

CERTIFICATION

In connection with its sponsoring of a self-funded employee benefit plan, TeamHealth, Inc. is required by the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”) to make certain certifications to the TeamHealth employee benefit plan (the “Plan”).

Therefore, TeamHealth hereby certifies to the Plan that it will:

- not use or further disclose Protected Health Information (“PHI”), as defined by HIPAA, other than as permitted or required by the Plan or as required by law;
- ensure that any agents, including subcontractors, to whom it provides PHI received from the Plan agree to the same restrictions and conditions that apply to TeamHealth with respect to such information;
- not use or disclose PHI for employment-related actions and decisions;
- not use or disclose PHI in connection with any other benefit or employee benefit plan of TeamHealth;
- notify the Plan of any improper use or disclosure of PHI of which it becomes aware;
- make PHI available to an individual based on HIPAA’s access requirements;
- make PHI available for amendment and incorporate any changes to PHI based on HIPAA’s amendment requirements;
- make available the information required to provide an accounting of disclosures of PHI under HIPAA;
- make its internal practices, books and records relating to the use and disclosure of PHI received from the Plan available to the Secretary of the U.S. Department of Health and Human Services to determine the Plan’s compliance with HIPAA;
- ensure adequate separation between the Plan and TeamHealth as required by HIPAA: and
- if feasible, return or destroy all PHI received from the Plan that TeamHealth still maintains in any form and retain no copies of such PHI when no longer needed for the specified disclosure purpose. If return or destruction is not feasible, TeamHealth will limit further uses and disclosures to those purposes that make the return or destruction infeasible.

TeamHealth further certifies that the Plan documents have been amended to incorporate the foregoing.

TeamHealth, Inc.

By: _____

Its: Privacy Officer