

## Case Study: Determan Brownie, Inc.

Determan Brownie, Inc.	Founded in the mid-1960's, Determan Brownie, Inc. is a diversified sales, service and manufacturing company serving the fluid handling needs of aviation, petroleum, and industrial clients. This second-generation, family-owned firm, employs 110 staff, manufactures more than 100 products and distributes several hundred more. Determan Brownie's self-funded benefits plan is administered through a third-party administrator (TPA) and provides employees with medical, dental, disability, and life insurance.
About Self-Insured Plans	Approximately two-thirds of U.S. companies employ a self-insured or self-funded plan. These companies insure their own employees, often with the assistance of a TPA, and pay their employee's benefits directly. Some advantages of self-funded plans include significant tax savings, increased control over plan administration, plan design, and plan execution and improved cash flow since employers pay when claims occur.
HIPAA – An Overview	The Health Insurance Portability and Accountability Act of 1996, known as HIPAA, was enacted as part of a broad Congressional attempt at healthcare reform. Its primary goals are to provide new protections for working Americans by improving access to health insurance and to combat waste, fraud and abuse within the healthcare industry. The Act mandates that all organizations, including companies maintaining self-funded benefits plans, which maintain or transmit electronic health information, must implement sweeping changes to existing healthcare transaction and administrative information systems relative to privacy issues.
Where to begin?	<p>Bruce Leonard has been Determan Brownie's Human Resources Director for the past two and a half years and is responsible for overseeing the company's benefits plan. "When I first heard about HIPAA, I naively assumed it was something our TPA could handle," says Leonard. "I figured I might need to have our employees sign a form or two, but I didn't think much of it." That was before Leonard attended a seminar on HIPAA.</p> <p>"WOW, did that turn my head around! The seminar really got my attention, and for the first time I realized that very few of my counterparts had any idea just how big this was." Leonard's reaction is typical. Common reactions include, "How am I going to get all of this done?" and "Where in the world do I start?" Fortunately, Determan Brownie's broker put Leonard at ease by suggesting that he explore HIPAAAnswers™.</p>
HIPAAAnswers is the answer	<p>HIPAAAnswers helps self-insured plan administrators to understand those HIPAA regulations which apply to them and provides useful suggestions and advice for complying with them. "HIPAAAnswers walks these companies through the entire compliance process," says Scott Thiele, Chief Executive Officer of Hard Lake, Inc., creator of HIPAAAnswers. "Companies administering their own self-insured benefits plan are responsible for complying with many of the same regulations as the largest healthcare providers," says Thiele, "yet they're a fraction of the size and this isn't their core competency. HIPAAAnswers levels the playing field and helps to put self-insured plan administrators' minds at ease."</p> <p>"We began using HIPAAAnswers in March," says Leonard, "and I couldn't be more satisfied with the results." Leonard estimates Determan Brownie will save thousands of dollars by eliminating the need for expensive HIPAA compliance consultants; and he personally expects to save more than 400 hours over the next twelve-months with HIPAAAnswers compared to managing the entire process in-house. "HIPAAAnswers covers all HIPAA regulations, is user-friendly, helps me to assess, track, and document our HIPAA compliance, and automatically generates easy-to-read reports to monitor our progress. I can't ask for much more than that!" says Leonard.</p>
Contact Information	For more information on HIPAAAnswers, visit the company online at <a href="http://www.hipaanswers.com">www.hipaanswers.com</a> , email <a href="mailto:sales@hipaanswers.com">sales@hipaanswers.com</a> , or call us toll-free at 1-866-326-6785.