were Decision and Orders that resulted from hearings that went on the record and one hundred thirty-three (133) were Motion Orders that were a result of Motions ruled upon by Commissioners.

There were two hundred eighty-two (282) Informal Conferences requested during July and two hundred forty-five (245) were conducted.

There were thirty-four (34) regulatory mediations scheduled and seventy-eight (78) requested mediations. Totals remained even for regulatory mediations and are up 11% for requested mediations for the same period last year. The Judicial Department was notified of sixty-eight (68) matters resolved in mediation, with the receipt of Forms 70. This category's total is up 19% compared to this period last year. This does not include mediations that take place outside of what is reported to the Commission.

In the month of July, Judicial received one (1) Notice of Intent to Appeal to the Court of Appeals and zero (0) to the Circuit Court.

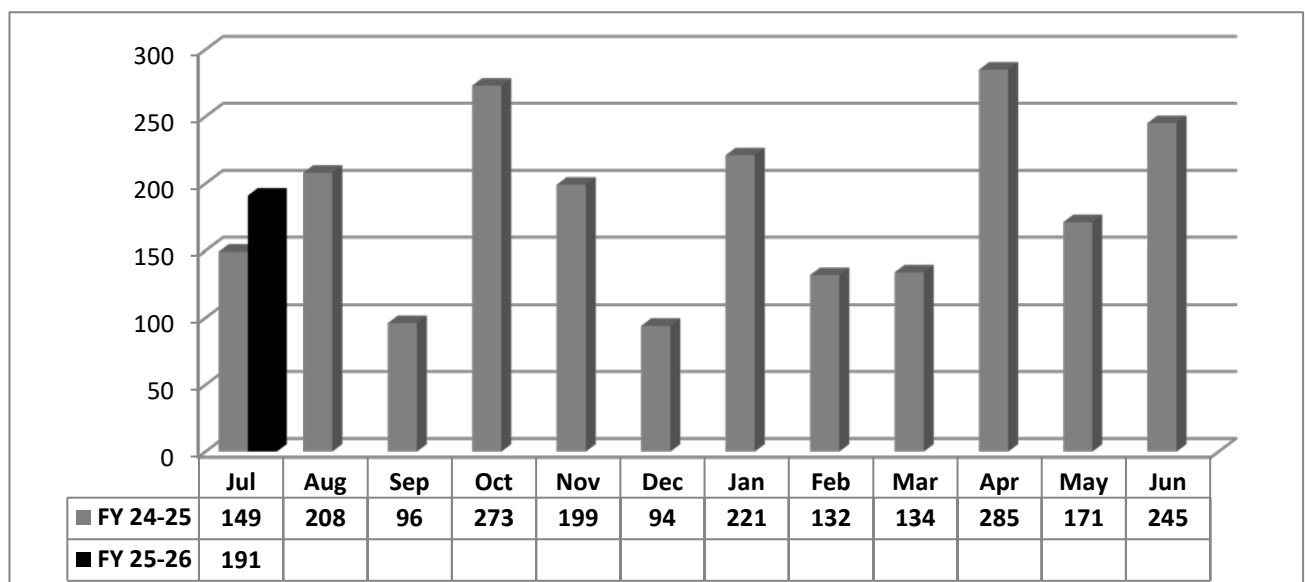
Judicial Department Statistical Report
Statistics For Fiscal Year 2025-2026 - Updated Version

	July	Aug	Sept	Oct	Nov	Totals YTD 2025-2026	Totals YTD 2024-2025	% Diff from prev year
Claimant Pleadings	625					625	672	-7%
Claimant Pleadings - Not proper (new)	86					86	111	-23%
Defense Response to Pleadings	462					462	574	-20%
Defense Pleadings	280					280	300	-7%
Defense Pleadings - Not proper (new)	57					57	59	-3%
Form 50 - Claim Only	280					280	354	-21%
Letters of Representation	78					78	25	212%
Motions	111					111	148	-25%
Motion - Reliefs of Counsel (new)	57					57	63	-10%
Motions Improper (Motions and ROC) (new)	31					31	46	-33%
Form 30	10					10	6	67%
FC Hearings Held	6					6	7	-14%
FC Orders Served	9					9	14	-36%
Single Comm. Hearings Held	55					55	59	-7%
Single Comm. Orders Served	498					498	536	-7%
Single Comm. Pre-Hearing Conf Held	5					5	18	-72%
Clincher Conference Requested	141					141	152	-7%
Informal Conference Requested	279					279	175	59%
Informal Conference Conducted	191					191	149	28%
Regulatory Mediations	31					31	49	-37%
Requested Mediations	86					86	85	1%
Mediation Resolved	39					39	61	-36%
Mediation Impasse	12					12	16	-25%
Claim Settled Prior to Mediation	9					9	17	-47%
Total	3,438	-	-	-	-	3,438	3,696	-7%

Y-T-D

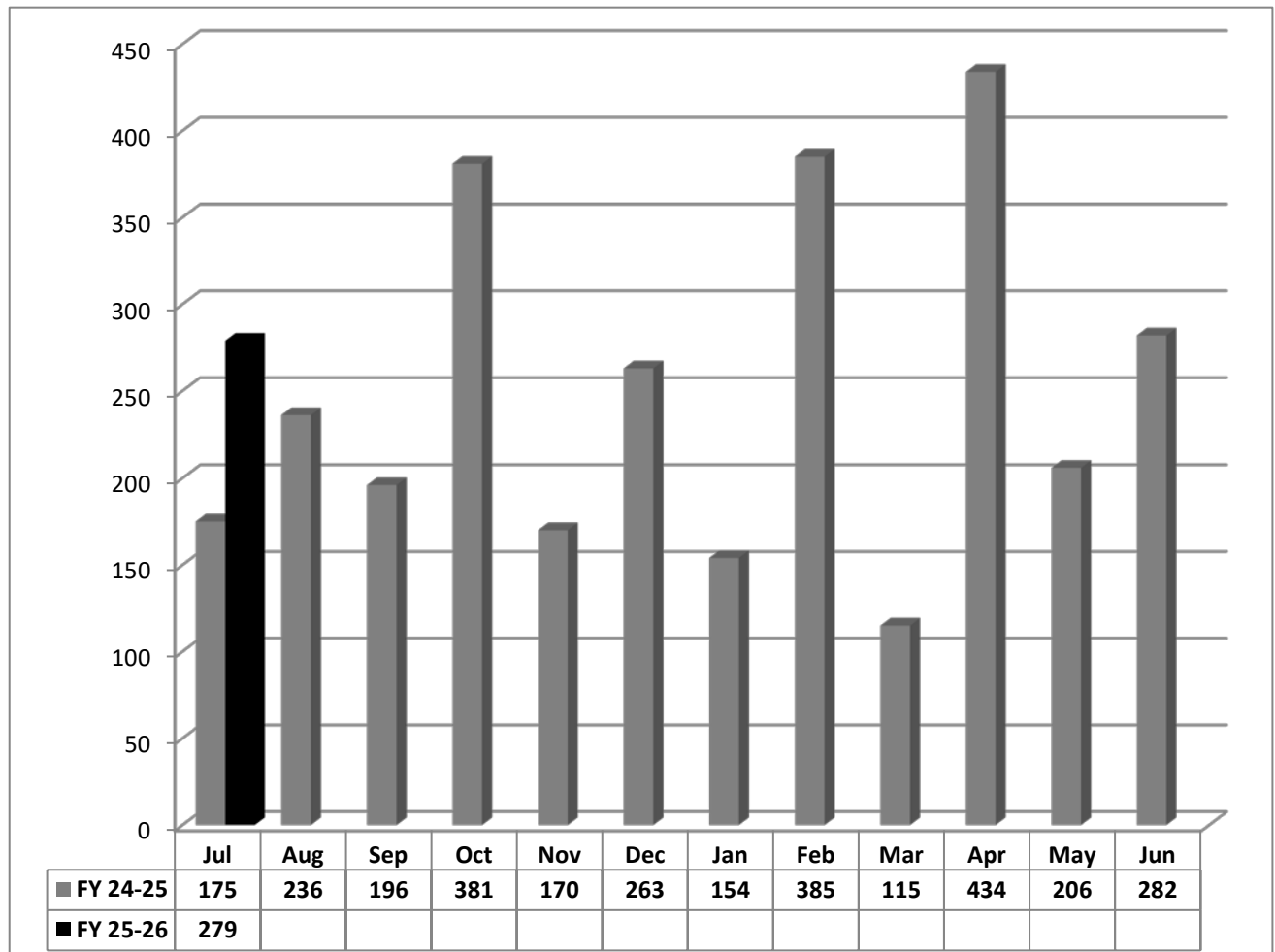
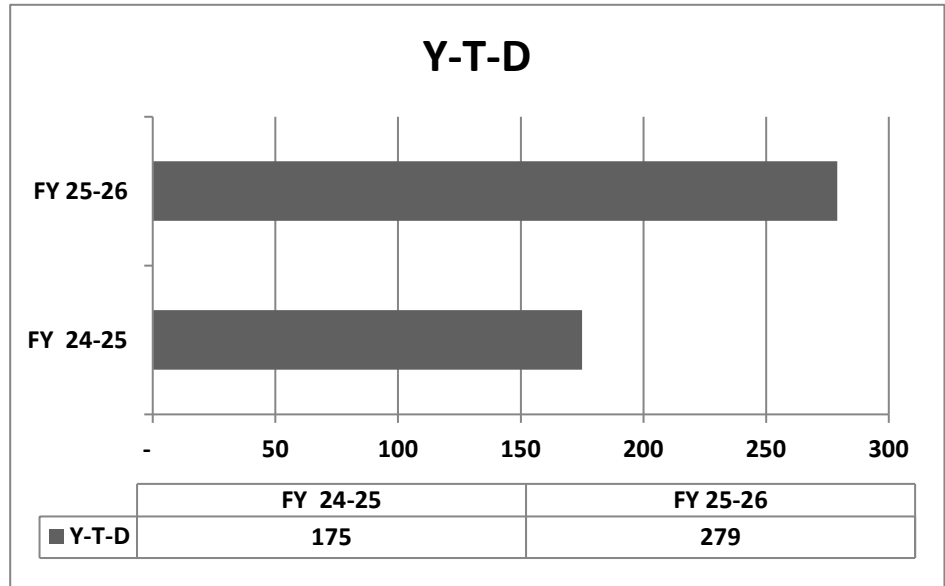
	FY 24-25	FY 25-26
■ Y-T-D	149	191

	FY 24-25	FY 25-26
Y-T-D	149	191



Requested

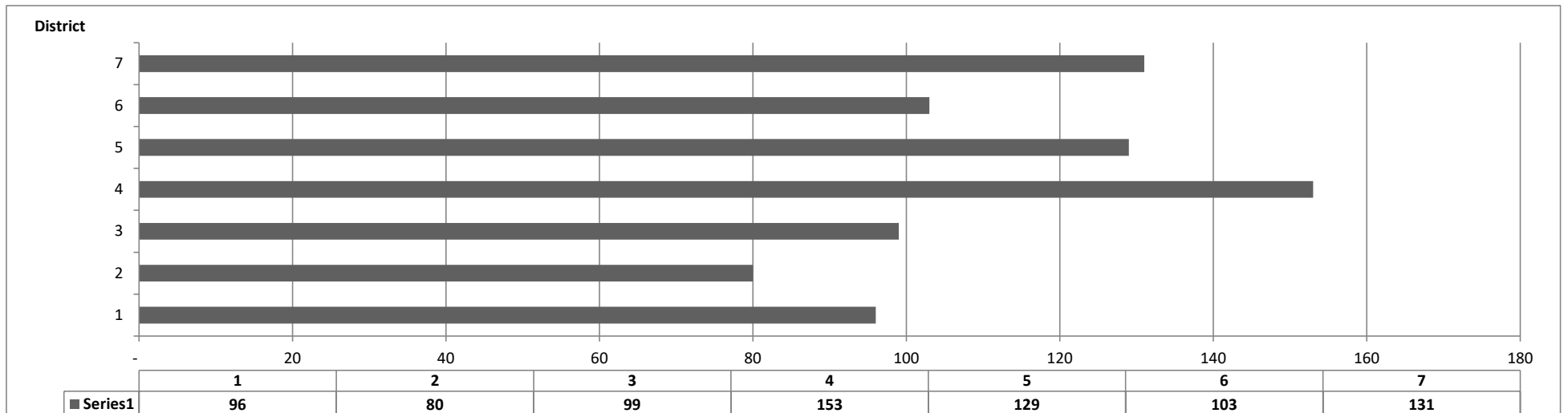
	FY 24-25	FY 25-26
Y-T-D	175	279



Pleadings Assigned - Three Year Comparison by Month

	District 1 Greenville			District 2 Anderson			District 3 Orangeburg			District 4 Charleston			District 5 Florence			District 6 Spartanburg			District 7 Richland		
	25-26	24-25	23-24	25-26	24-25	23-24	25-26	24-25	23-24	25-26	24-25	23-24	25-26	24-25	23-24	25-26	24-25	23-24	25-26	24-25	23-24
Jul	96	130	93	80	101	64	99	125	80	153	172	150	129	152	106	103	123	100	131	146	131
Aug		93	112		74	85		135	115		186	189		111	145		135	118		179	150
Sep		78	110		49	83		70	113		126	234		96	160		89	111		97	148
Oct		123	96		111	68		125	107		244	181		183	149		149	114		168	142
Nov		73	106		48	79		85	111		164	190		122	139		112	113		120	173
Dec		117	105		68	80		118	99		157	142		145	99		128	93		136	107
Jan		108	102		76	73		106	79		152	174		142	117		111	114		143	147
Feb		88	114		64	69		83	94		136	170		133	128		112	117		132	132
Mar		91	104		78	82		88	119		200	172		152	152		110	117		143	166
Apr		103	112		90	58		82	102		157	173		127	114		97	116		135	140
May		109	133		55	94		120	115		179	206		115	153		97	123		135	142
Jun		114	101		88	65		140	88		183	147		148	157		123	95		162	133
Totals	96	1,227	1,288	80	902	900	99	1,277	1,222	153	2,056	2,128	129	1,626	1,619	103	1,386	1,331	131	1,696	1,711

Pleadings Assigned by District Year to Date



TAB 9



Referral Date

7/1/2025

7/31/2025

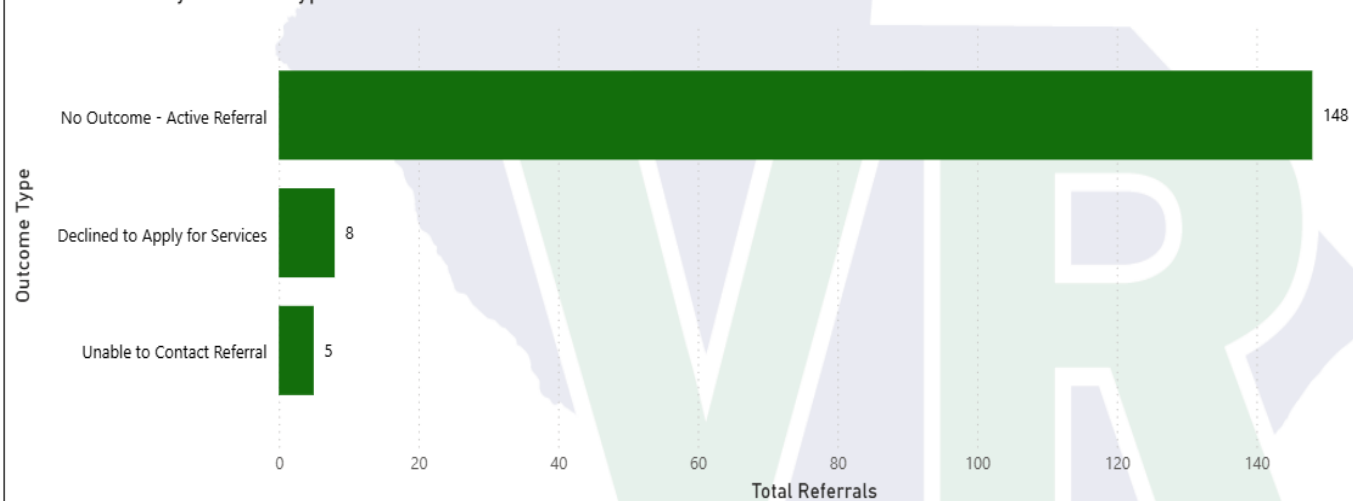
Area Office

All

Referring Organization

SC Workers Compensation

Total Referrals by Outcome Type



0.00%

Referrals with VR Cases
Reaching Eligibility

0.00%

Referrals with VR Cases
Reaching IPE

0.00%

Rehab Rate for Referral VR
Cases with an IPE Developed

Referral Summary

Outcome Type	Total Referrals
Declined to Apply for Services	8
No Outcome - Active Referral	148
Unable to Contact Referral	5
Total	161

Current CMS Status of Referrals Who Applied or Had Existing SCVRD Cases

Current CMS Status	Description	Total Referrals	% of Referrals with VR Cases
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TAB 10

State of South Carolina



Workers' Compensation Commission

Executive Director's Report

August 25, 2025

Meetings and Other Activities

During the month of July, the Executive Director observed a demonstration of the weapons detector machine in the Attorney General's building, met with an employer interested in becoming self-insured, conducted three meetings with different department heads on different issues, participated in a meeting with Department of Administration staff on a financial/budgeting matter, conducted the monthly department head meeting, used 12.5 hours of annual leave, attended the SAWCA annual meeting in Charlotte Harbor, FL and attended a mediation.

Constituent /Public Information Services

For the month of July, the Executive Director's and the General Counsel's offices had two hundred fourteen (214) contacts with stakeholders.

Financial Transactions Activity

During the month of July, the Executive Director's office processed and approved twenty-two (22) purchase orders, eight (8) travel expense reports, ninety-nine (99) invoices, fifty-three (53) deposits for DOA to process in the SCEIS system.

SCWCC Stakeholder Electronic Distribution List

For the month of July, the Executive Director's office had three (3) deletions and one (1) addition to the distribution list.

Advisory Notices

During the month of July, the office posted two (2) notices on the Commission's website and emailed it to the distribution list.

Annual Report

Attached is summary of the departments' activities for the FY2024-25.

SC Workers' Compensation Commission's

Annual Report

FY2024-25

The following is a summary of the agency's departmental activities for FY2024-25. This information will be used to complete the Annual Accountability Report for FY2024-25.

Commissioners

During FY25 the Commissioners approved 8,396 attorney fee petitions, issued 191 administrative orders, and 3,470 consent orders, were assigned 1,802 clincher conferences, conducted 137 pre-hearing conferences, reviewed 1,356 motions, and approved 954 relief of counsel motions. Also, during FY25, the Senate voted on the nominations for Commissioners T. Scott Beck, R. Michael Campbell, and Gene McCaskill. Chairman Beck was reappointed for another two-year term as Chairman. Commissioners Campbell and McCaskill were each reappointed for another six-year term. In October 2024, Commissioner Avery B. Wilkerson, Jr., retired. Commissioner J. Gabriel Coggiola was appointed by the Senate in May 2024 to fill Commissioner Wilkerson's unexpired term.

Executive Director

The Commission's annual operating budget is categorized in five departments in the Appropriations Act: Administration, Commissioners, Judicial Management, Insurance and Medical Services and Claims. The department directors report to the Executive Director. The Executive Director is responsible for direct oversight of the five departments.

Administrative Services

Human Resources

The agency has 63 authorized positions. During FY25 the Commission employed 50 FTEs (8 unclassified positions and 42 classified positions) and 1 part-time employee.

During FY25, 5 full-time employees separated or retired, 1 employee was promoted internally, and 2 new employees were hired to replace the ones that departed. The Commission recruited for and filled 1 new position, a Public Information Coordinator (BC34), during the second quarter of FY25. Two staff members were reassigned internally, resulting in 3 SCEIS reassignment transactions.

The Director of Administrative Services is responsible for coordinating the human resources program for the agency. During FY25, the Director assisted staff with benefits inquiries, and other human resources issues. In addition, the Director worked to recruit, hire, and retain staff to maximize workflow efficiency. For example, during FY25, Human Resources opened 6 recruitments. Of those 6 recruitments, 3 (50%) were filled. Five of the 6 recruitments (83%) opened during the fiscal year were reposted at least once due to an inadequate candidate response. This led to an increase in workload in the Administrative Services Department and the other affected departments during quarters 1 and 2. To compensate for the extended vacancies, the Insurance and Medical Department and the Self-Insurance Department transferred the job duties for 2 positions to

existing staff. Those positions remain vacant.

The Department Director also participated in House Legislative Oversight Committee (HLOC) meetings and coordinated with the Office of Inspector General (OIG) to conduct an employee satisfaction survey pursuant to the HLOC's recommendation. In addition, the Director served as the agency's EEO Officer, coordinated staff safety and health initiatives such as active shooter drills, health screenings, and flu shot events, attended PEBA employer advocacy group meetings, 1 EEO forum hosted by SCHAC, State HR advisory meetings, State Training and Development Consortium meetings, SuccessFactors focus group meetings, SC Workers' Compensation Educational Association seminars, SC Employers' Advocacy Association meetings, a Department of Administration employee relations workshop, and Society for Human Resource Management (SHRM) Columbia Chapter meetings and webinars, and other relevant trainings as appropriate.

Regulatory changes to the Fair Labor Standards Act (FLSA) were made effective on July 1, 2024. At the end of FY24 and beginning of FY25, the Department Director worked to prepare for and implement staff status changes and time and leave reporting changes in compliance with the new federal rule. The implementation of the agency's new SuccessFactors Employee Performance Management System (EPMS) also continued from FY24 and into the first quarter of FY25. The platform was implemented in October 2024 in conjunction with the Agency's universal review date. EPMS policies were reviewed, updated, and published to staff. The Director is responsible for managing the EPMS process throughout the year.

Several regulatory changes to the South Carolina Human Resources Regulations became effective on September 1, 2024. The office participated in meetings with the Department of Administration, Human Resources Division (DSHR) to prepare for the changes. In addition, an all-staff meeting was planned and held in October 2024 to address the regulation changes and updates to the Employee Performance Management System.

In February and March 2025, the department reviewed the results of the Mercer Study and attended several meetings with DSHR to discuss the impact of the proposed classification and compensation changes. Employee pay grade and associated salary increases mandated by the FY26 appropriation legislation were reviewed at the end of FY25.

Budget and Fiscal Affairs

The Department Director is responsible for assisting the Executive Director's Office by coordinating with the Department of Administration to execute the administrative financial functions of the agency. The office prepared a journal entry transferring the salary and fringe expenditures for 37 positions funded by earmarked funds to general funding. This was completed temporarily while a similar request was pending as part of the Commission's FY25 budget request.

The office also coordinated with the Department of Administration to complete the FY25 year-end reporting packages and other year-end close-out procedures. In addition, the Director participated in monthly budget meetings with the Department of Administration and assisted the Executive Director's Office with preparation of the annual report and the agency's annual budget requests for FY25.

Procurement

Administrative Services manages the agency's procurement of goods and services by coordinating goods received, and purchase order maintenance under shared services with the Department of Administration. During FY25, the office actively participated in 5 procurements: the procurement of legal case management software, commission furniture purchases, document shredding services, armed security services (continued from FY24), and office space renovations. The requisite market research was performed and preparation of requests for solicitation and statements of work were prepared as appropriate.

The Director also assisted with the preparation of the year-end asset count report and organized an internal training with the Department of Administration Procurement Shared Services for the agency's procurement staff.

Information Security and Privacy

The Director of Administrative Services is also responsible for developing the agency's privacy program. During FY25, the office continued to assess the agency's privacy practices and began working toward developing a documented policy. This project will likely span several fiscal years before completion.

Administrative Services also attended a Department of Administration Division of Information Security (DIS) town hall meeting regarding updates to the DIS200 (state approved privacy and security control matrix) and information privacy seminars and trainings hosted by the Department of Administration's Enterprise Privacy Office (EPO) throughout the year.

Office of the General Counsel

During FY25, General Counsel was directly involved in 7 litigated cases in FY24-25; 3 cases pending before the Court of Common Pleas, 1 case pending before the Procurement Review Panel, 2 cases pending before the Supreme Court of South Carolina, and 1 case pending before the Court of Appeals.

General Counsel also advised on issues involving the State Ethics Commission, the State Employee Grievance Act, the Freedom of Information Act, state procurement, and security matters with law enforcement.

The Office of General Counsel assisted the Commissioners with drafting orders, giving assistance an average of 15 times per week, and regularly consulted with Commissioners on questions of workers' compensation law and their judicial duties. General Counsel responded to multiple FOIA requests, subpoenas, and requests for authorized release of information.

The Office wrote dozens of proposed orders or order instructions for single Commissioners or the Full Commission. General Counsel was involved in monitoring restrictions placed and lifted at the Local, State, and Federal level. General Counsel and the Staff Attorneys continue to assist the Insurance and Medical Services Division in the enforcement of fines and penalties against non-compliant employers and insurers.

The Office of General Counsel continued a successful program where a Staff Attorney is responsible for drafting all proposed Orders of the Appellate Panel. The office drafted an average of six proposed orders per month.

Office of General Counsel completed the procurement and set-up of an electronic attorney case management system with a third-party software provider, Clio. Clio is a practice management tool used by many attorneys and is taught at the University of South Carolina School of Law.

Ombudsman

As a part of the public information, outreach and ombudsman services the Executive Director's office logged 2,542 telephone communications, electronic and personal contacts with external stakeholders. Sixteen general notices, policy advisories, and updates and 12 agendas and supporting documents for the Commission Business Meetings were posted on the Commission's website and emailed to individuals and organizations on a distribution list.

Claims Department

The Claims Department processes periodic reports filed by carriers, reviews all final settlements, attorney fees, and responds to request from potential employers in need of workers' compensation claims history data. During FY25, the department processed 21,773 initial notices/termination of payments (Forms 15,15II, and 17), and 58,661 Carrier's Periodic Reports (Form 18). In February 2024, the Commission announced the next phase of Our Legacy Modernization Program which provided the new eFile and ePay enhancements. All forms submitted to Claims can be submitted via eFile or emailed to the specific forms' email address, all filing fees and fine payments can be submitted via ePay. The Department processed 8,038 clinchers, 649 Form 16s, 274 third party settlements, 8,668 Form 61's. The Department continued the outreach efforts to educate and inform stakeholders on the correct procedures for filing reports timely to avoid assessments of fines. The Claims Department has a prepared PowerPoint to share with stakeholders for training purposes.

Judicial Department

During FY25, the Department processed over 41,000 pleadings, motions, appeals, and mediation documents. The Department effectively continued to obtain and coordinate the use of 100 different locations across the state with local governments, educational institutions, and state agencies to schedule venues for Single Commissioner hearings and informal conferences in the 7 jurisdictional districts. Specific statistics for both types of proceedings are included below.

Informal Conferences

The Commission assigned 2,997 cases for Informal Conferences of which 2,207 were conducted. Seventy informal conferences were conducted by Commissioners during FY25.

Single Commissioner Hearings

During FY25 the department received, processed, and assigned 10,165 cases to the Commissioners' offices for docketing, of which 642 hearings were conducted.

Processing Time

The Commission constantly monitors the average number of days for processing a hearing request and docketing a hearing. The request is processed in an average of 35 days and a hearing is docketed in an average of 98 days. Both averages include the required notice period for each case. After the hearing, the Commissioner issues order instructions within 90 days.

Full Commission Appellate Activity

During FY25, the number of single Commissioner decisions appealed totaled 114. The Appellate Panels reviewed 60 cases and 25 Appellate Panel decisions were appealed to a higher court.

Appellate hearings continue to be conducted electronically with the Commissioners participating via Zoom. If the parties request to appear in person for the appellate hearing they are accommodated. We also accommodate hybrid hearings where one party appears in person and one party appears electronically.

Mediations

During FY25, the Commission received 989 reports of mediation via the Form 70. Of those, 752 were resolved, 227 failed to be resolved and 10 remained unresolved with pending issues. Eight mediations occurred as a result of an Order by a Commissioner.

Insurance and Medical Services

Coverage and Compliance Division

In FY25, 58,268 accidents were reported to the Commission. This reflects a 4.98% decrease in the number reported in the previous year. Of the total number reported, 32,445 were minor medical reports which involved no lost time and the cost of medical was less than \$2,500. The number of cases re-opened totaled 2,446 which reflects a 0.69% decrease in the number reported last year.

Also during FY25, the Division caused 564 employers to obtain insurance coverage for approximately 3,053 previously uninsured workers. A total of \$947,498 in fines and penalties were collected from these violations. The Division is responsible for collecting unpaid fines from insurance carriers for failure to submit required reports in a timely manner. Failure to pay the fine results in a rule to show cause hearing before a Commissioner. One-hundred fifty-nine cases were set for rule to show cause hearings, resulting in \$127,693 fines being collected.

Medical Services Division

During the prior fiscal year, the Division responded to 196 formal disputes through the medical fee dispute process as well as responding to 888 general inquiries from medical service providers and payers.

The IMS department experienced staffing changes during the year. One compliance investigator was reassigned to a different department. This opening allowed for the promotion of the coverage analyst to the compliance investigator position. The self-insurance administrative assistant was reassigned to the coverage analyst position but later transferred back to the self-insurance division.

Self-Insurance

FY2024-25 proved to be a challenging year in the Self-Insurance Department because both the Administrative Assistant and the Director of the Self-Insurance Department separated from the agency. Despite the change, the Director of IMS and IMS personnel assisted to ensure there was no interruption in the department's workflow. An audit of the department's business processes was conducted by a former Self-Insurance Director in the Spring of 2025. The report found no discrepancies in the current business processes and outcomes and provided several recommendations for improvements. The department processed 113 applications from employers

seeking to be self-insured and collected \$5,705,491 in Self-Insurance Taxes during FY2024-25. All applications were approved, and the total amount of SI Taxes were transferred to the State Treasurer.

Information Technology Department

On September 13, 2024, Verisk and the WCC IT Department launched wcCapture and wcAnalyzer, two integrated applications designed to enhance the commission's claims intake and analysis process. The system streamlines data exchange with Trading Partners—including employers, third party claims administrators, insurance carriers, and attorneys submitting First and Subsequent Reports of Injury (FROI/SROI). The system supports industry-standard EDI 3.0 sequencing requirements and allows submitters to update claims tied to an existing or newly issued WCC claim number. Additionally, WCC IT and Verisk worked jointly to re-integrate jurisdictional entry (JE) submissions directly into the agency's claims management system, improving documentation alignment and streamlining claims creation workflows.

Throughout FY25, WCC IT continued the legacy modernization of the agency's Claims Management and Reporting System (Progress), implementing updates to improve functionality and user experience. Enhancements included automated email notifications for attorneys, paralegals, carriers, and third-party claims administrators (TPAs) when fine notices are issued from the Insurance and Medical Services and Claims Departments.

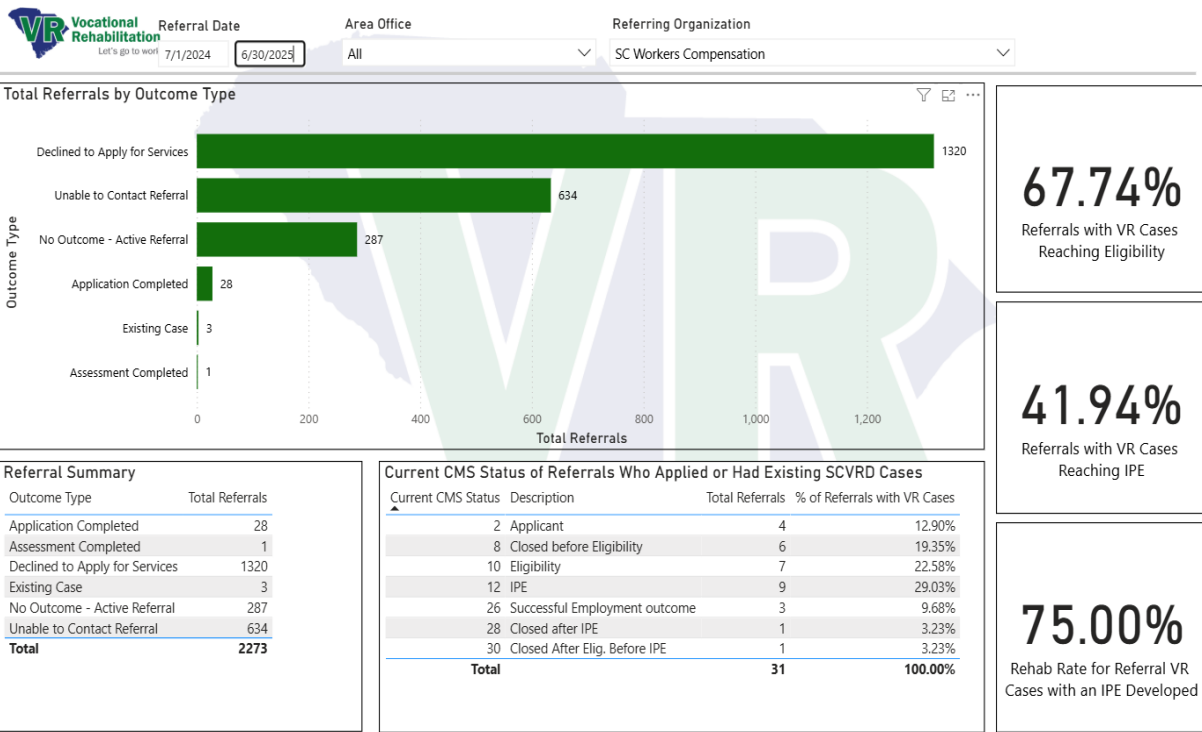
The WCC IT Team continued to improve the eFile/ePay System that allows external stakeholders the ability to upload documents, process an electronic payment for a fee or fine, and provides a unique email confirmation and separate email receipt to the submitter. WCC IT conducted several virtual meetings with external stakeholders and added an internal claim/reference number to all existing eFile/ePay forms. This enhancement allows the submitter to use a unique reference number of their choice to reconcile the documents and payments submitted by them. During the last quarter of FY25, the IT Team began collecting the number of submissions and associated fees collected online compared to number of pleadings physically mailed or delivered to the Commission.

In collaboration with the Department of Administration's Division of Technology Operations, WCC IT completed a multi-phase upgrade of the agency's Electronic Document Management System (EDMS). The migration progressed from OnBase 17 to OnBase 18, and finally to OnBase 23, ensuring continued platform support and improved system responsiveness.

The IT Department continued to utilize the Ticket Reporting System for agency staff and external stakeholders to report any IT related issues and/or request assistance with the eCase and eFile/ePay systems. The agency plans to continue to utilize the Ticketing System to address user concerns and identify potential system upgrades. During the FY25 1,404 tickets were reported, with 86% being classified as low priority, 10% medium priority, 3.7% high priority, and less than 1% classified as Urgent. Tickets reported by type included: Problem (48%), General Question (40%) and Feature Request (6%).

SC Vocational Rehabilitation

Below is a chart reporting the SCVRD's activities with workers' compensation cases during FY2024-25.



Information Technology Legacy System Modernization Project

The General Assembly approved \$6,631,520 as recurring funding for the Information Technology Legacy System Modernization Project. The project is an upgrade of the IT claims management system. The project is not complete. Phases implemented in FY25 are described in the Information Technology Department section above. The total expenditure for the completion of the project is estimated at \$2.1 million. In FY25, the Commission released \$4 million of the remaining balance back to the general fund.

House Legislative Oversight Committee

As previously reported, the Commission was selected for a House Legislative Oversight Committee (HLOC) Study in December 2022. Data collection, institutional information gathering, and the preparation of legislative presentation materials spanned two fiscal years, FY23 and FY24. The HLOC approved the report at the beginning of FY25, on August 20, 2024. The report included 18 findings, six study-related internal changes, and ten recommendations. The findings related to Commission facts, funding and fine assessment, staffing needs and job duties, regulatory procedures, and general operations.

Financial Report

The Commission's total annual operating budget for FY25 was \$11,899,932, which included General Fund appropriations of \$6,292,087 and \$5,607,845 in authorization to spend in the Earmarked Fund.

In FY25, the Commission collected \$3,648,208 in filing fees, fines and penalties, copy charges, and other charges to offset the annual operating cost to operate the agency. The total Expenditures in the Earmarked was \$1,720,389 which was \$2.6 million less than FY24. The reduction was the result of a transfer of budgeted expenditures from the Earmarked Fund to the General Fund in FY25 to align

the General Fund expenditures with the additional \$3 million in the General Funding appropriated to replace the loss revenues generated by the Self-Insurance Tax.

South Carolina Workers' Compensation Commission
Budget v. Actual Report
FY 2025 As of 6/30/2025
100% of year elapsed

Fund 10010000 - GENERAL FUND - Operating Items

Administration		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501015	DIRECTOR	\$ 157,196	\$ 157,196	100%		\$ -	\$ 153,737	98%
501058	CLASSIFIED POS	\$ 743,137	\$ 344,675	46%		\$ 398,462		
512001	OTHER OPERATING	\$ 244,355						
	Total OTHER OPERATING:	\$ 244,355				\$ 3,155,303	\$ 37,300	15%
Total Administration:		\$ 1,144,688	\$ 501,871	44%		\$ 642,817	\$ 191,037	17%

Inform. services		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS		\$ 398,462					
503000	SUPPLY AND MATERIAL		\$ 126					
	Total OTHER OPERATING:		\$ 126		\$ 2,481	\$ (6,507)	6,947	
Total Inform. services:			\$ 126		\$ 2,481	\$ (6,507)	6,947	

Claims		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 357,542	\$ 357,542	100%		\$ -	\$ 89,308	25%
Total Claims:		\$ 357,542	\$ 357,542	100%		\$ -	\$ 89,308	23%

Commissioners		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501026	CHAIRMAN	\$ 190,487	\$ 190,487	100%		\$ -	\$ 186,296	98%
501033	COMMISSIONER	\$ 997,538	\$ 997,538	100%		\$ -	\$ 1,085,207	109%
501050	TAXABLE SUBS	\$ 62,557	\$ 62,557	100%		\$ -	\$ 82,734	132%
501058	CLASSIFIED POS	\$ 437,981	\$ 437,981	100%		\$ -	\$ 390,687	89%
Total Commissioners:		1,688,563	1,688,563	100%		0	1,744,924	88%

Insurance & Medical		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 479,359	\$ 479,359	100%		\$ -	\$ 31,023	6%
Total Insurance & Medical:		\$ 479,359	\$ 479,359	100%		\$ -	\$ 31,023	6%

Judicial		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 493,852	\$ 493,852	100%		\$ -		
512001	OTHER OPERATING	\$ 42,099						
503000	SUPPLY AND MATERIAL		\$ 4,000					
	Total OTHER OPERATING:	\$ 42,099	\$ 4,000	10%	\$ -	\$ 38,099		
Total Judicial:		\$ 535,951	\$ 497,852	93%	\$ -	\$ 38,099		

Employer Contributions		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
513000	EMPLOYER CONTRIB	\$ 1,669,237	\$ 1,669,237	100%		\$ -	\$ 772,525	46%
Total Employer Contributions:		\$ 1,669,237	\$ 1,669,237	100%		\$ -	\$ 772,525	46%
Total GENERAL FUND - Operating Items		\$ 5,875,340	\$ 5,194,550	88%	\$ 2,481	\$ 678,309	\$ 2,842,491	45%

Fund 10010000 - GENERAL FUND - Special Items

IT System Project		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
561000	Special Item	\$ 1,631,520	\$ 46,955	3%	\$ 35,792	\$ 1,548,773		
Total IT System Project:		\$ 1,631,520	\$ 46,955	3%	\$ 35,792	\$ 1,548,773		
Total GENERAL FUND - Special Items:		\$ 1,631,520	\$ 46,955	0%	\$ 35,792	\$ 1,548,773		

Fund 10050023 - GF-NONRECUR APROP-23 - Special Items

IT System Project		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
561000	Special Item	\$ 5,000,000		0%		\$ 5,000,000		
Total IT System Project:		\$ 5,000,000				\$ 5,000,000		
Total GF-NONRECUR APROP-23 - Special Items:		\$ 5,000,000				\$ 5,000,000		

Fund 38440000 - EARMARKED FUND

Administration		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 696,889	\$ -	0%		\$ 696,889	\$ 264,724	38%
512001	OTHER OPERATING	\$ 2,105,907						
502000	CONTRACTUAL SVC		\$ 213,149		\$ 140,166		\$ 392,362	
503000	SUPPLY AND MATERIAL		\$ 123,949				\$ 104,552	
504000	FIXED CHGS AND CONT		\$ 575,435		\$ 120,341		\$ 498,041	
505000	TRAVEL		\$ 59,268				\$ 52,059	
	Total OTHER OPERATING:	\$ 2,105,907	\$ 971,801	46%	\$ 260,507	\$ 873,599	\$ 1,047,014	50%
Total Administration:		\$ 2,802,796	\$ 971,801	35%	\$ 260,507	\$ 1,570,488	\$ 1,311,738	47%

Inform. services		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS		\$ -			\$ -	\$ 380,298	
502000	CONTRACTUAL SVC		\$ 282,453		\$ 99,322		\$ 143,862	
503000	SUPPLY AND MATERIAL		\$ 151,728		\$ 116,814		\$ 50,873	
504000	FIXED CHGS AND CONT		\$ 10,123				\$ 2,233	
505000	TRAVEL		\$ 2,920				\$ 1,695	
	Total OTHER OPERATING:		\$ 447,224		\$ 216,136	\$ (663,360)	\$ 198,663	
Total Inform. services:			\$ 447,224		\$ 216,136	\$ (663,360)	\$ 578,961	

Claims		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 262,204	\$ -	0%		\$ 262,204	\$ 232,295	89%
512001	OTHER OPERATING	\$ 24,744						
	Total OTHER OPERATING:	\$ 24,744						
Total Claims:		\$ 286,948	\$ -	0%		\$ 286,948	\$ 232,295	81%

Commissioners		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 50,000	\$ -	0%		\$ 50,000		
512001	OTHER OPERATING	\$ 229,092						
502000	CONTRACTUAL SVC		\$ 126,802		\$ 8,703		\$ 145,509	
505000	TRAVEL		\$ 49,048				\$ 52,503	
	Total OTHER OPERATING:	\$ 229,092	\$ 175,850	77%	\$ 8,703	\$ 44,539	\$ 198,012	88%
Total Commissioners:		\$ 279,092	\$ 175,850	63%	\$ 8,703	\$ 94,539	\$ 198,012	72%

Insurance & Medical		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 553,278	\$ 1,667	0%		\$ 551,611	\$ 480,673	87%
501070	OTH PERS SVC		\$ -			\$ -	\$ 20,697	
512001	OTHER OPERATING	\$ 90,000						
502000	CONTRACTUAL SVC		\$ 1,740				\$ 12,707	
503000	SUPPLY AND MATERIAL		\$ 16,500				\$ 12,585	
505000	TRAVEL		\$ 7,018				\$ 9,282	
514000	BENEFITS AND CLAIMS		\$ 40,262		\$ 12,766		\$ 50,794	
	Total OTHER OPERATING:	\$ 90,000	\$ 65,520	73%	\$ 12,766	\$ 11,714	\$ 85,368	95%
Total Insurance & Medical:		\$ 643,278	\$ 67,187	10%	\$ 12,766	\$ 563,325	\$ 586,738	91%

Judicial		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
501058	CLASSIFIED POS	\$ 513,733	\$ (9)	-0%		\$ 513,742	\$ 521,336	101%
501070	OTH PERS SVC	\$ 62,681	\$ -	0%		\$ 62,681	\$ 37,522	60%
512001	OTHER OPERATING	\$ 95,000						
502000	CONTRACTUAL SVC		\$ 21,692				\$ 3,677	
503000	SUPPLY AND MATERIAL		\$ 30,309				\$ 26,599	
505000	TRAVEL		\$ 892				\$ 1,982	
	Total OTHER OPERATING:	\$ 95,000	\$ 52,893	56%	\$ -	\$ 42,107	\$ 32,258	35%
Total Judicial:		\$ 671,414	\$ 52,884	8%	\$ -	\$ 618,530	\$ 591,116	88%

Employer Contributions		FY 2025					FY 2024	
Commitment Item	Commitment Item Description	Current Budget	YTD Expenditures	% Used	Commitments	Remaining Balance	YTD Expenditures	% Used
513000	EMPLOYER CONTRIB	\$ 924,317	\$ 5,443	1%		\$ 918,874	\$ 862,140	93%
Total Employer Contributions:		\$ 924,317	\$ 5,443	1%		\$ 918,874	\$ 862,140	93%
Total EARMARKED FUND:		\$ 5,607,845	\$ 1,720,389	31%	\$ 498,112	\$ 3,389,344	\$ 4,386,502	78%

TAB 11

MEMORANDUM

TO: **The South Carolina Workers' Compensation Commission**

FROM: **J. Keith Roberts, General Counsel**

DATE: **August 25, 2025**

RE: **Notice of Drafting Reg. 67-206 and Reg. 67-411**

We recommend the Commission approve the filing of the Notice of Drafting with the State Register for amendments to Reg. 67-206 and Reg. 67-411. The purpose of these amendments is to comply with the HLOC's recommendation that the Commission amend the regulations to explicitly state that the filing of a Form 12/A files a claim with the Commission.

We have previously filed a notice of drafting for Reg. 67-1507 to provide procedure for return of unused security collected pursuant to a letter of credit. If we approve the notice of drafting for Reg. 67-206 and Reg. 67-411 in August, the schedule for all three regulations will be as follows:

September 2025-	Approve Notice of Proposed Regulations on all three regulations
October 2025-	Hold public hearing on all three regulations
November 2025-	Approve final report and submit final regulations to Legislative Council for transmission to the General Assembly at the beginning of the 2026 session.

I am happy to answer any questions the Commission may have.

WORKERS' COMPENSATION COMMISSION

CHAPTER 67

Statutory Authority: 1976 Code Sections 42-3-30

Notice of Drafting:

The South Carolina Workers' Compensation Commission proposes to amend existing Regulation 67-206 to list the submission of a WCC Form 12/A as a document that files a claim with the Commission, consistent with the recommendation of the House Legislative Oversight Committee. Interested persons may submit comments by September 24th, 2025 to Gary M. Cannon, Executive Director, South Carolina Workers' Compensation Commission, PO Box 1715, Columbia, SC, 29202-1715, or electronically at gcannon@wcc.sc.gov.

Synopsis:

The South Carolina Workers' Compensation Commission proposes to amend Regulation 67-206 to list the submission of a WCC Form 12/A as a document that files a claim with the Commission. This amendment was recommended by the House Legislative Oversight Committee in their report published on August 20th, 2024.

Legislative review of this amendment is required.

WORKERS' COMPENSATION COMMISSION

CHAPTER 67

Statutory Authority: 1976 Code Sections 42-3-30

Notice of Drafting:

The South Carolina Workers' Compensation Commission proposes to amend existing Regulation 67-411 to indicate that the filing of a WCC Form 12/A files a claim with the Commission, consistent with the recommendation of the House Legislative Oversight Committee. Interested persons may submit comments by September 24th, 2025 to Gary M. Cannon, Executive Director, South Carolina Workers' Compensation Commission, PO Box 1715, Columbia, SC, 29202-1715, or electronically at gcannon@wcc.sc.gov.

Synopsis:

The South Carolina Workers' Compensation Commission proposes to amend Regulation 67-411 to indicate that the filing of a WCC Form 12/A files a claim with the Commission. This amendment was recommended by the House Legislative Oversight Committee in their report published on August 20th, 2024.

Legislative review of this amendment is required.