

# **ACMESA** **Restrictive Covenants**

A 90-Minute Lunch & Learn Audio Conference  
by  
**Elizabeth E. Hogue, Esq.**

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**Thursday, May 23, 2024**

**\*\*\*\*1:00 p.m. to 2:30 p.m. Eastern Time\*\*\*\***

**Replay: May 30, 2024 (Recorded playback available for 24 hours)**

## **Audio-Conference Description**

Restrictive covenants take many forms; including non-competes, non-solicitation, and non-disparagement agreements. Home health agencies, hospices, private duty agencies, and HME companies have all used restrictive covenants. Marketing and key staff members have often entered into non-compete agreements with their employers. Non-competes, however, are currently under tremendous fire. What can employers do? How should non-compete clauses be structured so that they are likely to pass muster with regulators? What about geographic limits? What about the length of time that non-competes are in effect? Employers may also be concerned about solicitation of both patients and other employees. How can they protect themselves from potentially serious losses? What about the use of non-disparagement agreements to help ensure that former employees don't "bad-mouth" employers to patients, employees, and others in the community? There will be plenty of time for questions during this teleconference and extensive handouts will be provided.

## **About the Speaker:**

Elizabeth Hogue is an attorney in private practice with extensive experience in health care. Prior to becoming an attorney, she was employed as a personnel manager by a Blue Cross-Blue Shield Plan. She studied at the University of Maryland School of Law, concentrating in health law, and gained considerable clinical experience, course work, and employment experience in this area. Following her admission to the Bar, she developed an active practice in health law. She represents clients all over the country. Her clients are professional associations, managed care providers, and institutional health care providers; including hospitals, long-term care facilities, home health agencies, durable medical equipment companies, and hospices. Ms. Hogue gives numerous presentations each year on health-related topics. Her articles are regularly included in trade association publications and other journals. Ms. Hogue is a member of the American Health Lawyers Association.

## **How it works:**

Complete the Registration Form for your agency and return to [elizabethhogue@elizabethhogue.net](mailto:elizabethhogue@elizabethhogue.net). Registered locations will receive an e-mail confirmation two days prior to the teleconference with instructions on how to join the audio conference, access handouts, additional resources, etc. Participate in the live, interactive Q&A session via your telephone.

**PLEASE NOTE:** Registration fees are based on one phone connection; multiple site participation from your agency will be charged a separate registration fee for each.

**REGISTER TODAY! Save time and travel costs, and include all staff members who will benefit from this program!**

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Health Care Attorney

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## 1. TO REGISTER

**BE SURE TO INCLUDE ALL INFORMATION REQUESTED BELOW:**

**E-Mail** completed form to: elizabethhogue@elizabethhogue.net.

Please type or print legibly all information below.

**Name:** \_\_\_\_\_ **Agency:** \_\_\_\_\_  
**Address:** \_\_\_\_\_ **City/State/Zip Code:** \_\_\_\_\_  
**Phone:** \_\_\_\_\_ **Fax:** \_\_\_\_\_  
**Email (Mandatory Field):** \_\_\_\_\_

### Registration Fees

This fee includes one phone connection. Additional fees will be charged if there are multiple connections. **No refunds will be given.**

	<b>Member</b>	<b>Non-Member</b>
<input type="checkbox"/> <b>May 23<sup>rd</sup></b>	<b>\$0</b>	<b>\$0</b>
<input type="checkbox"/> <b>May 30<sup>th</sup> Replay Date</b>		

### PAYMENT METHOD

VISA     MasterCard     American Express

**Please bill us. We understand that we will be billed \$20 for each invoice if not paid within 30 days.**

Cardholder's name (print) \_\_\_\_\_

Card Number \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_

<b>For office Use</b> Received _____ M / NM
DB _____ Paid \$ _____
Ck/CC# _____ Auth _____
Q _____ Due \$ _____
Inv/date _____

Confirm Sent \_\_\_\_\_