

**William Mack Copeland**  
**5324 Timberhollow Lane**  
**Cincinnati, Ohio 45247**  
**Direct: 513-290-2458 / Facsimile: 513-574-0040**

## **PROFILE**

A Seasoned health care attorney and executive whose practice concentrates on hospital, physician and other health care related activities. Mr. Copeland is board certified in healthcare management by the American College of Healthcare Executives. Mr. Copeland has extensive experience serving as hearing officer in medical staff dispute cases and as arbitrator or mediator in cases involving health care transactional and/or fraud issues. He is on the panel of the American Health Lawyers Alternative Dispute Resolution Service, the American Arbitration Association, and the National Arbitration Forum.

## **EMPLOYMENT HISTORY**

*President & Chief Executive Officer*, COPELAND LAW, L.L.C., Cincinnati, Ohio,  
January 2001 to Present.

Chief executive officer of a specialty law firm with a special expertise in health law. The firm concentrates in three main legal areas:

### **Hospital Medical Staff Proceedings.**

Legal services in in this area include:

- Serving as hearing officer in fair hearings regarding medical staff disciplinary proceedings. This service includes preparing the hearing officer report, to include findings of fact, analysis and recommendations.
- Where the medical staff desires to utilize a hearing panel, serving as independent counsel to the hearing panel. This service includes drafting the panel findings, recommendations and report.
- Advising the Medical Executive Committee in fair hearings before hearing officers and hearing panels.
- Serving as legal counsel to hospital management, medical staff leadership, and medical staff peer review committees regarding peer review and corrective action activities. This service includes drafting fair hearing plans and advising on reporting requirements.

## **EMPLOYMENT HISTORY, Continued**

- Presenting continuing medical education presentations to the medical staff leaders regarding medical peer review.

### **Health Care Fraud and Abuse Issues.**

Legal services in in this area include:

- Serving as legal counsel to providers in activities involving health care False Claims Act issues. Mr. Copeland has served as lead counsel in several False Claims Act cases.
- Providing advice and review on matters where the Anti-Kickback Statute and/or Stark are potential issues.
- Advising health care clients with regard to developing and maintaining compliance programs.
- Advising health care clients on physician joint ventures, physician contracting, physician recruiting and Medicare and Medicaid issues.

### **Arbitration for Health Care Transactional and Employment Issues**

Legal services in this area include:

- Serving as arbitrator or hearing officer for American Arbitration Association and/or American Health Lawyers Association Dispute Resolution Service arbitrations and hearings.

Recent case where I served as arbitrator include:

- A hospital-physician contract breach involving an income guarantee in excess of \$500 thousand.
- A physician practice-physician breach involving an employment agreement. Claims in the case were in excess of \$700 thousand.
- A physician practice-physician dispute involving an employment agreement. Claims in the case were \$100-\$250 thousand.
- A physician practice-physician dispute involving a recruiting contract. Claims in the case were in excess of \$150 thousand.

*Corporate Counsel*, USAF MSC Association (a national association), September 1995 to Present.

*Senior Vice President, Business Development*, EXECU-CONNECTIONS (a wholly owned executive search subsidiary of The Network Job List), Houston, Texas, March 2012 to January 2014.

## **EMPLOYMENT HISTORY, Continued**

*Chairman, President & Chief Executive Officer*, PULMONARY SOLUTIONS, INC., Blue Ash, Ohio, November 2001 to June 2005

Chief Executive Officer for a specialty health care firm that provides full service respiratory therapy services to hospitals, home medical oxygen equipment and related services and sleep therapeutic services under contract to hospitals.

*Corporate Counsel*, RESPIRATORY CARE RESOURCES, INC., Mason, Ohio, January 2001 to July 2002.

Corporate counsel for a specialty health care firm that provides full service respiratory therapy services to nursing homes. Coordinates all legal services for the company and serves as compliance officer and reimbursement consultant for the company.

*President*, COPELAND & BROWN CO., L.P.A., Cincinnati, Ohio, February 1992 to December 2000

Chief Executive Officer of a specialty law firm that emphasized serving the needs of healthcare providers. The firm represented hospitals, physicians and other health care providers in activities involving False Claims Act issues, compliance programs, medical staff issues, professional review activities, fraud and abuse review work, physician joint ventures, physician recruiting, and Medicare and Medicaid issues.

*Chairman, Health Care Group*, FROST & JACOBS (Currently Frost Todd Brown), Cincinnati, Ohio, February 1988 to February 1992.

As chairman of the Frost & Jacobs Health Care Practice Group, a multi-disciplinary group of twenty-one attorneys, coordinated and managed the firm's health care practice. Personal practice involved helping hospitals deal with physician relations problems, avoid Medicare fraud and abuse, recruit physicians, engage in hospital/physician joint ventures, assess and credential physicians, restructure medical staff bylaws and engage in professional review activity.

## **EMPLOYMENT HISTORY, Continued**

*Adjunct Assistant Professor*, Department of Hospital and Health Administration, College of Social Sciences, Xavier University, 1979 to 1992.

*Adjunct Assistant Professor*, School of Planning, University of Cincinnati, 1989 to 1995.

*President and Chief Executive Officer*, ST. FRANCIS-ST. GEORGE HOSPITAL AND HEALTH SERVICES, INC., Cincinnati, Ohio, 1978-1987.

Managed the consolidation of two hospitals and built a replacement facility. Merged the operating staffs and medical staff of each facility into cohesive single units providing outstanding health services for the community. Expanded the facilities, adding a freestanding surgery center, a retirement complex, a nursing home, and ancillary facilities such as a diagnostic center for breast disease. Acquired several other businesses, including a consulting firm and a materials management software system.

During the ten years as Chief Executive Officer, the organization always produced a return well in excess of the industry average.

*Chairman of the Board & Chief Executive Officer*, Ohio Catholic Health Services, Inc., 1985-1988.

Statewide preferred provider organization owned by fourteen Catholic hospitals. Led the organization through its formation and development phase.

*Chairman, President, and Chief Executive Officer*, DON ROWE ASSOCIATES, Mineola, New York, 1983-1987.

Consulting firm specializing in healthcare management.

*Administrator*, ST. GEORGE HOSPITAL, Cincinnati, Ohio, 1976-1978.

*Managing Partner*, Copeland & Reig, West Chester, Ohio, 1975-1976.

Consulting firm specializing in physician development activities.

*Medical Service Corps Officer, (Retired)*, U.S. Air Force, 1954-1975.

## EDUCATION & TRAINING

- Bachelor of Arts, Business Administration, Colorado State University, Pueblo, 1965.
- Master of Science, Management/Finance, University of Colorado, Boulder 1969.
- Juris Doctor, Chase College of Law, Northern Kentucky University, 1977.
- Doctor of Philosophy, Health Services Management, Century University, 1992, Dissertation title: "Survey and Analysis of the Potential for Multi-Hospital Systems in the Not-For-Profit Sector."
- Masters Program in Health Law, American Health Lawyers Association, Washington, DC, 1995.
- Arbitration Training, American Health Lawyers Association, Washington, DC, 2006.
- Advanced Mediation Training, American Health Lawyers Association, Washington, DC, 2006.
- Arbitration Fundamentals and Best Practices, American Arbitration Association, San Francisco, CA, 2009.

## PROFESSIONAL LICENSE

Admitted to the Bar:

Ohio

U.S. District Court, Southern District of Ohio

## Addendum to Resume

### WILLIAM M. COPELAND

PUBLICATIONS: Author of many professional articles and papers including:

- “How to Deal with the Disruptive Practitioner,” *USAF MSC Newsletter*, June 2019, pp 52-54.
- “Tales from a Fair Hearing Officer: the Good, the Bad and the Ugly,” *Medical Staff News, A Publication of the American Health Lawyers Association*, Vol. 15, Issue 2, December 2016, p 2.
- “Negligent Credentialing: A Historical Perspective and Strategies for the Future,” *Medical Staff News, A Publication of the American Health Lawyers Association*, Vol. 13, Issue 1, May 2014, p. 4.
- “Dealing With the Disruptive Practitioner,” *Synergy, A Publication of National Association Medical Staff Services*, January-February 2014, p. 1 (Cover Article).
- “The Healthcare Quality Improvement Act: An Adequate Investigation, One of Four Standards Required to Achieve Immunity,” *Medical Staff News, A Publication of the American Health Lawyers Association*, Vol. 11, Issue 1, November 2012, p. 9.
- “The Anti-Kickback Statute: Still Around and Still Viable,” *Fraud & Abuse, A Publication of the American Health Lawyers Association*, Vol. 1, Issue 2, May 2012, p. 1 (Cover article).
- “Two Kentucky Healthcare Entities Pay Fines to Settle Billing Issues,” *Health Law Insights*, August 27, 2011.
- “Whistleblower Suits are Rewarding and So is Fraud Recovery,” *Health Law Insights*, January 29, 2011.
- “Dealing With the Disruptive Practitioner,” *Medical Staff News*, Vol. 10, May 2011, p. 9.

- “Health Coverage for Adult Children Under 26,” *USAF MSC Association Newsletter*, December 2010, p. 4.
- “Use Caution When Choosing Pre-Paid Funeral Plans,” *USAF MSC Association Newsletter*, August 2010, p. 3.
- “The *Poliner* Case: Required Reading for Healthcare Executives and Attorneys,” *Medical Staff News*, November 2008, p. 1.
- “The Interface Among the Medicare and Medicaid Anti-Kickback Statute and the Federal Civil False Claims Act,” *Society of Ohio Healthcare Attorneys Newsletter*, Summer 2008, p. 7.
- “A Hearing Officer’s Reflections on Fair Hearing Proceedings,” *Medical Staff News*, January 2008, p. 7.
- “Anti-Kickback Statute Still Kicking,” *Hospitals and Health Networks*, March 6, 2007.
- “Suspect Arrangements,” *Health Law Insights*, December 2006.
- “Physician Recruitment: Complying With The Anti-Kickback And Stark Laws,” *Health Law Insights*, July 2006.
- “The Anti-Kickback Statute Just Will Not Go Away,” *Health Law Insights*, May 2006.

[Publications prior to 2006 available upon request.]

PRESENTATIONS: Faculty at many professional seminars and presentations, including:

- “The Healthcare Quality Improvement Act: The Quest for Immunity in Your Peer Review Process,” *Edupliance, Web-Based Program*, March 13, 2020.
- “Dealing with the Disruptive Practitioner in a Legally Compliant Manner,” *Compliance Online, Web-Based Program*, January 23, 2020.
- “The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” *Mentor Health, Web-Based Program*, January 17, 2020.

PRESENTATIONS: (Continued)

- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Edupliance, Web-Based Program, January 15, 2020.
- “The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Assent Pro, Web-Based Program, January 15, 2020.
- “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?,” Skill Acquire, Web-Based Program, December 11, 2019.
- “The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Skill Acquire, Web-Based Program, November 18, 2019.
- “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?,” Compliance Online, Web-Based Program, October 24, 2019.
- “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?,” Edupliance, Web-Based Program, October 21, 2019.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Skill Acquire, Web-Based Program, October 16, 2019.
- “Dealing with the Disruptive Practitioner in a Legally Compliant Manner,” Mentor Health, Web-Based Program, October 9, 2019.
- “The Federal False Claims Act: Enforcement and the Obamacare Expansion,” Skill Acquire, Web-Based Program, September 9, 2019.
- “The Nuts and Bolts of Filing a Whistleblower Case,” Edupliance, Web-Based Program, September 9, 2019.
- “Healthcare Quality Improvement Act - Achieving Immunity in Your Peer Review Process,” Compliance IQ, Web-Based Program, August 28, 2019.
- “Dealing with the Disruptive Practitioner in a Legally Compliant Manner,” Mentor Health, Web-Based Program, August 13, 2019.



PRESENTATIONS: (Continued)

- “The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Mentor Health, Web-Based Program, May 20, 2019.
- “Dealing with the Disruptive Practitioner in a Legally Compliant Manner,” Mentor Health, Web-Based Program, May 15<sup>th</sup>, 2019.
  - “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” Symposium Go, Web-Based program, May 13, 2019.
  - “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” GRE Educators, Web-Based program, May 7, 2019.
  - “The Disruptive Practitioner: A Danger to the Hospital's Operation,” Compliance Key, Web-Based program, May 3, 2019.
  - “Physician Employment Agreements: Items to Consider,” Mentor Health, Web-Based program, May 2, 2019.
  - “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” GRE Educators, Web-Based program, April 18, 2019.
  - “Paying for Referrals: A Danger to Your Freedom,” Skill Acquire, Web-Based program, April 10, 2019.
  - “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” Pioneer Educator, Web-Based program, April 9, 2019.
  - “3-hr Virtual Seminar - The Interface Between Medicare and Medicaid, Anti-kickback Statute (AKS), Stark II and the Federal Civil False Claims Act (FCA): Is your Organization at Risk? Mentor Health, April 8<sup>th</sup>, 2019.
  - “The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Aqsence, Web-Based program, March 29, 2019.
  - “Fair Hearings from a Hearing Officer's Perspective,” GRC Educators, Web-Based program, March 27, 2019.

PRESENTATIONS: (Continued)

- “The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Mentor Health, Web-Based program, March 22, 2019.
- “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” Compliance Online, Web-Based program, March 20, 2019.
- “How to Deal with the Disruptive Practitioner,” At Compliance, Web-Based program, March 6, 2019.
- “Anti-Kickback, Stark and The False Claims Act,” Skill Acquire, Web-Based program, March 5, 2019.
- “Marketing to Medicare or Medicaid Beneficiaries: What You Can and Cannot Do,” TrainZSmith, Web-Based program, February 28, 2019
- “ Medicare Changes for 2018,” Online Compliance Panel, Web-Based program, October 4, 2018.
- “Physician Employment Agreements: Items to Consider,” ( three-hour program), Mentor Health, Web-Based program, September 26, 2018.
- “Anti-Kickback, Fraud, Stark: Where are the Landmines?” Compliance Online, Web-Based program, September 20, 2018.
- “Physician Employment Agreements: Items to Consider,” 247 Compliance, Web-Based program, September 12, 2018.

PRESENTATIONS: (continued)

- “Dealing with the Disruptive Practitioner in a Legally Compliant Manner,” Compliance Key, Web-Based program, September 11, 2018.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Comply Arena, Web-Based program, September 5, 2018.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Compliance Online, Web-Based program, August 30, 2018.

PRESENTATIONS: (Continued)

- “Anti-Kickback, Fraud, Stark: Where are the Landmines?” Skill Acquire, Web-Based program, August 29, 2018.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” 247 Compliance, Web-Based program, August 28, 2018.
- “Paying for Referrals is a Bad Idea,” Mentor Health, Web-Based program, August 24, 2018.
- “Healthcare Quality Improvement Act - Achieving Immunity in Your Peer Review Process,” Audio Educators, Web-Based program, August 22, 2018
- “Anti-Kickback, Fraud, Stark: Where are the Landmines?” Compliance IQ, Web-Based program, July 18, 2018.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Skill Acquire, Web-Based program, July 10, 2018.
- “The Disruptive Practitioner: A Danger to the Hospital's Operation,” GRC Educators, Web-Based program, June 29, 2018.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Skill Acquire, Web-Based program, June 28, 2018.
- “Keep Your Marketing Activities from Running Afoul of Federal Anti-Kickback Statute,” AudioSolutionZ, Web-Based program, June 25, 2018.
- “Paying for Referrals is a Bad Idea,” Mentor Health, Web-Based program, June 7, 2018.
- “Paying for Referrals: A Danger to Your Freedom,” Edupliance, Web-Based program, May 23, 2018.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” 247 Compliance, Web-Based program, May 14, 2018.

PRESENTATIONS: (Continued)

- “Anti-Kickback, Fraud, Stark: Where are the Landmines?” Compliance Online, Web-Based program, May 9, 2018.
- “Physician Employment Agreements: Items to Consider,” Mentor Health, Web-Based program, May 7, 2018.
- “3-Hour Virtual Seminar On The Anti-Kickback Statute and Stark II: Basis for An Action Under the Federal False Claims Act? - Your Organization May Be at Risk,” Mentor Health, Web-Based program, April 25, 2018.
- “Items to Consider When Negotiating Physician Employment Agreements,” 247 Compliance, Web-Based program, April 23, 2018.
- “The False Claims Act and the Anti-Kickback Statute: Is Your Organization at Risk?” Skill Acquire, Web-Based program, April 18, 2018.
- “Anti-Kickback, Fraud, Stark: Where are the Landmines?” Compliance Key, Web-Based program, April 13, 2018.
- “ The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Mentor Health, Web-Based program, April 12, 2018.
- “ Physician Employment Agreements: Items to Consider,” Mentor Health, Web-Based program, March 23, 2018.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Webinars for All, Web-Based program, February 14, 2018.
- “ The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Mentor Health, Web-Based program, February 7, 2018.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” 247 Compliance, Web-Based program, January 17, 2018.
- “Physician Employment Agreements: Items to Consider,” Mentor Health, Web-Based program, January 11, 2018.

PRESENTATIONS: (Continued)

- “The Stark Rule, Anti-Kickback Statute, False Claims Act and Medicare Secondary Payer Rule,” Online Compliance Panel, Web-Based program, December 20, 2017.
- “Paying for Referrals: Risky Behavior,” Compliance Key, Web-Based program, December 7, 2017.
- “The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Mentor Health, Web-Based program, December 6, 2017.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Compliance IQ, Web-Based program, December 5, 2017.
- “Healthcare Quality Improvement Act - Achieving Immunity in Your Peer Review Process,” Compliance Key, Web-Based program, November 29, 2017.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Compliance Online, Web-Based program, November 1, 2017.
- “Anti-Kickback, Fraud, Stark: Where are the Landmines?” Webinars World, Web-Based program, October 24, 2017.
- “How to Deal with the Disruptive Practitioner,” GRC Educators, Web-Based program, October 19, 2017.
- “The Disruptive Practitioner: A Danger to the Hospital's Operation,” Compliance Online, Web-Based program, October 16, 2017.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Online Compliance Panel, Web-Based program, October 12, 2017.
- “The Stark Rule, Anti-Kickback Statute, False Claims Act and Medicare Secondary Payer Rule,” Compliance IQ, Web-Based program, October 11, 2017.

PRESENTATIONS: (Continued)

- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” GRC Educators, Web-Based program, October 10, 2017.
- “The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Mentor Health, Web-Based program, October 9, 2017.
- “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” GRC Educators, Web-Based program, October 5, 2017.
- “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” Compliance Online, Web-Based program, September 20, 2017.
- “The Federal False Claims Act and the Anti-Kickback Statute: Is Your Healthcare Organizations at Risk,” Compliance IQ, Web-Based program, July 19, 2017.
- “Medical Staff Fair Hearings From a Hearing Officer's Perspective- Is Your Process Lawsuit-Proof?” Compliance IQ, Web-Based program, July 12, 2017.
- “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” Compliance Key, Web-Based program, June 19, 2017.
- “How to Deal with the Disruptive Practitioner,” Demystified Solutions, Web-Based program, June 15, 2017.
- “Physician Recruiting Agreements: Items to Consider,” Compliance Global, Web-Based program, May 24, 2017.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Compliance Online, Web-Based program, May 22, 2017.
- “Anti-Kickback, Fraud, Stark, and Marketing,” Compliance World, Web-Based program, May 19, 2017.
- “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” Signup Training, Web-Based program, May 17, 2017.

PRESENTATIONS: (Continued)

- “Paying for Referrals is a Bad Idea,” Demystified Solutions, Web-Based program, May 15, 2017.
- “Physician Employment Agreements: Items to Consider,” Compliance Online, Web-Based program, April 28, 2017.
- “The Federal False Claims Act and the Anti-Kickback Statute: Is Your Healthcare Organizations at Risk,” Compliance World, Web-Based program, April 14, 2017.
- “Negotiating Physician Employment Agreements,” Demystified Solutions, Web-Based program, April 12, 2017.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Compliance IQ, Web-Based program, April 7, 2017.
- “Physician Employment Agreements,” Mentor Health, Web-Based program, March 29, 2017.
- “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” Compliance Online, Web-Based program, March 15, 2017.
- “Medical Staff Fair Hearings from a Hearing Officer's Perspective - Is Your Process Lawsuit-Proof,” Compliance Key, Web-Based program, March 8, 2017.
- “Physician Recruiting Agreements: Items to Consider,” Compliance Key, Web-Based program, March 6, 2017.
- “Physician Recruiting Agreements: Items to Consider,” Mentor Health, Web-Based program, March 2, 2017.
- “The Federal False Claims Act and the Anti-Kickback Statute: Is Your Healthcare Organizations at Risk,” A to Z Compliance, Web-Based program, February 13, 2017.

PRESENTATIONS: (Continued)

- “How to Deal with the Disruptive Practitioner,” Compliance Key, Web-Based program, December 20, 2016.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Compliance IQ, Web-Based program, December 16, 2016.
- Contract Negotiations: Physician Employment Agreements,” Mentor Health, Web-Based program, December, 9, 2016.
- “Anti-Kickback, Fraud, Stark, and Marketing - Where are the Landmines?” Compliance Online, Web-Based program, October 28, 2016.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Compliance Global, Web-Based program, October 26, 2016.
- “Contract Negotiations: Physician Employment Agreements,” Compliance Global, Web-Based program, October 20, 2016.
- “How to Deal with the Disruptive Practitioner,” Online Compliance Panel, Web-Based program, September 28, 2016.
- “How to Deal with the Disruptive Practitioner,” Compliance World, Web-Based program, September 23, 2016.
- “The Federal False Claims Act and the Anti-Kickback Statute: Is Your Healthcare Organizations at Risk,” GRC Compliance, Web-Based program, September 21, 2016.
- “Marketing to Medicare or Medicaid Beneficiaries - What You Can and Cannot Do,” Compliance IQ, Web-Based program, August 31, 2016.
- “The Federal False Claims Act and the Anti-Kickback Statute: Is Your Healthcare Organizations at Risk,” Compliance World, Web-Based program, July 29, 2016.



PRESENTATIONS: (Continued)

- “Physician Recruiting Agreements: Items to Consider,” Mentor Health, Web-Based program, July 21, 2016.
- “The Healthcare Quality Improvement Act: How to achieve for Immunity in Your Peer Review Process,” Online Compliance Panel, Web-Based program, February 16, 2016.
- “The Federal False Claims Act: Becoming a Whistleblower,” Mentor Health, Web-Based program, December, 16, 2015.
- “Items to Consider When Negotiating Physician Employment Agreements,” Online Compliance Panel, Web-Based program, October 8, 2015.
- “The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Mentor Health, Web-Based program, September 2, 2015.
- “The Federal False Claims Act: Enforcement and the Obamacare Expansion,” Mentor Health, Web-Based program, August 19, 2015.
- “Negligent Credentialing: Strategies to Protect Your Health Care Entity,” Mentor Health, Web-Based program, August 5, 2015.
- “Developing an Effective and Compliant Healthcare Marketing Program,” Online Compliance Panel, Web-Based program, July 24, 2015.
- “Medical Necessity: Clinical Medical Necessity vs Billing Medical Necessity,” Mentor Health, Web-Based program, July 8, 2015.
- “How to Deal with the Disruptive Practitioner,” Mentor Health, Web-Based program, June 10, 2015.
- “The Federal False Claims Act: Becoming a Whistleblower,” Mentor Health, Web-Based program, May 27, 2015.
- “The Disruptive Practitioner: A Danger to the Hospital’s Operation” Compliance Online, Web-Based program, May 21, 2015.

PRESENTATIONS: (Continued)

- “Healthcare Marketing: Beyond the Anti-Kickback Statute and the Regulations,” Mentor Health, Web-Based program, May 13, 2015.
- “The Federal False Claims Act and the Anti-Kickback Statute: Is Your Organization at Risk,” MizPah Compliance, Web-Based program, July 18, 2016.
- “Medical Staff Fair Hearings From a Hearing Officer's Perspective: Is Your Process Lawsuit-proof,” Compliance IQ, Web-Based program, June 2, 2016.
- “The Federal False Claims Act and the Anti-Kickback Statute: Healthcare Organizations Are At Risk,” Online Compliance Panel, Web-Based program, March 16, 2016.
- “The Healthcare Quality Improvement Act: How to achieve for Immunity in Your Peer Review Process,” Online Compliance Panel, Web-Based program, February 16, 2016.
- “The Federal False Claims Act: Becoming a Whistleblower,” Mentor Health, Web-Based program, December, 16, 2015
- “Items to Consider When Negotiating Physician Employment Agreements,” Online Compliance Panel, Web-Based program, October 8, 2015.
- “The Anti-Kickback Statute: Paying for Referrals is a Bad Idea,” Mentor Health, Web-Based program, September 2, 2015.
- “The Federal False Claims Act: Enforcement and the Obamacare Expansion,” Mentor Health, Web-Based program, August 19, 2015.
- “Negligent Credentialing: Strategies to Protect Your Health Care Entity,” Mentor Health, Web-Based program, August 5, 2015.
- “Developing an Effective and Compliant Healthcare Marketing Program,” Online Compliance Panel, Web-Based program, July 24, 2015.

PRESENTATIONS: (Continued)

- “Medical Necessity: Clinical Medical Necessity vs Billing Medical Necessity,” Mentor Health, Web-Based program, July 8, 2015.
- “How to Deal with the Disruptive Practitioner,” Mentor Health, Web-Based program, June 10, 2015.
- “The Federal False Claims Act: Becoming a Whistleblower,” Mentor Health, Web-Based program, May 27, 2015.
- “The Disruptive Practitioner: A Danger to the Hospital’s Operation” Compliance Online, Web-Based program, May 21, 2015.
- “Healthcare Marketing: Beyond the Anti-Kickback Statute and the Regulations,” Mentor Health, Web-Based program, May 13, 2015.
- “Training New Managers: Items to Consider,” Online Compliance Panel, Web-Based program, May 6, 2015.
- “National Practitioner Data Bank: Do You Know What it says About You?” Compliance Online, Web-Based program, April 29, 2015.
- “Dealing with the Disruptive Practitioner in a Legally Compliant Manner,” Online Compliance Panel, Web-Based program, April 23, 2015.
- “National Practitioner Data Bank: What does it Say about You?” Compliance Online, Web-Based program, April 1, 2015.
- “Promoting from Within: A Potential Source of Liability,” Compliance Online, Web-Based program, February 18, 2015.
- “Civil Monetary Penalties and Exclusion,” Online Compliance Panel, Web-Based program, February 12, 2015.
- “The Healthcare Quality Improvement Act: The Quest for Immunity in Your Peer Review Process,” Mentor Health, Web-Based program, January 28, 2015.

[Presentations prior to 2015 available upon request.]

PROFESSIONAL ORGANIZATIONS AND ACTIVITIES:

- Life Fellow, American College of Healthcare Executives (board certified in health care management)
- American Arbitration Association, Arbitration Panel Member
- American Health Lawyers Association
- American Health Lawyers Association Alternative Dispute Resolution Service Panel Member
- National Arbitration Forum, Panel Member
- American Medical Association Doctors Advisory Network 1993-2005 (Panel was discontinued in 2005.)
- Ohio State Medical Association Physician Advisors Panel
- American Bar Association Advisory Panel
- Society of Ohio Healthcare Attorneys
- USAF MSC Association, Inc.  
General Counsel 1996-Present
- Cincinnati Bar Association  
Chairman, Health Law Committee 1991-1994.
- Ohio State Bar Association Health Law Committee, 1988-Present
- Health Law Journal of Ohio Editorial Advisory Board, 1988-1995.
- Greater Cincinnati Health Care Coalition Board of Directors, 1991-1992.
- American Hospital Association Council on Management, 1986.

## PROFESSIONAL ORGANIZATIONS AND ACTIVITIES: (continued)

- Ohio Hospital Association  
Board of Trustees, 1985-1986.  
Chairman, Southwest District Council, 1986.
- Health Industry Business Communications Council  
Chairman of the Board, 1987-1988.  
Board of Governors, 1984-1988.  
Executive Committee, 1985-1988.
- Greater Cincinnati Hospital Council Board of Trustees, 1981-1986  
Chairman of the Board, 1984-1985.

## HONORS AND AWARDS:

- Senior-Level Healthcare Executive Regent's Award (American College of Healthcare Executives), 2007
- Sigma Iota Epsilon, 1969
- The Monsignor Griffin Award for Outstanding Contribution to Healthcare Literature (Ohio Hospital Association), 1979
- Outstanding Preceptor Award (Xavier University MHA Program), 1987
- Air Force Commendation Award with Oak Leaf Cluster, 1967 & 1968