

Case Study: Emplast, Inc.

Emplast, Inc.	<p>Emplast, Inc. is a privately held provider of custom plastic injection and blow molded products and an industry leader in retail security products for CD's, video games, DVD's, media and software. The 135-employee Emplast traces its roots to Empak, Inc., from which it spun off as an independent company in 1996. When it comes to benefits, Emplast uses a best-of-breed approach. The company's vision and medical plans are fully-funded, while its dental, flex-spending, and short-term disability plans are self-funded.</p>
Self-Insured Plans	<p>Two-thirds of U.S. companies operate a self-insured or self-funded plan. These plans pay benefits from funds established by an employer, rather than from an insurance provider. Because the employer pays employee healthcare costs from its own pocket, self-funded plans often work well for companies which are large enough to offer attractive coverage for their employees and still cover large claims for expensive medical services.</p>
HIPAA – Here to Stay	<p>The acronym HIPAA refers to the Health Insurance Portability and Accountability Act of 1996. The Act aims to promote efficiency and improve privacy in the healthcare system through the implementation of administrative simplification provisions and new transaction code sets. More than 500,000 organizations which maintain or transmit health information electronically must comply with HIPAA.</p>
Feeling Overwhelmed? You're not Alone	<p>As Emplast's Human Resource Manager, Amanda Daniel is the sole person responsible for managing the company's insurance needs. "I wouldn't be able to get through everything without the help of our insurance broker, Patty Bruce," says Daniel. It was Bruce who first introduced Daniel to HIPAA and recommended that Emplast consider using HIPAAAnswers™. "I attended two seminars on HIPAA earlier this year. It was nothing if not overwhelming. As the company's human resource manager, I knew we would need to become HIPAA-compliant, and that I'd be responsible for making certain we were," says Daniel.</p> <p>Soon after the seminars, Daniel received training on the HIPAAAnswers product. "I immediately knew HIPAAAnswers was the answer for us," says Daniel, who is spending from two to six hours per week on HIPAA-related matters. "If we didn't have HIPAAAnswers," says Daniel, "I'd be lost." Because HIPAA is just one of Daniel's many responsibilities, she knew she wouldn't have the time to navigate HIPAA's complex rules and regulations on her own. At the same time, hiring another consultant or bringing in a full-time compliance officer was out of the question. As it turns out, HIPAAAnswers was exactly what the doctor ordered.</p>
Just What the Doctor Ordered	<p>HIPAAAnswers guides small- and medium-sized organizations through the compliance process by providing an easy-to-follow roadmap to HIPAA's many rules and regulations. "HIPAAAnswers walks these companies through the entire compliance process," says Scott Thiele, Chief Executive Officer of Hard Lake, Inc., creator of HIPAAAnswers. "We provide an all-in-one package, enabling our clients to better understand which parts of HIPAA apply to their unique situations and to implement the necessary changes needed to move toward HIPAA compliance," says Thiele.</p> <p>"What I most like about the HIPAAAnswers," says Daniel, "is that it's sensitive to my time constraints. It's virtually eliminated my HIPAA-induced stress by outlining every single rule and regulation and demonstrating in plain language what we need to do to comply. If an employee has a question, I simply log into HIPAAAnswers and have the policy in front of me. It's as easy as that!"</p>
Contact Information	<p>For more information on HIPAAAnswers, visit the company online at www.hipaanswers.com, email sales@hipaanswers.com, or call us toll-free at 1-866-326-6785.</p>