

## Health Care Law

### Additional Expertise

#### Corporate

- Help clients select the best type of business entity, management structure, financing package and executive compensation plan
- Assist clients with employee, landlord and customer issues
- Handle buy-sell arrangements and succession plans

#### Employment and Labor

- Defending claims of employment discrimination, harassment, wrongful termination, breach of contract and workers' compensation in all state and federal courts and agencies
- Assisting clients with issues involving restrictions on competition, breaches of confidentiality and misappropriation of trade secrets

#### Medical Malpractice Defense

- In depth knowledge of medical issues
- Expert review
- Legal analysis
- Trial experience
- Innovative approaches

#### Real Estate

- Buyers and sellers
- Landlords and tenants
- Lenders and investors
- Developers and builders
- Municipalities
- Corporations and individuals

#### Family Law

- See to it that your children's needs are always put first
- Provide expert counsel in child custody matters and visitation and support issues
- Handle post-judgment matters, such as modification of spousal support, child support and custody
- Counsel clients on pre-nuptial agreements



**GIARMARCO, MULLINS & HORTON, P.C.**

ATTORNEYS AND COUNSELORS AT LAW

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**GMH**  
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## GMH Health Care Attorneys

Our firm provides comprehensive representation in all facets of health care law.

- Providing legal assistance and strategic advice to physicians, physician groups, hospitals, management service organizations and other health care institutions
- Determining the legal framework and strategic planning for mergers, consolidations and the purchase and sale of medical practices
- Developing sophisticated compliance programs for anti-kickback and self-referral prohibitions - suitable for both small and large organizations
- Representing individuals and companies to resolve corporate issues, defend malpractice claims and interface with the governmental interpretation of administrative, regulatory and statutory rules impacting the health care industry
- Anti-Trust
- Certificate of Need
- Corporate Organization
- Electronic Discovery
- Environmental and Medical Hazardous Waste Issues
- FCA, Civil and Qui Tam
- Health Information Technology
- HIPAA Compliance
- Hospital Provider Relations
- Joint Ventures
- M & A Restructuring
- Medical Staff/Fair Hearing
- Peer Review
- Professional Licensure
- Regulatory Compliance
- Regulatory Counsel
- Research Agreements
- Stark /Anti-Kickback
- Taxation

### **William H. Heritage, III** *Board of Directors, Chair, Business Practice Section*

Mr. Heritage concentrates his practice in the areas of mergers and acquisitions, business formation, planning and transactions, corporate law, health care law and real estate law. He has 20 years of experience in dealing with complex business and commercial transactions within a broad range of industries including the representation of small to large privately-held businesses.

### **John A. Anderson** *Health Care*

Mr. Anderson's practice areas include health care law and the full spectrum of health care provider issues including compliance matters, fraud and abuse, third-party audits, billing and reimbursement, entity formation, contract negotiations, physician self-referral, Stark /Anti-Kickback, licensing and litigation.

### **Alexander Lebedinski** *Health Care and Immigration*

Mr. Lebedinski concentrates his practice in the areas of health care compliance, HIPAA, general corporate and international law, and immigration. He develops and implements strategies for permanent residence, naturalization and other related matters.

### **Bruce W. Haffey** *Board of Directors, Corporate*

Mr. Haffey has handled complex business transactions for small and middle market business clients for over 25 years. He practices primarily in the areas of business planning, commercial transactions, mergers and acquisitions, franchise law and taxation.

### **George D. Mercer** *Chair, Construction Law and Real Estate Sections*

Mr. Mercer chairs the real estate practice group and concentrates his practice in the areas of real estate law and mortgage lending. Mr. Mercer has closed sophisticated real estate financing transactions involving economic development bonds, physician practices, real estate, tax abatements, taxable notes, securitized loans, master leases and ground leases.

### **Paul A. Thursam** *Corporate*

Mr. Thursam is an Associate in the firm's Business Practice Group, and Real Estate Practice Group. His legal experience is broad, and includes all matters of real estate litigation and transactions, contract drafting, leases, business disputes, conveyancing, Uniform Commercial Code, and banking transactions and litigation. Mr. Thursam's clients are typically landlords, small business owners, banks, and borrowers.

### **LeRoy H. Wulfmeier, III** *Board of Directors, Chair, Medical Malpractice Defense Section*

Mr. Wulfmeier is a partner in our litigation group with over 35 years of experience defending health care providers in complex medical malpractice cases. He represents physicians in all specialties as well as dentists, nurses and hospitals in a variety of malpractice and disciplinary proceedings.

### **Donald K. Warwick** *Medical Malpractice Defense*

Mr. Warwick is a shareholder in the firm, specializing in medical malpractice defense. He is AV rated by Martindale-Hubbell, with 22 years of experience in representing physicians and hospitals in complex medical malpractice actions.

### **Christopher J. Ryan** *Medical Malpractice Defense*

Mr. Ryan is a member of the firm's Business Practice Group and the Litigation Group. He works with healthcare providers in all areas of health care law including corporate formation and dissolution, contract formation, and issues involving health compliance.

### **Jared M. Trust** *Medical Malpractice Defense*

Mr. Trust focuses his practice primarily on the defense of hospitals and health care providers in medical malpractice litigation. He also represents clients in defense of automobile accidents, licensing issues and other areas of general medical defense including premises liability.

### **Victoria S. Lehman** *Medical Malpractice Defense*

Ms. Lehman focuses her practice primarily on the defense of hospitals and health care providers in medical malpractice litigation. Ms. Lehman also regularly works with her clients on premises liability and general negligence claims, as well as a wide variety of risk management issues.

## Experts in Related Fields

### **Andrew T. Baran** *Board of Directors, Chair, Employment and Labor Section*

Mr. Baran concentrates his practice in matters relating to employment and commercial disputes, including cases involving breach of contract, discrimination, harassment, wrongful discharge, and agreements restricting competition. He has a broad experience as a counselor and advisor to employers across the Midwest, and provides proactive assistance in avoiding disputes and legal exposure while achieving the employer's desired objectives. Mr. Baran has negotiated many executive employment agreements.

### **William L. Hooth** *Labor and Employment*

Mr. Hooth concentrates his practice in the areas of labor and employment law. His practice includes NLRB proceedings, civil rights and wrongful discharge litigation, contract negotiations, arbitration, and union election campaigns.

### **William H. Horton** *Board of Directors, Chair, Business and Commercial Litigation Sections*

Mr. Horton has been trying lawsuits for over 25 years, primarily in the areas of business and commercial disputes, employment law, and real estate. Many cases involve the automobile industry. He is certified as a Civil Trial Specialist by the National Board of Trial Advocacy.

### **Julius H. Giarmarco** *Board of Directors, Chair, Trusts and Estates Practice Section*

Mr. Giarmarco, J.D., LL.M., is chair of the firm's Trust and Estates Practice Group. He received his law degree from Wayne State University and his master of laws from New York University. He is licensed to practice law in both Michigan and New York. Mr. Giarmarco's primary practice areas include estate planning, business succession planning, wealth transfer planning and life insurance applications. He is former instructor in both the Chartered Life Underwriter (CLU) and Certified Financial Planner (CFP) programs. Mr. Giarmarco has published numerous articles on estate planning that have appeared in professional journals and has also lecture frequently on a national basis.