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Columbus Office



PRACTICE AREAS

- Corporate and Business Organizations
- Health Care
- Labor and Employment
- Litigation

INDUSTRIES

- Health Care Services

EDUCATION

- The Ohio State University College of Law, J.D., 2000, with Honors
Ohio State Law Journal, Associate Editor, 1999-2000
- Ohio Wesleyan University, B.A., 1997, *magna cum laude*

Ms. Havens is an associate in the Vorys Columbus office and a member of the labor and employment practice group. She specializes in health care and employee welfare benefits. Ms. Havens has counseled individual health care practitioners and groups, as well as institutional and ambulatory care providers and faculty practice plans, on legal issues involving physician and provider certification, registration, licensure, and accreditation; Medicare and Medicaid billing, coding, documentation, payment, and reimbursement; teaching physician and non-physician practitioner supervision and billing; federal and state fraud and abuse laws and related government investigations; the Health Insurance Portability and Accountability Act (HIPAA); Emergency Medical Treatment and Active Labor Act (EMTALA); and professional disciplinary actions. Ms. Havens also advises employers and health plans on compliance issues related to the Employment Retirement Income Security Act (ERISA), the Consolidated Omnibus Budget Reconciliation Act (COBRA), the Uniformed Services Employment and Reemployment Rights Act (USERRA), HIPAA privacy, security and portability, Medicare Part D, and Medicare secondary payer and coordination of benefits issues.

Ms. Havens received her J.D. with honors from The Ohio State University College of Law where she was Associate Editor of the *Ohio State Law Journal*. She received a B.A. in History and a BA in Political Science, both *magna cum laude*, from Ohio Wesleyan University.