

Welcome New Premier Surgical Employees



Ashley Dalton,
Foothills



Hunter Scarborough
Fort Sanders



Alicia Cruz
Central Billing Office



PW Manager Ashley Ellis is congratulated by CEO Kevin Burris for winning a \$50 gift card in a recent SmartDollar promotion. The Smart program is free to PSA employees and teaches you how to get out of debt, save for retirement, and make the most of your money!

PSA TeamNet

PSA TeamNet is your *One-Stop Shop* for PSA staff. It's an employees only section of the Premier Surgical website.

Stay up to date on the newest Healthy Living Challenge, or complete your required "e-Compliance Training" courses.

To access **PSA TeamNet**, go to:
premiersurgical.com/psa-teamnet/
The private password is **PremierStrong**.

Get Fit with Go365!

Start earning points and prizes in 2018 by logging into Go365 and completing your personal **Health Assessment!** And, don't forget to get your **Biometric Screening** at a participating area clinics. Details available on the **TeamNet Go365** page.



CEO Corner

I'm sure everyone is as anxious for spring and summer as I am. As I write this, it is a sunny 79° outside today which is certainly able to lift our spirits but distracting at the same time. I want to thank everyone for your support of our Humble, Hungry and Smart initiative and of our Service Excellence Program. Your support of these has created a noticeable change in our teamwork, interaction with one another and improved our relationship with patients and referring physicians.



In our most recent series of patient satisfaction surveys we saw a noticeable improvement in our patient satisfaction scores and for the first time ever had 100% of our respondents say that they would recommend Premier to their friends and family. Those recommendations generate tremendous goodwill in the community and are our largest source of continuing referrals to the practice.

I appreciate everyone's passion for the support of our mission. Please go out today acknowledge the great work of one of your teammates, offer empathy to one of our patients and tell them thank you for choosing Premier Surgical.



General Surgeon Dr. David Harrell recently discussed gallbladder disease with Charlie Burris and Jason Swain of the *Swain Event* sports show.



Vascular Surgeon Dr. Don Akers shared about football stats and varicose veins info with the *Swain Event* sports crew.

Docs Rocked!



COO Steve Cruze, Dr. Don Akers, and Fred Sliger of CBO enjoy the music at the Doc Rock Fundraiser for Knoxville Academy of Medicine Alliance (KAMA).



PA Michelle Janowsky, Dr. Lytle Brown, PW Mngr. Ashley Ellis, and Dr. Norma Edwards helped raise funds for KAMA by attending Doc Rock.

Recognizing Years of Service

CEO Kevin Burris congratulates Ann Marie Maybrier of the Central Billing Office on 10 years of service with Premier Surgical.



COO Steve Cruze celebrates LPN, Kathy Backus' fifth anniversary at PSA Fort Sanders.



Retirements



PSA PW physicians and staff honored Dr. Lytle Brown, IV, at a special retirement party. He practiced General Surgery for 32 years and was one of the founding physicians of Premier Surgical.



Papermill Surgery and Ultrasound staff congratulate Sandra "Sissy" Newberry, RN, on her retirement. Sissy was one of the first employees at the Premier Vascular Access and Imaging Center.

Remembering Holiday Fun



PSA Vascular Surgeons celebrated the holiday by singing "The 12 Days of Christmas".



New Life Bariatric staff completed for "ugliest sweater" honors. Can you tell who won?



Minimum Necessary Standard

HIPAA's Privacy Rule includes a provision known as the minimum necessary standard at paragraph 45 CFR 164.502 (b). The Requirement is as follows:

"When using or disclosing protected health information or when requesting protected health information from another covered entity or business associate, a covered entity or business associate must make reasonable efforts to limit protected health information to the minimum necessary to accomplish the intended purpose of the use, disclosure, or request."

The minimum necessary standard requires covered entities to evaluate their practices and enhance safeguards as needed to limit unnecessary or inappropriate access to and disclosure of protected health information. The Privacy Rule's requirements for minimum necessary are designed to be sufficiently flexible to accommodate the various circumstances of any covered entity.

The minimum necessary standard does not apply to the following:

- Disclosures to or requests by a health care provider for treatment purposes.
- Disclosures to the individual who is the subject of the information.
- Uses or disclosures made pursuant to an individual's authorization.
- Uses or disclosures required for compliance with the Health Insurance Portability and Accountability Act (HIPAA) Administrative Simplification Rules.
- Disclosures to the Department of Health and Human Services (HHS) when disclosure of information is required under the Privacy Rule for enforcement purposes.
- Uses or disclosures that are required by other law.

As a workforce member, you should always be aware of the minimum necessary standard. This means that you will not enter, access or disclose the record/information of any patient unless you have a work reason to do so. You may not browse the information of a friend, family member, celebrity, athlete, etc., unless you have a need to use or disclose that information as part of your job duties. You would be subject to a sanction (disciplinary action) for any use or disclosure made that does not relate to performing your job function. Even if you yourself are a patient of the practice you work for, you should not access your own record unless it is necessary to perform the duties of your job. If you want a copy of your record, you should request it through the same process that any other patient would.

If you are uncertain whether the minimum necessary standard applies to a given situation, be sure to check with your practice's Privacy Officer for clarification. It is better to take the time to verify prior to making a disclosure, so that information is not improperly disclosed.

Welcome to the Premier Family

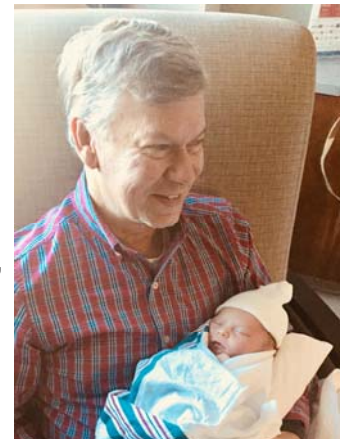


Elizabeth "Libby" Adams Wills, daughter of Tennova North Manager Stephen Wills and wife Kate. Born February 21, weighing 7lbs, 13 oz.



Dylan Wayne Leach, 2nd grandson of Lettie Greene of Tennova North. Born February 6, weighing 5lbs.

Chase Jennings Sliger, 1st grandchild of Fred Sliger of CBO. Born February 2, weighing 8lbs, 4oz.



Isaiah Matthew Clear, 2nd son of Tennova North PA Lauren Clear. Born October 24, weighing 7lbs., 14 oz.

Premier Surgical Snapshots



Vascular Manager Steve Ross shared his meat smoking skills with the Papermill staff recently. Steve constructed his giant SUPER SMOKER by hand.

Congratulations to Cindy Fennell (now Cindy Darden) of PSA Parkwest on her New Years Eve wedding to Tom Darden!



Adaisha White was honored with a baby shower hosted by the New Life Bariatric staff.



Dr. Don Akers enjoys a visit from grandsons Thomas and Miller.



Dr. Greg Midis of Fort Sanders shows Trista Prater of Foot-hills the correct laser tag technique at the FS holiday outing.



Twins? Not-IT-Guy, Martin McKinney and Dr. Stone Mitchell display their Johnny Cash look.

