

General Practice Areas¹

- Affiliated Entities (other than Penn State Health)
 - The Corporation for Penn State - Christopher Hulburt, Jennifer Jacobs
 - Penn State Research Foundation - David Giannantonio, Jennifer Jacobs, Christopher Hulburt, Gregg Michael
 - Ben Franklin - Jennifer Jacobs, Gregg Michael
 - The Pennsylvania State University Philanthropic Fund – Jennifer Jacobs
- Alumni Association – Jennifer Jacobs, Gregg Michael
- Applied Research Laboratory – Robert Rutherford
- Athletics – Gregg Michael (contracts and NIL), Holly Cline (employment and coaches' contracts), David Dulabon (litigation), David Giannantonio (licensing)
- Audit – Frank Guadagnino
- Behavioral Threat - Holly Cline, Tamla Lewis, Kelly Mroz
- Benefits – Holly Cline, Christopher Hulburt (retirement oversight committee and contracts); Jennifer Jacobs - contracts
- Business Transactions and Contracts – Christopher Hulburt, Gregg Michael, Jennifer Jacobs, Robert Rutherford (for ARL), Kelly Mroz
- Clery Act – Natalie Grosse
- Colleges – Sarah Gentry, Michael Mohr (College of Medicine)
- Commonwealth Campuses – By subject matter, Natalie Grosse to coordinate
- Compliance – Research (human subjects, conflict of interest, animals, effort reporting, export controls, research misconduct, etc.) – Michelle Gluck; others by topic

¹ The Hershey lawyers (Judy Hlafscak, Michael Mohr, Nicole Lehman, Jacob Theis, David DeLuce, Joseph Meiss and Jacob Sultzer) cover a range of legal issues for Penn State Health, Milton S. Hershey Medical Center, other Penn State Health entities, and the College of Medicine.

- Compliance – Other (financial aid, political activities, State and Federal regulatory issues, health, safety and environment, etc.) – Frank Guadagnino, Natalie Grosse, Michelle Gluck; Robert Rutherford (for ARL); others by topic.
- Conflicts of Interest – Frank Guadagnino, Michelle Gluck, Robert Rutherford (for ARL); others by topic
- Constitutional Issues (First Amendment, Due Process, Academic Freedom, Equal Protection, Religion, Guns) – Frank Guadagnino, Tamla Lewis, Sarah Gentry
- Copyright, Trademarks, Patents, Trade Secrets – David Giannantonio,
- Crisis and Emergency Management – Frank Guadagnino, Natalie Grosse, David Dulabon
- Development, gifts, estates, related disputes– Jennifer Jacobs, Kelly Mroz
- Discrimination and Retaliation – Tamla Lewis, Sarah Gentry, Holly Cline, Robert Rutherford (for ARL)
- Employment and Labor (Human Resources, benefits, union issues, litigation, FLSA, FMLA) – Holly Cline, Sarah Gentry, Robert Rutherford (for ARL)
- False Claims Act – David Dulabon, Michelle Gluck, Robert Rutherford
- FERPA – Tamla Lewis, Jennifer Jacobs, Kelly Mroz
- Finance – Christopher Hulburt, Gregg Michael
- Governance (Board of Trustees, Sunshine Act, History, Nature of Entity, Bylaws) – Frank Guadagnino
- Government Relations (legislation, regulations, lobbying, funding, political activity, government investigations) – Natalie Grosse, David Giannantonio, Michelle Gluck, David Dulabon, Robert Rutherford (for ARL)
- Health, Safety and Environment – Michelle Gluck (federal regulatory), Holly Cline (OSHA), Natalie Grosse (misc. compliance), Robert Rutherford (for ARL)
- Insurance – David Dulabon, Holly Cline, Sarah Gentry

- Intellectual Property – David Giannantonio
- International – Jennifer Jacobs, Kelly Mroz
- Investments – Christopher Hulburt, Gregg Michael
- Licensing – David Giannantonio
- Litigation (lawsuits, subpoenas, administrative agency complaints, claims, litigation holds, insurance) – David Dulabon, Holly Cline, Sarah Gentry, Natalie V. Grosse, Michael Mohr (academic medical center), Robert Rutherford (for ARL), Kelly Mroz
- National Security – Robert Rutherford, Natalie Grosse
- Outreach – Jennifer Jacobs
- Penn State Health, including Hershey Medical Center (including all of the topics on this list) – Judy Hlafscak, Michael Mohr, Nicole Lehman, Jacob Theis, Jacob Sulzer, David DeLuce, Joseph Meiss
- University/Penn State Health Relationship – Gregg Michael, Frank Guadagnino
- Policies – Natalie Grosse; others by topic
- Privacy, Information Security, Data – Jennifer Jacobs, Natalie Grosse, David Dulabon, Michelle Gluck (Research), Robert Rutherford (for ARL)
- Public Safety, Security and Police – Natalie Grosse, David Dulabon, Holly Cline, Jennifer L. Jacobs (agreements), Robert Rutherford (for ARL)
- Purchasing – Jennifer Jacobs, Christopher Hulburt, Gregg Michael, Robert Rutherford (for ARL), Kelly Mroz
- Real Estate – Christopher Hulburt, Kelly Mroz
- Right to Know and Records Requests – Natalie Grosse, Kelly Mroz

- Risk Management – Natalie Grosse (ERM), Jennifer Jacobs (contracts), Christopher Hulburt (contracts), Gregg Michael (contracts), Tamla Lewis (students and student organizations), Robert Rutherford (for ARL), Kelly Mroz
- Software Licensing – Jennifer Jacobs
- Sponsored Research – Michelle Gluck
- Students (academic issues, misconduct and discipline, activities and organizations, safety, compliance) – Tamla Lewis, Kelly Mroz
- Subpoenas – Natalie Grosse, Christine Lower, Robert Rutherford (for ARL)
- Tax – Jennifer Jacobs
- Technology/Transfer and Economic Development
 - Patents, licensing – David Giannantonio
 - Corporate and finance issues – Jennifer L. Jacobs, Christopher Hulburt, Gregg Michael
- Title IX - Tamla Lewis, Kelly Mroz
- World Campus – Jennifer Jacobs, Tamla Lewis (students), Kelly Mroz (students)

PENN STATE HEALTH
OFFICE OF GENERAL COUNSEL
SUBJECT MATTER ASSIGNMENTS

- ACGME – Michael Mohr
- Affiliated Entities (other than PSH, its hospitals and medical groups) – Nicole Lehman
- Affirmative Action/OFCCP – Jacob Sulzer
- Agreements / Contracts –
 - Abledoc – Nicole Lehman, Joseph Meiss
 - Academic Affiliation – Mike Mohr
 - Business Associate Agreements – Nicole Lehman, Joseph Meiss
 - Construction – Joseph Meiss
 - Executive Employment Agreements – Jacob Theis
 - IT – Joseph Meiss
 - Medical Directors – Nicole Lehman, Jacob Theis, Joseph Meiss
 - Mergers and Acquisitions – Nicole Lehman
 - Professional Services Agreements / Employee Leases – Nicole Lehman
 - Physician Employment Agreements – Jacob Theis, Jacob Sulzer
 - Real Estate / Leases – David DeLuce
 - Revenue-Generating Agreements where the PSH entity provides the services generally (Abledoc) – Nicole Lehman, Joseph Meiss, David DeLuce
 - Revenue-Generating Agreements where COM provides the services generally – Joseph Meiss, Joseph Meiss
 - Severance Agreements – Jacob Theis, Jacob Sulzer, Michael Mohr
 - Single Case Agreements – Nicole Lehman
 - Third Party Payer Agreements – Nicole Lehman, David DeLuce, Joseph Meiss
 - Transfer Agreements – Nicole Lehman
 - Vendor/Strategic Sourcing Back-Up – Joseph Meiss
- Ambulance issues – Nicole Lehman, Joseph Meiss

- Benefits – Jacob Theis, Jacob Sulzer
- Americans with Disability Act (ADA) – Jacob Theis, Jacob Sulzer
- Anti-Kickback Matters – Nicole Lehman, Jacob Theis
- Background Checks and Drug Tests– Jacob Theis, Jacob Sulzer
- Board of Directors and Board Committees (PSH, hospitals, medical groups, other subsidiaries) – Nicole Lehman
- Bond Financing/Refinancing – Nicole Lehman
- Business Transactions – Nicole Lehman, Joseph Meiss, David DeLuce
- Class Actions – See Litigation below.
- MSHMC Faculty/Academic issues –Michael Mohr
- Clery Act – Michael Mohr
- Clinical Trials – Michael Mohr
- College of Medicine – Michael Mohr, Joseph Meiss (business transactions)
- Compensation (Executive, Physician and all others)– Jacob Theis
- Compliance – Nicole Lehman
- Conflicts of Interest – Michael Mohr, Nicole Lehman, Jacob Theis
- Construction – Joseph Meiss
- Copyright, Trademarks, Patents, Trade Secrets – Michael Mohr (referred to PSU attorneys at Main Campus)

- COVID – Jacob Theis, Joseph Meiss, Jacob Sulzer, Michael Mohr
- Criminal / Law Enforcement – Michael Mohr, Joseph Meiss
- Data Breaches – Michael Mohr, Nicole Lehman
- Development – Joseph Meiss, Nicole Lehman
- Diversity – Jacob Theis, Jacob Sulzer
- E-discovery and Preservation– See “Litigation” below.
- Employment matters – Jacob Theis, Jacob Sulzer
- Facilities – David DeLuce, Joseph Meiss
- False Claims Act – Nicole Lehman, Jacob Theis
- FERPA – Michael Mohr
- General Counsel questions for hospitals – Michael Mohr (MSHMC), David DeLuce (community hospitals), Nicole Lehman as back-up
- Governance – Nicole Lehman
- HIPAA – Nicole Lehman, Michael Mohr
- Human Resources – Jacob Theis, Jacob Sulzer
- Human Subjects Research / IRB – Michael Mohr
- Immigration – Jacob Theis, Jacob Sulzer
- Intellectual Property – Michael Mohr
- Joint Ventures – Nicole Lehman

- Labor Relations / Unions – Michael Mohr
- Law Enforcement Matters – Michael Mohr, Joseph Meiss
- Licensure –
 - Hospitals and Ambulatory Surgery Centers – Nicole Lehman
 - Physician/clinician – Michael Mohr (MSHMC), David DeLuce (community hospitals)
- Litigation
 - Professional Liability / Med Mal – Michael Mohr
 - General Liability (for example, slip & falls, non-patient-care related injuries, all other matters, etc.) – Joseph Meiss, Michael Mohr
 - Employment-related (discrimination, compensation/wages, non-competes, etc.) – Jacob Theis, Jacob Sulzer
- Mandatory Reporting for Child, Adult and Elderly Abuse – Michael Mohr, Nicole Lehman
- Marketing/Communications – Michael Mohr, Nicole Lehman
- Medical Records – Nicole Lehman, Michael Mohr
- Medical Staff Bylaws and Office Issues – David DeLuce, Michael Mohr
- Medicare/Medicaid – Nicole Lehman
- Mergers & Acquisitions – Nicole Lehman
- Policies – decided by subject matter of policy (*e.g.* HR Policy = Jacob Theis, Jacob Sulzer; Risk = Michael Mohr; Compliance = Nicole Lehman, etc.)
- OSHA – Jacob Theis, Jacob Sulzer
- Patient Care – Michael Mohr, David DeLuce, Nicole Lehman as back-up

- Penn State Health Care Partners (CIN) – Nicole Lehman
- Physical Security – Michael Mohr, Joseph Meiss
- Postdocs and Fellows – Michael Mohr
- Purchasing (including animals)– Joseph Meiss
- Real Estate – David DeLuce, Kelly Mroz
- Regulatory – (first Corby Myers, Director of Regulatory for PSH) then Nicole Lehman
- Research (including animals)– Michael Mohr
- Residency Program – Michael Mohr
- Revenue Cycle – Nicole Lehman
- Risk Management – (first Kay Makin, Director of Risk for PSH) then Michael Mohr, Nicole Lehman, David DeLuce
- Safety – Michael Mohr, Jacob Theis
- Software Licensing – Joseph Meiss
- Stark Act – Nicole Lehman, Jacob Theis
- Students – Michael Mohr
- Subpoenas – (see Litigation, above)
- Tax – David DeLuce
- Tenure – Michael Mohr
- Title IX – Michael Mohr

- Virtual/Tele Health – Nicole Lehman, Joseph Meiss
- Zoning and Land Use – David DeLuce