



Our health and human services consultants have broad experience in advising and guiding health and human services organizations in a wide array of operational and strategic matters. We understand the complex environment in which health and human services organizations operate. Navigating through the complexities can be daunting. Through a disciplined approach, we lend our experience to assist you in addressing your needs while avoiding common pitfalls and problems.

OPERATIONAL SERVICES

Our background and experience is ideal to assist you with:

- Corporate compliance, including fraud and abuse, HIPAA, and compliance programs
- Information Security Programs and Policies
- Record Retention Programs and Policies
- Financing transactions, including public and private capital
- Governance and Board development

STRATEGIC SERVICES

In addition, our consultants have advised and assisted in the evaluation, design and implementation of many strategic structural changes for our health systems, hospitals, nursing homes, home health care agencies, urgent care centers, assisted living facilities, agencies serving children and families, and other proprietary and non-profit health and human services providers.

These strategic changes include:

- Acquisitions
- Affiliations
- Corporate organizations and reorganizations
- Divestitures
- Joint Ventures
- Mergers

Do you understand the restrictions, costs, risks and benefits related to your organization's structural changes and operational challenges?

We can help you understand the full scope of your project, and guide you through a disciplined process to meet your organization's objectives.



THE PROCESS

First and foremost, we listen to you. An interactive dialogue is essential to ensure that we understand what you want to accomplish and that you understand the applicable restrictions, costs, risks and benefits. As early as possible, we help identify potential legal, financial, political or managerial project risks to enable you to make informed, realistic decisions about whether and how to proceed. To accomplish your goals efficiently, we help identify and assemble a team of people from your organization, from HB Solutions and any professional advisors. We have a disciplined approach to project organization, sequencing each step according to its requirements, with defined mileposts against which to measure progress.

COMPLIANCE

Health Care is a heavily regulated industry. A compliance program is an important and often required tool in ensuring that a health care entity follows applicable federal and state laws and avoids fraud and abuse concerns. HB Solutions assists health care entities of various sizes to create, implement, maintain and evaluate the effectiveness of compliance programs.

In addition to fulfilling compliance responsibilities, an effective compliance program will assist in identifying potential compliance concerns. HB Solutions assists health care entities in investigating, analyzing and responding to potential violations. We work closely with compliance officers and any compliance personnel within the health care entity to support their compliance efforts.

Compliance Services Include:

- Drafting an effective compliance plan, including Code of Conduct and policies and procedures that enable organization to meet its legal and regulatory obligations
- Supporting compliance officer in administering compliance plan to identify and correct, as well as prevent, illegal, unethical or improper conduct
- Supporting compliance officers in training new employees, contractors and board members in compliance and with on-going training through creation of compliance training program
- Performing risk assessments and assisting in monitoring high risk areas
- Developing compliance work plans based in part on Office of Inspector General (OIG) and Office of Medicaid Inspector General (OMIG) work plans and on risk assessment
- Auditing areas in compliance work plan
- Reviewing agreements to identify and work to eliminate improper inducements, kickbacks and potential fraud
- Assisting in ensuring that services performed are reasonable and necessary
- Assisting with establishing various means of contacting the compliance officer, including an anonymous reporting mechanism (a hotline)
- Working with compliance officer to promote compliance program and ways to report suspected compliance issues, existence and role of Code of Conduct, and continued compliance training
- Drafting and assisting with implementation of whistleblower policies
- Assisting in evaluating potential compliance issues
- Working with legal department or outside attorneys on self-disclosure, if self-disclosure is appropriate or required
- Consulting with compliance officer to address complex compliance issues
- Developing corrective action plans when issues are identified
- Supporting compliance officer and senior management with reporting on the compliance program to the Board

HB SOLUTIONS LLC is a consulting subsidiary of the law firm of Harris Beach PLLC. It was established to provide non-legal consulting services to organizations and individuals in the private and public sectors across numerous industries. In addition to Health and Human Services, its consulting services include:

- Affordable Care Act Compliance
- Collegiate Sports Compliance
- Data Privacy and Cybersecurity
- Economic Development and Public Affairs
- Educational Institution Assistance
- EMRG® (E-Discovery Management Resources Group)
- Energy
- Human Resources
- Information Technology
- Marketing and Communication Services
- Municipal and Local Agency Assistance