

**T. Mills Fleming**
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PRACTICE AREAS

Bankruptcy & Creditors' Rights
Business Transactions
Corporate
ERISA & Employee Benefits
Health Care
Immigration

INDUSTRIES

Health Care
Professional Services

LICENSED IN

Georgia

EDUCATION

University of Florida Fredric G. Levin
College of Law: J.D., 1989
University of Florida: B.A., 1986

AFFILIATIONS

American Bar Association
American Health Lawyers Association
American Immigration Lawyers

EXPERIENCE

Mills Fleming chairs HunterMaclean's health care practice group. Mills is a past president of the Georgia Academy of Healthcare Attorneys and a member of the American Health Lawyers Association as well as the Health Law Section of the State Bar of Georgia.

His practice concentrates on the general representation of health care systems, specialized regulatory support to health care entities, and specialized projects involving compliance planning, physician contracting, qui tam/FCA investigations, health care industry restructuring, physician contracting, tax-exempt entities and intermediate sanctions, reimbursement, fraud and abuse, managed care, and health care policy. He also assists clients with compliance self-assessments and remedial actions, hospital board governance, Stark Law compliance assessments, and the development of multi-provider joint ventures.

In addition to his work in health care law, Mills assists clients with bankruptcy and creditors' rights matters. In one of the largest hospital/health system bankruptcies in Georgia, the U.S. Bankruptcy Court appointed Mills to serve as the Chapter 7 and Chapter 11 Trustee's special counsel for health care matters. He has also been a speaker on issues for health system bankruptcies and restructurings at the American Bankruptcy Institute's Annual Southeast Bankruptcy Conference.

Mills is included in the most recent editions of *The Best Lawyers in America*. He writes and speaks frequently on health care law issues and is co-editor of the *Georgia Hospital Association's Hospital Law Manual*, 5th edition (2005 and 2011). He also wrote an article on the final HIPAA privacy rules for the American Bar Association's American Law Institute and has presented at several of the Georgia Academy of Healthcare Attorneys' annual meetings.

Mills' practice also focuses on immigration and nationality law; he began practicing in this area in 1990. His practice includes extensive visa work handling both temporary and permanent visa cases, J-1 waivers, and hospital-physician visa issues as well as advice regarding compliance with the I-9, discrimination, and document abuse provisions of the Immigration Reform and Control Act of 1986. Mills is a member of the American Immigration Lawyers Association, the ABA-affiliated association for attorneys practicing immigration law. He is a frequent lecturer and presenter on immigration topics, and he advises employers regarding best practices in employment-related topics. Mills graduated from the University of Florida with a B.A. in 1986 and a J.D. in 1989. He began his legal career at HunterMaclean, served for three years as general counsel with a large hospital system, and returned to HunterMaclean

Association

Bona Fide Coin Operated Amusement
Machine Operator Advisory Board

Georgia Academy of Healthcare
Attorneys: Past President

Savannah Bar Association

State Bar of Georgia: Advisory Committee
on Legislation; Audit Committee, Chair

State of Georgia's Judicial Nominating
Commission

COMMUNITY WORK

Memorial Health University Medical
Center Foundation: Board of Directors,
Past Chair

Bethesda Academy: Board of Directors,
Past Chair; Search Committee for New
President, Past Chair; Endowment
Committee, Past Chair

Telfair Museum of Art: Board of Directors,
Past Chair

Lucas Theatre for the Arts: Board of
Directors, Past Chair

Savannah Music Festival: Board of
Directors, Past Secretary

Court Appointed Special Advocates:
Board of Directors, Past Member

Rape Crisis Center: Board of Directors,
Past Member

Savannah Country Day School: Annual
Fund Chair

Savannah Voice Festival: Board of
Directors, Past Member

Episcopal Diocese of Georgia: Vice
Chancellor

Jewish Educational Alliance: Volunteer of
the Year

University of Florida: Honor Court Justice;

in 1995. He is admitted to practice in the U.S. District Courts for the Southern and Northern Districts of Georgia as well as the Supreme Court of the State of Georgia.

REPRESENTATIVE ENGAGEMENTS

Recognition/Approvals by Federal and State Governmental Agencies (e.g., the U.S. Department of Justice (USDOJ), the Internal Revenue Service (IRS) and the Office of the Attorney General-State of Georgia, respectively)

- *In the Matter of Southern Family Medicine of Georgia, LLC* (CID No. 2021-016, U.S. Department of Justice, Southern District of Georgia) (October 15, 2021). Investigation of large physician group practice for potential violations of the federal False Claims Act.
- *In the Matter of Magnolia Regional Health Center, et al.* (CID No. 21-50, U.S. Department of Justice, Northern District of Mississippi) (March 8, 2021). Investigation of hospital and cancer center for potential violations of the federal False Claims Act, Anti-kickback Statute and Stark law.
- *In the Matter of Anthony M. Sussman, M.D.* (CID No. 2020-017, U.S. Department of Justice, Southern District of Georgia) (May 20, 2020). Investigation of a physician who allegedly prescribed hydroxychloroquine to an immediate family member in violation of the federal False Claims Act, the Civil Monetary Penalties Law and the Program Fraud Civil Remedies Act. After initial discovery, the case settled for a small fine and no admission of wrongdoing.
- *In the Matter of Raj Gala, M.D.* before the Georgia Composite Medical Board/Georgia Department of Law (March 5, 2019) (Composite State Medical Board (through the Georgia Attorney General's office) brought an enforcement action against my physician client for violating the Prescription Drug Monitoring Program (O.C.G.A. § 16-13-57))
- *In the Matter of the Sale of Hutcheson Medical Center to Hutcheson Acquisition Sub, LLC, a Subsidiary ValorBridge Partners, LLC*, No. 2016-01 (April 29, 2016) (Attorney General for the State of Georgia's approving the sale of a nonprofit hospital to a for-profit entity in compliance with the Georgia Hospital Acquisition Act and Georgia Hospital Authorities Law)
- IRS Determination Letter that a hospital foundation is a Type I supporting organization under Internal Revenue Code Section 509(a) (3) (November 30, 2010)
- *U.S. Department of Justice – Business Review Letter*, No. 09-1 (September

Florida Blue Key, Member; Sigma Chi Fraternity, President

RECOGNITION

Best Lawyers in America: Health Care Law, Immigration Law; 2003-2023

Georgia Super Lawyers: Health Care Law, 2006-2023

Georgia Trend Magazine Legal Elite: 2012, 2017-2018 & 2020-2021

Justice Robert Benham Award for Community Service: 2016

Chambers USA, America's Leading Lawyers for Business: Health Care Law, 2014-2015

Martindale-Hubbell: AV Rated

4, 2009) (approving a joint pricing collaboration between two competing health care systems)

- Certification of Compliance Agreement between the Office of Inspector General of the Department of Health and Human Services and a health system (February 11, 2008)
- IRS Private Letter Ruling, PLR 200211051, 2001 PLR Lexis 1971 (December 20, 2001) (approving a large health care system's corporate restructuring)
- IRS Private Letter Ruling (April 30, 1998) (unpublished) (approving a tax-exempt entity's physician compensation/gainsharing proposal)

Other Representative Engagements, Litigation and Transactions

- Appointed Special Assistant Attorney General to represent the Commissioner of the Georgia Department of Human Services in a class action lawsuit involving DHS's alleged violations of various federal and state laws (*S.C.G., et al. v. Candice Broce, in her official capacity as Commissioner of the Georgia Department of Human Services* (U.S. District Court, Northern District of Georgia)).
- Served as corporate and regulatory counsel for a nonprofit hospital in federal court litigation involving, among other things, the specific application of the Georgia Hospital Acquisition Act and the Georgia Hospital Authorities Law (U.S. District Court, Northern District of Georgia and the 11th Circuit Court of Appeals).
- Represented the Chapter 11 Trustee for a bankrupt hospital in the sale of the hospital and the hospital's nursing home/skilled nursing facility (U.S. Bankruptcy Court, Northern District of Georgia). Subsequently appointed by the Bankruptcy Court as the Chapter 7 Trustee's special counsel for health care matters when the case was converted.
- Represented a major health care system in criminal and civil fraud and abuse and tax fraud investigation by the USDOJ alleging violations of the federal Stark law and the federal Anti-Kickback Statute (U.S. District Court, Southern District of Georgia).
- Represented a health care executive in USDOJ investigation of federal False Claims Act violations (*U.S. ex rel. Rogers v. Azmat*, U.S. District Court, Southern District of Georgia).
- Represented a major health care system in USDOJ's initial investigation of alleged federal Stark law, federal Anti-Kickback Statute, and federal False Claims Act violations relating to physician compensation, fair market value

and commercial reasonableness issues (U.S. District Court, Southern District of Georgia).

- Represented a large health care system in USDOJ's investigation of alleged federal Stark law, federal Anti-Kickback Statute, and federal False Claims Act violations relating to a cancer center joint venture (U.S. District Court, Northern District of Mississippi).
- Represented a large homebuilder in a federal Fair Housing Act lawsuit brought by a local fair housing council and the USDOJ under the Fair Housing Act, 42 U.S.C. §§ 3601-3619 (*U.S. v. Genesis Designer Homes, LLC, et al.* (CV407-139), U.S. District Court, Southern District of Georgia).
- Court appointed to represent (i) various criminal defendants who were indicted for an assortment of crimes including human trafficking, gun trafficking and drug trafficking and (ii) a black female in a Title VII action against her employer (U.S. District Court, Southern District of Georgia).
- Served as corporate counsel for laboratory services provider in defense of tortious interference claims in Georgia (U.S. District Court, Northern District of Georgia).
- Represented hospitals in medical malpractice defense litigation and various insurance companies in general defense litigation.
- Represented a major health care system in a managed care/revenue cycle dispute.
- Represented an international nurse recruiting company in its sale to a publicly traded entity.
- Obtained tax-exempt status for a cancer treatment and research nonprofit corporation.
- Negotiated an affiliation agreement between a major health care system and a university-based medical school.
- Negotiated sale of a large health system's home health care services to a publicly traded entity.
- Obtained successful termination of provider agreement between the Centers for Medicare & Medicaid Services (CMS) and a health system under the provisions of 42 C.F.R. 489.52(b)(3).
- Negotiated the sale of a hospital-based outpatient surgery center to a hospital-physician joint venture ambulatory surgery center (ASC) and obtained

the first-ever letter of non-reviewability for this type of transaction from the Georgia Department of Community Health.

- Served as health care system counsel for several \$150+ million tax-exempt bond financings and refinancings.
- Served as a major health care system's counsel for \$50 million taxable and tax-exempt financing for the health system's electronic medical record hardware and software purchase.
- Represented large health care system in the filing of federal Anti-kickback Statute advisory opinion requests with DHHS's Office of Inspector General.
- Negotiated a Shared Services Agreement between a major health system and multi-state health care provider.
- Negotiated the sale of a hospital-based air and ground ambulance service.
- Negotiated a bond insurer's waiver of a major health care system's rate covenant default.
- Served as health care system counsel for Community Needs Assessment and IRC Section 501(r)/Patient Protection and Affordable Care Act compliance.
- Represented a non-profit hospital in intergovernmental agreement negotiations with a county government and a county hospital authority for the provision of indigent care.
- Negotiated various telemedicine contracts between a major health system and numerous regional hospitals.
- Represented a major health care system in executive management agreement negotiations.
- Advised nonprofit hospital boards of directors and management on governance requirements, corporate bylaws, and compliance.

Served as hospital counsel for public access requests under Georgia's Open Meetings and Open Records Act.

- Represented a major health care system in the sale of its inpatient rehabilitation service line to a for-profit joint venture with a national health care provider.
- Represented a large health care system against a municipality in negotiat-

ing payments for services rendered to inmates and prisoner detainees.

- Negotiated the sale of a hospital-based urgent care operation to a joint venture owned by a health care system and a regional health care provider.
- Represented a nonprofit hospital in intercompany service agreement negotiations.
- Represented a major health care system in an internal audit for tax-exempt bond compliance.
- Represented a nonprofit hospital, which had been destroyed by a tornado, in federal disaster relief negotiations with FEMA.
- Advised health systems on Patient Protection and Affordable Care Act, HIPAA and HITECH compliance.
- Represented a Finnish-based multi-national shipping engine manufacturer in immigration matters and compliance with the federal Export Administration Regulations.
- Represented a South African-based heavy equipment manufacturer, a Japanese-based food ingredient manufacturer, a Swedish-based biofuel manufacturer, a Turkish-based textile manufacturer, and a Finnish-based global chemicals company in immigration matters.
- Represented hospitals and physicians in "Interested Government Agency/ Conrad State 30" and Appalachian Regional Commission J-1 visa waiver requests which require the review and approval of (1) the Georgia Department of Community Health/State Office of Rural Health, (2) the U.S. State Department and (3) the U.S. Citizenship and Immigration Services (USCIS).
- Advised multi-national companies on U.S. immigration policies and procedures and I-9 compliance.
- Represented U.S. manufacturers in USICE I-9 investigation.
- Served as immigration counsel for international music festival.
- Represented Nazi-era Holocaust survivor in child slave labor reparations claim against the Austrian company which aided and abetted in her being forced to work.
- Obtained I-512L Humanitarian Parole Authorization for a five-year-old child from Eritrea (an African country located on Ethiopia's northern border) to

enter the U.S. to receive a liver transplant.

ARTICLES

CMS and OIG Signal Course Correction in New Stark, AKS and CMP Final Rules

Published in the Winter 2021 issue of the State Bar of Georgia's Health Law Section newsletter.

CMS and HHS Signal Course Correction in New Stark, AKS, and CMP Final Rules and Give the Green Light for Value-Based Care

Published on Law.com on November 30, 2021.

HCA Fights Revival of Kickback Suit Over Office Building Deals After a Federal Court Blocked Whistleblower's Use of Facts Learned During Discovery to Amend His Complaint

Mills Fleming was quoted in this article for BNA's Health Care Daily Report on January 31, 2019.

Compounding Pharmacy's Pricing Drives \$1.2M False Claims Pact

Mills Fleming was quoted in this article by Chris Marr, published in BNA's Health Care Daily Report on October 3, 2018.

Doctor vs. Doctor: Is All Fair in Love and Whistleblower?

Mills Fleming was quoted in this article by Chris Marr and Matt Phifer, published in BNA's Health Care Daily Report on September 6, 2018.

False Claims/Medical Assistant Banned From Federal Programs for Decade

Mills Fleming was quoted in this article by Chris Marr, published in BNA's Health Care Daily Report on May 15, 2018.

Georgia Looks to Ease Regulations on Struggling Rural Hospitals

Mills Fleming was quoted in this article by Chris Marr, published in BNA's Health Care Daily Report on May 3, 2018.

Opioid-Dispensing Pharmacists to Pay \$5M Penalty to Community

Mills Fleming was quoted in this article by Chris Marr, published in BNA's Health Care Daily Report on October 31, 2017.

A Primer for Navigating Recent Travel Bans

Published in *Business in Savannah* on July 19, 2017.

Non-profit Hospital Reorganizations

Chapter by Mills Fleming published in *Georgia Hospital Law Manual* for 2005, 2011, and 2017.

A Prescription for Struggling Hospitals

Published on November 6, 2016, in *Fulton Daily Report*.

Mills Fleming Op Ed: Supreme Court Vacancy Creates Uncertain Future

Published on February 28, 2016, in the *Savannah Morning News*.

Community Health Needs Assessment Requirements for Tax-Exempt Hospitals

May 2015 Member Briefing for Tax and Finance Practice Group of American Health Lawyers Association (AHLA).

Mills Fleming Op Ed: A standing ovation for the performing arts in Savannah

Published on March 20, 2015, in the *Savannah Morning News*.

Mills Fleming Op Ed: A 275-year-old solution to saving Savannah's youth

Published on January 12, 2015, in the *Savannah Morning News*.

New Health Care Exchanges to Impact Employers, Hospitals

Published on January 23, 2013, in *Business in Savannah*.

New Government Scrutiny Demands New Strategies for Health Care Clients

Chapter by Mills Fleming published in 2011 in *Health Care Law Enforcement and Compliance*.

Georgia Immigration Reform Effective July 1

Published on June 1, 2011, in *Business in Savannah*.

Mills Fleming Op Ed: The Local Impact of Health Care Reform

Published on March 28, 2010, in the *Savannah Morning News*.

Immigration Officials Increase I-9 Audits and Enforcement on Employers

Published on February 24, 2010, in *Business in Savannah*.

Program Helps ID Illegal Hires

Published on July 29, 2009, in *Business in Savannah*.

The Final HIPAA Rules: New Federal Rules on Patient Privacy Could Mean Big Changes for Health Care Providers and Employers

Published in the August 2003 issue of *The Practical Lawyer*.

Foreign Nationals: Patriot Act Brings Changes to Working in U.S.

Published on February 9, 2003, in the *Savannah Morning News*.

New Federal Rules on Patient Privacy Could Mean Big Changes for Health Care Providers and Employers

Published in the *Savannah Morning News* as a three-part series of articles on September 1, September 15, and October 6, 2002.

Hospital Medical Records

Chapter by Mills Fleming published in 2001 in *Georgia Hospital Law Manual* (4th edition).

Solving the Labor Shortage Dilemma

Published on July 8, 2000, in the *Savannah Morning News*.

Hospital Medical Records

Chapter by Mills Fleming published in 1997 in *Georgia Hospital Law Manual* (3rd edition).

PRESENTATIONS

Immigration and the U.S.

Presented at the GSHHRA 2022 Annual Conference on March 7-9, 2022.

Stark, Antikickback and False Claims Act Regulations (including changes under the U.S. Department of Health and Human Services' "Regulatory Sprint to Coordinated Care" Project)

Presented for the AAPPR's National Webinar, recorded February 11, 2022.

Immigration, State's Rights and the Supremacy Clause

Presented for the Savannah Bar Association's "Hot Topics" Seminar on January 28, 2022.

Negotiating Physician Employment Agreements: Essential Provisions and Why They Matter

Presented to the Georgia Hospital Association on June 10, 2021.

Major Changes to Stark Law and Anti-kickback Statute

AAPPR National Webinar presented on February 4, 2021.

Physician Contracts and Stark/Antikickback Statute Regulations

Presented at the AAPPR Annual Conference in Las Vegas, Nevada, on April 4-8, 2020.

The Rise of Foreign Nationals in the Healthcare Setting: Exploring Employment, Immigration & Medicare/Medicaid Laws, Rules and Requirements

Presented at the Georgia Hospital Association-Compliance Officers Roundtable on December 6, 2019.

Foreign National Physician Recruitment and Immigration

Presented at the SEPRA Annual Meeting in Atlanta, Georgia, on October 27-29, 2019.

The Rise of Foreign Nationals in the Healthcare Setting: Exploring Employment, Immigration, & Medicare/Medicaid Laws, Rules, and Requirements

Presented at the Georgia Hospital Association-Compliance Officer's Retreat and Annual Meeting on September 4-6, 2019.

Refugees, Detainees, Asylees and More – Who's Got the Power

Presented at the ASPR 2019 Annual Conference in Orlando, Florida, on August 26-28, 2019.

Physician Contracts – Stark and Anti-Kickback Regulations

Presented at the ASPR 2019 Annual Conference in Orlando, Florida, on April 8-10, 2019.

Federal False Claims Act and Qui Tam Relators

Presented for the Federal Bar Association, Southern District of Georgia Chapter, by Mills Fleming and the United States Attorney's Office for the Southern District of Georgia on February 22, 2019.

Health Care Fraud and Abuse Enforcement – The Year in Review

Presented at the Georgia Hospital Association's Compliance Officer's Retreat in Greensboro, Georgia, on September 5-7, 2018. Mills' lecture focused on the Stark Law and Anti-kickback Statute enforcement trends within the last two years, particularly in the 11th Circuit.

Travel Bans, Refugees and More – The Year in Immigration

Presented at the Georgia Hospital Association-Georgia Society for Healthcare Physician Services & Recruitment's 2017 Annual Conference on July 23-25, 2018.

The Slippery Slope of Health Care Fraud Schemes between Hospitals and Physicians

Presented at the Georgia Hospital Association-Georgia Society for Healthcare Physician Services & Recruitment's 2017 Annual Conference on July 23-25, 2018.

Physician Contracts – Stark and Anti-Kickback Regulations

Presented at the ASPR Annual Conference in Chicago, Illinois, on April 21-25, 2018.

Compliance Guidance Oversight for Health Care Governing Boards

Presented to a large health system's senior management and board members on February 15, 2018.

Healthcare Supply Chain Contracts – What Every Health Care Materials Manager Needs to Know

Presented at the GSHMM 2017 Annual Conference on November 3, 2017.

Connecting the Dots: Measuring the Effectiveness of a Compliance Program

Presented at the 2017 Georgia Hospital Association-Compliance Officer's Roundtable on September 7, 2017.

Stark, Anti-kickback Statute and False Claims Act Primer for Physician Recruiters

Presented at the Georgia Society for Healthcare Physician Services & Recruitment's 2017 Annual Conference on August 16-18, 2017.

Visa Processing for Foreign National Physicians: The Trump Effect

Presented at the Georgia Society for Healthcare Physician Services & Recruitment's 2017 Annual Conference on August 16-18, 2017.

What's Next in Health Care? Challenges for Providers and Opportunities for Restructuring Professionals in an Ever-Changing Landscape

Mills Fleming presented this as an invited panelist for Healthcare Legal Matters at the American Bankruptcy Institute's Annual Southeast Bankruptcy Conference in Hilton Head, South Carolina, on July 27-30, 2017.

Physician Contracts – Stark and Anti-Kickback Regulations

Presented at the ASPR Annual Conference in San Diego, California, on April 29-May 3, 2017.

The Changing Landscape of Immigration Law: A Panel Discussion of Recent Changes in Immigration Policy

Mills Fleming participated in this panel discussion at Georgia Southern University in Statesboro, Georgia, on April 4, 2017.

Visa Processing and the Conrad 30 Program for Foreign National Physicians

Presented to the Georgia Hospital Association's in-house legal counsel group on November 4, 2016, in Atlanta, Georgia.

Visa Processing and the Conrad 30 Program for Foreign National Physicians

Co-presented by Mills Fleming and the Georgia Department of Community Health's State Office of Rural Health at the Georgia Society for Healthcare Physician Services & Recruitment's 2016 Annual Conference on July 22, 2016, at the Ritz-Carlton/Reynolds Plantation, Lake Oconee, Georgia.

Navigating the Bermuda Triangle of Stark, the Anti-kickback Statute and the False Claims Act

Presented at the Georgia Society for Healthcare Physician Services & Recruitment's 2016 Annual Conference on July 22, 2016, at the Ritz-Carlton/Reynolds Plantation, Lake Oconee, Georgia.

Physician Contracts – Stark and Anti-Kickback Regulations

Presented at the 2016 ASPR Annual Conference in New Orleans, Louisiana, on May 15, 2016.

Immigration Law

Presented at the SEALA 2016 Annual Seminar on May 13, 2016.

Health Care, Immigration and Physicians

Presented at the Annual Meeting of the American College of Osteopathic Internists on May 7, 2016.

Hospital Contracts and Stark Law Implications

Presented at the Medical Group Management Association's Annual Meeting on May 3, 2016.

How a Case Involving Unlawful Presence Became a Topic of Interest for the U.S. Supreme Court: U.S. v. Texas and the Balance of Power Between the Executive and Legislative Branches of Government

Presented at South University in Savannah, Georgia, on April 20, 2016.

Physician Contracts – Stark and Anti-Kickback Statute Regulations

Presented at the 2015 ASPR Annual Conference in Orlando, Florida, on May 16-20, 2015.

Fraud and Abuse Primer for Physician Recruiters – Anti-Kickback Statute/Stark/False Claims Act

Presented as an ASPR webinar on March 25, 2015.

Hospital-Physician Compensation Relationships: Community Need, Fair Market Value and Commercial Reasonableness Considerations

Presented to major health system's board of directors in 2014.

Health Law Update

Presented at the Georgia Society of Healthcare Materials Management Annual Meeting in 2010.

Hospital and Health Care Compliance: New Rules We Need to Know

Presented to a health system's board of directors in 2010.

Whistleblowers, Form 990 and Tax-Exempt Bond Compliance

Presented to major health system's board of directors in 2009.

Employed Physician Fair Market Value Compensation Opinion Summary and Analysis

Presented to major health system's board of directors in 2009.

Form 990, Tax Exempt Bonds and a Stark Reality: New Rules We Need to Know

Presented to major health system's board of directors in 2008.

A Stark Reality: New Rules We Need to Know – Stark III and Beyond

Presented to the Atlanta Chapter of the Association of Healthcare Internal Auditors in Atlanta, Georgia, in 2008.

Health Law Update and Contract Boilerplates: Are You Getting What You Deserve or What You Negotiate?

Presented at the Georgia Society of Healthcare Materials Management Annual Meeting in 2008.

New Frontiers for Stark: Fair Market Value and Commercial Reasonableness for Physician Employees

Presented at the Georgia Academy of Healthcare Attorneys-Health Law Update and Annual Meeting in Atlanta, Georgia, in 2008.

Legal Update: Stark II-Phase III, Section 409A, ERISA Plan Fiduciaries and Other Current Topics for Healthcare Internal Auditors

Presented to the Atlanta Chapter of the Association of Healthcare Internal Auditors in Atlanta, Georgia, in 2008.

Fair Market Value for Physician Practice Acquisitions and Physician Employment: A View from the Rear View Mirror

Presented at the Georgia Academy of Healthcare Attorneys-Health Law Update and Annual Meeting in Atlanta, Georgia, in 2008.

Post-Issuance Compliance for Tax-Exempt Bonds

Presented to major health system's board of directors in 2008.

Recent Stark Law Developments

Presented at the Physician's Viewpoint Network's Annual Meeting in 2007.

Form I-9 Verification and Compliance

Presented to major health system's board of directors in 2007.

Immigration Law Update

Presented at the Savannah Bar Association's Hot Topics Seminar in 2007.

Contract Boilerplates: Are You Getting What You Deserve or What You Negotiate?

Presented at the Georgia Hospital Association's Society of Healthcare Materials Management Annual Meeting in 2007.

Nonprofit Hospital Reorganizations

Presented at a Georgia Hospital Association webinar in 2006.

Healthcare Price Transparency

Presented at the Georgia Society of Healthcare Materials Management Annual Meeting in 2006.

Immigration Consequences of Criminal Activity

Presented at the Savannah Bar Association's Hot Topics Seminar in 2006.

Purchasing Rules for Healthcare Material Managers: Rebates, GPOs and Other Incentives

Presented at the Georgia Hospital Association's Society for Healthcare Materials Management Annual Meeting in 2005.

The Future of Health Care

Mills Fleming participated in this panel discussion at the Georgia Association of Health Underwriters – Annual Convention on July 22-24, 2005.

Georgia Rules and Regulations for Corporate Governance

Presented at the Georgia Academy of Healthcare Attorneys-Health Law Update and Annual Meeting in Atlanta, Georgia, in 2004.

Fraud and Abuse Developments: Stark II, Phase II

Presented to major health system's board of directors in 2004.

Immigration in a Post 9/11 World

Presented at the SEALA Conference and Annual Meeting in 2004.

Overview of U.S. Immigration Law

Presented to Global Shipping Engine Manufacturer in Annapolis, Maryland, in 2003.

Undocumented Aliens: Finding a Place to Stand After September 11

Presented at the ICJE Annual Seminar in St. Simons Island, Georgia, in 2002.

Nuts and Bolts of Immigration Law

Presented at the East Georgia College Foundation, Georgia Rural Economic Development Center in 2001.

Immigration Basics: What Every Health Care Provider Needs to Know

Presented at the Georgia Academy of Healthcare Attorneys 2001 Healthcare Law Update and Annual Meeting in Atlanta, Georgia, on May 4, 2001.

When Worlds Collide: Ethical Considerations in Law and Medicine – A Patient's Right to Choose?

Presented at the Meadows Regional Medical Center's Hot Topics in the Practice of Medicine Multispecialty Symposium in Vidalia, Georgia, on April 21, 2001.

Undocumented Alien Claims: Finding a Place to Stand

Presented at the ICLE Workers' Compensation Judges Annual Seminar in Jekyll Island, Georgia, on April 2, 2001.

Physician Contracting: Knowing the Nuts and Bolts to Keep You from Getting Nailed

Presented to the University of Florida College of Medicine's Department of Anesthesiology in Gainesville, Florida, on February 6, 2001.

Changing Relationships with Competitors: To Be or Not to Be Competitive

Presented to the Georgia Society of Healthcare Planning and Marketing in Atlanta, Georgia, on March 2, 1995.

Whose Right Is It Anyway: A Physician's Guide to Georgia Law on Living Wills, Do Not Resuscitate Orders and Durable Power of Attorney for Health Care

Presented at the Memorial Health University Medical Center Research Day Competition in Savannah, Georgia, on May 5, 1993.