

OFFERING A WORKSITE CLINIC? IT'S NOT JUST HIPAA YOU NEED TO WORRY ABOUT

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Lorie Maring's article "Offering a Worksite Clinic? It's not Just HIPAA You Need to Worry About" was featured in *Corporate Wellness Magazine* on September 3, 2014.

Worksite clinics are increasing in popularity, and no longer limited to Fortune 500 companies. Depending on the design, worksite clinics are proving to be a valuable wellness option for employers with as few as 250 employees. Even public employers are getting on board and choosing worksite clinics as a way of increasing employee productivity and controlling rising healthcare costs. While the advantages may outweigh any compliance obligations, employers considering a worksite clinic should be aware that it isn't just privacy and HIPAA concerns that come into play. Numerous other regulatory laws must be considered.

In the article, Lorie discusses a number of regulatory laws and concerns that must be considered when offering worksite clinics. Some of these concerns include:

- Producing plan documentation, fiduciary and reporting and disclosure requirements such as annual filing of a Form 5500 and distributing a summary plan description to employees describing the benefits offered at the clinic.
- Handling COBRA obligations
- Regulation as a healthcare provider
- Privacy obligations

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