

**IN THE MATTER OF
WORK RIGHT NW, INC.**

Respondent

**BEFORE THE
MARYLAND STATE
BOARD OF PHYSICIANS
Case Number: 2226-0203 B**

CONSENT ORDER

Based on an investigation conducted by the Maryland State Board of Physicians (the "Board"), Disciplinary Panel B of the Board has grounds to charge **WORK RIGHT NOW NW, INC.** (the "Respondent") for failing to comply with the Maryland Athletic Trainers Act (the "Act"), Md. Code Ann., Health Occ §§ 14-5D-1 *et seq.* (LexisNexis 2025 Supp). Prior to the issuance of charges, the Respondent agreed to enter into this public Consent Order, which consists of Findings of Fact, Conclusions of Law, Order and Consent.

The pertinent provisions of the Act are as follows:

Health Occ. § 14-5D-11.1. License required to practice athletic training.

(b) Except as otherwise provided in this subtitle, an employer may not employ an individual practicing athletic training without a license or without an approved evaluation and treatment protocol.

(c) A disciplinary panel may impose a civil penalty of up to \$5,000 on a person who employs or supervises an individual without a license or without an approved evaluation and treatment protocol.

FINDINGS OF FACT

Panel B finds the following facts:

1. The Respondent is a company that employs and places health care professionals, including athletic trainers, with clients to promote workplace health, safety and injury prevention.

2. On May 23, 2023, the Respondent hired an Individual (the “Individual”) to work as an Injury Prevention Specialist for a client located in Hagerstown, Maryland.

3. The Individual initially was licensed to practice as an athletic trainer in the State of Maryland on September 8, 2020. The Individual renewed his license to practice as an athletic trainer on or about September 13, 2023, with a license expiration date of September 30, 2025.

4. As a condition of employment, the Respondent required the Individual to have an active athletic trainer license. The Respondent’s job description for the Individual set forth that as a “certified athletic trainer,” the Individual was to “deliver on-the-job care and evaluate injury risks using computer vision tools, schedule and conduct preventative and early intervention appointments, rehabilitate non-work-related injuries, partner with safety professionals and ergonomists to implement wellness programs, leverage data analytics to assess injuries and implement effective solutions, and collaborate on innovative programs to improve overall worker health.”

5. The Individual’s license to practice as an athletic trainer in the State of Maryland expired on September 30, 2025.

6. Despite the expiration of his license in the State of Maryland, the Individual continued to work as an athletic trainer for the Respondent.

7. On March 30, 2026, the Individual filed an Athletic Trainer Application for Reinstatement of License with the Board.

8. On April 29, 2026, the Board approved the Individual's Athletic Trainer Application for Reinstatement.

CONCLUSIONS OF LAW

Based on the foregoing Findings of Fact, Panel B concludes as a matter of law that the Respondent employed an individual who practiced athletic training in Maryland without a license which constitutes a violation of Health Occ. § 14-5D-11.1(b).

ORDER

It is, on the affirmative vote of a majority of the quorum of Panel B, hereby:

ORDERED that, **within THREE MONTHS** from the effective date of this Consent Order, the Respondent shall pay a civil fine of **ONE THOUSAND DOLLARS (\$1000.00)**. The payment shall be by bank certified check or money order made payable to the Maryland Board of Physicians, P.O. Box 37217, Baltimore, Maryland 21297; and it is further

ORDERED that the effective date of the Consent Order is the date the Consent Order is signed by the Executive Director of the Board or her designee. The Executive Director or her designee signs the Consent Order on behalf of the disciplinary panel which has imposed the terms and conditions of this Consent Order; and it is further

ORDERED that this Consent Order shall not be amended or modified and future requests for modification will not be considered; and it is further,

ORDERED that this Consent Order is a public document. *See* Health Occ. §§ 1-607, 14-411.1(b)(2) and Gen. Prov. § 4-333(b)(6) (LexisNexis Supp. 2025).

08/21/2026

Date

Signature on File

Christine A. Farrelly, Executive Director
Maryland State Board of Physicians

CONSENT

I, Tyler Gilmore, (Agent for Work Right Now NW, Inc.), acknowledge that Work Right Now NW, Inc. has had the opportunity to consult with counsel before signing this document.

By this Consent, Work Right Now NW, Inc. agrees to be bound by this Consent Order and all its terms and conditions and understands that the Board will not entertain any requests for amendments or modifications to any condition.

Work Right Now NW, Inc. is aware of the right to a hearing before the Board pursuant to COMAR 10.32.22.06 concerning any disciplinary charges that could have been issued against the Respondent. Work Right Now NW, Inc. waives this right and elects to sign this Consent Order instead.

Work Right Now NW, Inc. acknowledges the validity and enforceability of this Consent Order as if entered after the conclusion of a formal evidentiary hearing in which Work Right Now NW, Inc. would have had the right to counsel, to confront witnesses, to give testimony, to call witnesses on its behalf, and to all other substantive and procedural protections as provided by law. Work Right Now NW, Inc. waives those substantive and procedural protections. Work Right Now NW, Inc. acknowledges the legal authority and the jurisdiction of the Board to initiate these proceedings and to issue and enforce this Consent Order.

Work Right Now NW, Inc. voluntarily enters into and agrees to comply with the terms and conditions set forth in this Consent Order as a resolution of the pending

disciplinary matters. Work Right Now NW, Inc. waives any right to contest the Findings of Fact and the Conclusions of Law set out in this Consent Order. Work Right Now NW, Inc. waives all rights to appeal this Consent Order.

On behalf of Work Right Now NW, Inc., I sign this Consent Order without reservation and fully understand and comprehend the language and meaning of its terms.

Signature on File

Aug 11, 2026
Date

Agent for Work Right Now NW, Inc.
(printed name) Tyler Gilmore

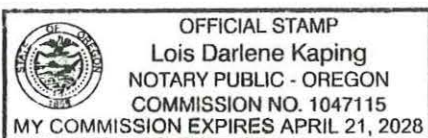
NOTARY

STATE OF Oregon

CITY / COUNTY OF Deschutes

I HEREBY CERTIFY that on this 11 day of August 2026, before me, a Notary Public of the foregoing State and City/County, personally appeared Tyler Gilmore (Agent for the Work Right Now NW, Inc.) and made oath in due form of law that signing the foregoing Consent Order was his/~~her~~ voluntary act and deed.

AS WITNESSETH my hand and notarial seal.



Lois Darlene Kaping
Notary Public

My commission expires: April 21, 2028