

MELISSA M. ZAMBRI
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Rexford, New York
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BAR ADMISSIONS: New York State, January 1999.

EDUCATION: JD/MBA Joint Degree Program

Albany Law School

Juris Doctor, *cum laude*, May 1998.

GPA: 3.24

Merit Scholarship Winner, 1994-1997.

Executive Editor, *Albany Law Journal of Science & Technology*, 1996-1998.

Teaching Assistant, Lawyering, 1996-1998.

Who's Who: American Law Students, 1996, 1997 and 1998.

Union College, Graduate Management Institute

Masters of Business Administration in Health Systems Administration, June 1998.

GPA: 3.70

Merit Scholarship Winner, 1995-1996.

Graduate Assistant, 1995-1996.

Benjamin Whitaker Award for Outstanding Service by a Graduate Student, 1998.

Siena College

B.S. in Finance, *summa cum laude*, May 1994.

Concentrations in: Accounting, Economics, and Philosophy.

GPA: 3.96 (President's List: 8 semesters).

Student Achievement Award, *The Wall Street Journal*

Who's Who in American Colleges and Universities

LEGAL EXPERIENCE: Hiscock & Barclay, LLP. Associate, 1999-2007; Partner, 2008-present.

General Counsel to 200-bed hospital impacted by Berger Commission Report

Health care compliance counsel to various health care entities

Drafted various agreements for health law clients

Negotiated and drafted documents for various purchases/sales of health care entities

Assisted in licensing issues for health care professionals and entities

Drafted/edited HIPAA compliance plans for providers/self-insureds

Prepared and created training video for HIPAA compliance

Drafted and filed Certificate of Need Applications for Article 28 facilities

Drafted applications for adult home entities including establishment and change in operator

Drafted numerous client advisories regarding changes in state and federal health law

Drafted Medicaid and Medicare provider number applications

Drafted and filed applications to obtain approval to operate ambulette services

Drafted and filed application for early intervention services and drafted relevant contracts

Assisted clients with investigations by the Medicaid Fraud Control Unit

Assisted in research and writing of various documents related to health law matters

Sherrin & Glasel, LLP. Associate, 1998-1999. Law Clerk, 1997-1998.

Drafted independent contractor, employment, lease, affiliation and other agreements for health care clients

Drafted and filed organizational documents for various health care entities

Researched and advised clients on federal and state health care statutes

and regulations including state and federal anti-kickback and self-referral requirements

Drafted information letters for providers explaining recent OIG pronouncements

Interacted with providers regarding the implementation of Medicaid Managed Care

Glens Falls Hospital: General Counsel's Office. Legal Intern, Summers 1996-1997.

Amended hospital policies regarding brain death and confidentiality of HIV information

Researched various health, employment and business organization issues

Department of Law: Litigation Bureau, State of New York. Legal Aide, 1995-1996.

Prepared summary judgment motions, answers, and interrogatory responses

ACTIVITIES: Graduate College of Union University, Mentor Program, 2000-2009.
North Colonie Youth Baseball, Volunteer Coach, 2009.
GenNEXT, Mentor Program, 2004-2005.
Volunteer Coach, Miss Shen Softball, 1990-2001.
Miss Shen Softball Board of Directors. Player Representative, 1997-1999.

AFFILIATIONS: The American Bar Association Section on Health Law, 1996-2009.
New York State Bar Association Section on Health Law, 1997-2009; Chair, Committee on Fraud, Abuse and Compliance, 2009.
American Health Lawyers Association, 1996-2009.

PUBLICATIONS: "HIPAA for Clinical Researchers," Lecture for the Society of Clinical Research Associate's Annual Conference, September 26, 2009.

HIPAA for the Medical Device Industry and its Researchers: Regulations and Guidelines for Device Clinical Research, SOCRASOURCE, August 2009.

Sanctioning Health Care Providers for Privacy and Security Violations is Becoming More Common, THE PRIVACY AND DATA SECURITY LAW JOURNAL, November 2008, 1004-1012.

Quality of Care Issues for Providers, HEALTH LAW360 –THE DAILY NEWSWIRE ON HEALTH LAW AND POLICY, November 19, 2008.

Fraud and Abuse in the Medical Transportation Industry, NEW YORK STATE BAR ASSOCIATION HEALTH LAW JOURNAL, Spring 2005, at 31-39.

New York Section, BEARD GROUP, INC. HEALTHCARE LAW GUIDE, 2003-2005, http://www.healthcaredatasource.com/healthcare_law_guide.html.

The Impact of the HIPAA Privacy and Security Regulations on Law Firms: Attorneys as Business Associates, NEW YORK STATE BAR ASSOCIATION PERSPECTIVE, Fall/Winter 2004, at 11.

An Update on the HIPAA Privacy Rules, EAGLE NEWSPAPERS, FEBRUARY 26, 2003.

New Stark Regulations on Physician Self-Referral Have Added to Confusion, CAPITAL DISTRICT BUSINESS REVIEW, March 22-28, 2002, at 11B.

Quoted in Dennis Law, Health Care Providers Unprepared for HIPAA Regs, CAPITAL DISTRICT BUSINESS REVIEW, March 8-14, 2002, at 5.

New HIPAA Privacy Rules – the Impact on Patients and Providers, EAGLE NEWSPAPERS, February 27, 2002: 2, at 1 (co-authored with David P. Glasel).

Your Own Petard: The Danger of Inadequate Implementation of Compliance Programs, NEW YORK STATE BAR ASSOCIATION HEALTH LAW JOURNAL, Winter 2002, at 59-63.

Feds warn health care providers who want to give out freebies, CAPITAL DISTRICT BUSINESS REVIEW, December 10-16, 2001, at 7B.

Health care providers should choose business consultants with care, CAPITAL DISTRICT BUSINESS REVIEW, September 24-30, 2001, at 14B.

The Practice of Health Law, NEW YORK STATE BAR ASSOCIATION PERSPECTIVE, Spring 2001, at 8.

Medical providers must guard against 'self-referral', CAPITAL DISTRICT BUSINESS REVIEW, September 25-October 1, 2000, at 13B.

Health Care Providers Should Be Wary of Referrals to Family Members, NEW YORK STATE BAR ASSOCIATION HEALTH LAW JOURNAL, Summer/Fall 2000, at 30-32.

At the millennium in healthcare . . . Combine, yes, but beware, THE BUSINESS RECORD, July 1, 2000, at 6.

New Protocol Lets Providers Do Voluntary Disclosure, CAPITAL DISTRICT BUSINESS REVIEW, September 6-12, 1999, at 8B (co-authored with Jeffrey J. Sherrin).

Acknowledged in Martin A. Strosberg & Daniel Teres, GATEKEEPING IN THE INTENSIVE CARE UNIT (1997).

SPEAKING
ENGAGEMENTS:

"How Home Care Agencies Can Implement a New York State Compliance Plan," Lecture for the New York State Association of Health Care Providers, November 18, 2009.

"HIPAA Refresher Training and Update," Lecture for the Cerebral Palsy Association of New York State, November 17, 2009.

"HIPAA for the Medical Device Industry and its Researchers," Lecture for the Society of Clinical Research Associate's Conference on Device Research: Regulations and Guidelines for Device Research, June 26, 2008.

"Staff Compliance and Documentation Training," Lecture at the Annual Meeting of the New York State Day Services Providers, June 5, 2008.

"Confidentiality of Medical Records in New York: Overview of Medical Records and Confidentiality, HIPAA Privacy and Special Federal and State Rules," Lecture for Lorman Education Services, June 2, 2008, June 15, 2007 and June 23, 2006.

"Staff Compliance and Documentation Training," Lecture for Western Regional Meeting of the New York State Day Services Providers, January 18, 2008.

"HIPAA for Device Manufacturers," Lecture for CNY MedTech's Quality Product Development in a Regulated Environment: Medical Device and Diagnostics Leadership Summit, September 18, 2007.

"Compliance Update," Lecture for the NYSARC, Inc. Executive Director's Association, June 26, 2007.

"Introduction to Health Law: Patient Confidentiality Laws – HIPAA and Beyond," Lecture for the New York State Bar Association Health Law Section, May 17, 2007.

"8th Annual Educational Conference on Mental Health Issues - The Family's Role in Recovery: Discussion of Privacy Issues in the Mental Health System," Lecture for NAMI-MFH, November 14, 2006.

"Compliance and Self-Disclosure," Lecture at the Annual Meeting of the Financial Management Association of Rehabilitation Facilities," May 10, 2006.

"Medical Records Update: Confidentiality, Release of Information & HIPAA," Lecture for Medical Education Services Professional Development Network, October 14, 2005.

"Tech Topics: The Impact of the HIPAA Privacy and Security Rules on the Technology Industry," Lecture for CNY MedTech, April 28, 2005.

"Senior Housing Industry – An Evolving Business: Interplay with Home Health Services and Equipment: CHHAS, LHCSA, LLHCSA and DMES," Lecture for the New York State Bar Association, April 22, 2005.

"Social Work Practice in a Licensure Environment: Discipline, Audits, Investigations, Record Keeping and Reimbursement," Lecture for the Annual Meeting of the New York Chapter of the National Association of Social Workers, March 11, 2005.

"Compliance: Conflict of Interest," Lecture for the New York State Bar Association Health Law Section Annual Meeting, January 26, 2005.

"Advanced Elder Law: HIPAA," Lecture for the New York State Bar Association Elder Law Section, December 2, 2004.

"Responding to Audits, Investigations and Licensing Proceedings for Healthcare Providers in New York: Audits and Investigations of Providers by Third Party Payors," Lecture for Lorman Education Services, September 23, 2004.

"HIPAA Fundamentals: HIPAA for the Small to Mid-Size Employer," Lecture at the Ninth National HIPAA Summit in Baltimore, MD, September 14, 2004.

"Medicaid, Medicare and Medical Assistance in New York: Fundamentals of Fraud and Abuse Laws and Compliance Programs," Lecture for Lorman Education Services, July 15, 2004, July 15, 2003 and July 25, 2002.

"The HIPAA Transactions and Code Set Standards, Privacy Regulations and Security Regulations," Lecture at the Graduate College of Union University for Masters Students in Legal Aspects of Health Care, July 8, 2004.

"Confidentiality of Medical Records in New York: HIPAA," Lecture for Lorman Education Services, June 10, 2004, June 4, 2003 and June 12, 2002.

"Audits and Investigations of Health Care Providers," Lecture at Russell Sage College for Masters Students in Legal Aspects of Health Care Policy, March 10, 2004, March 26, 2003, March 25, 2002 and October 29, 2001.

"Responding to the HIPAA Privacy and Security Rules," Lecture for Executive Committee of the Mental Health Association in New York State, October 22, 2003.

"Responding to the HIPAA Privacy and Security Rules," Lecture in Conjunction with Capital Area Speech-Language-Hearing Association for its Members, April 7, 2003.

"Fundamentals of Health Law," Lecture for the New York State Bar Association Bridging the Gap Program, January 24, 2003.

"Responding to the HIPAA Privacy and Security Rules," Lecture in Conjunction with Capital District Physicians Health Plan for its Participating Providers, December 3, 2002, September 23, 2002, and February 28, 2002.

"The 2002 OIG Work Plan – Investigations and Documentation," Lecture for New York Presbyterian Healthcare System Clinical Documentation Improvement Meeting, September 6, 2002.

**AWARDS, HONORS
AND APPOINTMENTS:**

Martindale-Hubbell "BV" Peer Review Rated for High to Very High Ethical Standards and Legal Ability.

Adjunct Professor of Management, The Graduate College of Union University, Legal Aspects of Health Care, 2005-2010.

Who's Who in American Law, 2005-2009.

Who's Who in Medicine & Healthcare, 2004-2009.