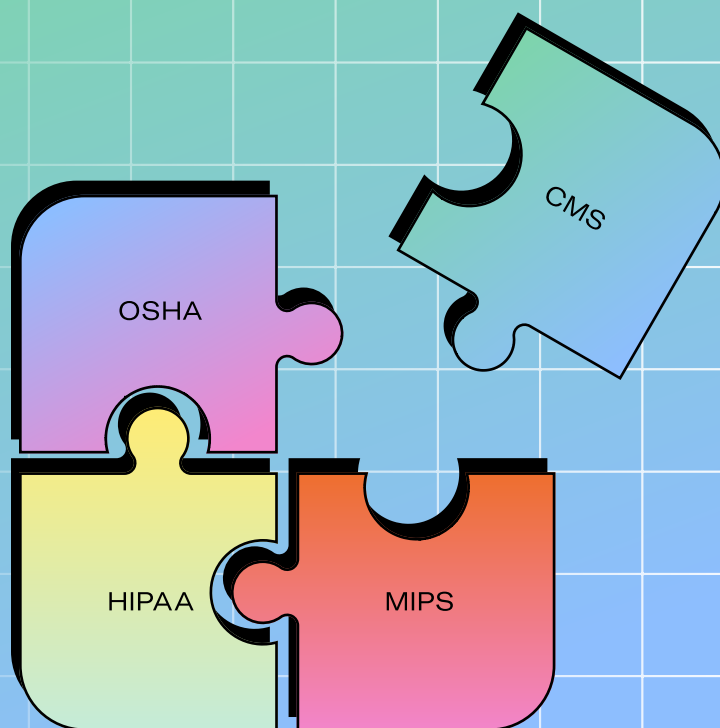


THE MID-MARKET HEALTHCARE COMPLIANCE TOOLKIT

Navigating Regulatory Challenges with Confidence



Compliance Isn't an Afterthought—It's the Bedrock of Your Practice.

For mid-market medical groups (50—200 providers), staying compliant isn't just about avoiding fines—it's about protecting patient trust, securing reimbursements, and enabling growth.



A single HIPAA violation can cost
\$50,000+ per incident.



A MIPS penalty can wipe out up to
9% of Medicare revenue.



And CMS audits are becoming
more frequent, detailed, and unforgiving.

Yet most mid-market practices don't have full-time compliance officers. You're wearing multiple hats—overseeing operations, managing revenue, and now, interpreting complex regulations.

This Mid-Market Healthcare Compliance Toolkit gives you exactly what you need: clear guidance, and technology-backed strategies to simplify HIPAA compliance, navigate CMS regulations, and build a culture of accountability—without overwhelming your team. And don't miss the Athelas HIPAA Audit Checklist at the end of this white paper that calculates your compliance score to get an idea of where you're at.

SECTION 1: Key Regulations Impacting Mid-Market Practices

Here are the core rules keeping administrators up at night—and what they mean for your organization:

Regulation	What It Covers	Mid-Market Impact
HIPAA	Privacy, security, breach notification	Every patient record, email, and text must be encrypted and tracked
MIPS / MACRA	Quality reporting, cost, improvement activities	Up to ±9% Medicare payment adjustment
CMS Interoperability Rules	Patient access to records, API standards	Must provide data within 48 hours of request
No Surprises Act	Good faith estimates, dispute resolution	Required for all self-pay and out-of-network billing
OSHA & CLIA	Workplace safety, lab standards	Annual training and documentation required

Start with HIPAA and MIPS—they account for more than 80% of audit triggers in mid-sized medical groups.

SECTION 2: Common Compliance Dangers (and How to Get Around Them)

Even well-intentioned practices fall into these traps:



Outdated Policies

Fix: Review HIPAA policies annually using the HIPAA Policy Update Checklist (included in your toolkit).



Untrained Staff

Fix: Run quarterly 15-minute compliance huddles. Use our Staff Training Slide Deck—ready to present.



Unsecured Communication

Fix: Prohibit unencrypted email for PHI. Use secure messaging platforms with audit logs instead.



Incomplete Risk Assessments

Fix: Complete the Annual Security Risk Assessment Template (takes under 2 hours).



Poor Documentation

Fix: Log every training, breach drill, and policy review. Store in a centralized, encrypted folder accessible only to leadership.

Confidence Boost

Practices that document every compliance action reduce audit penalties by **up to 60%**.

SECTION 3: Technology’s Role in Simplifying Compliance

You don’t need a full compliance department—*just the right digital tools.*

Modern platforms can automate much of your compliance workload:

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Secure Data Management
Automatic encryption, access controls, and full audit trails for every user action.
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Automated MIPS Reporting
Pulls quality metrics directly from your EHR—no manual spreadsheets.
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Breach Detection Alerts
Flags unusual data access before it becomes a reportable incident.
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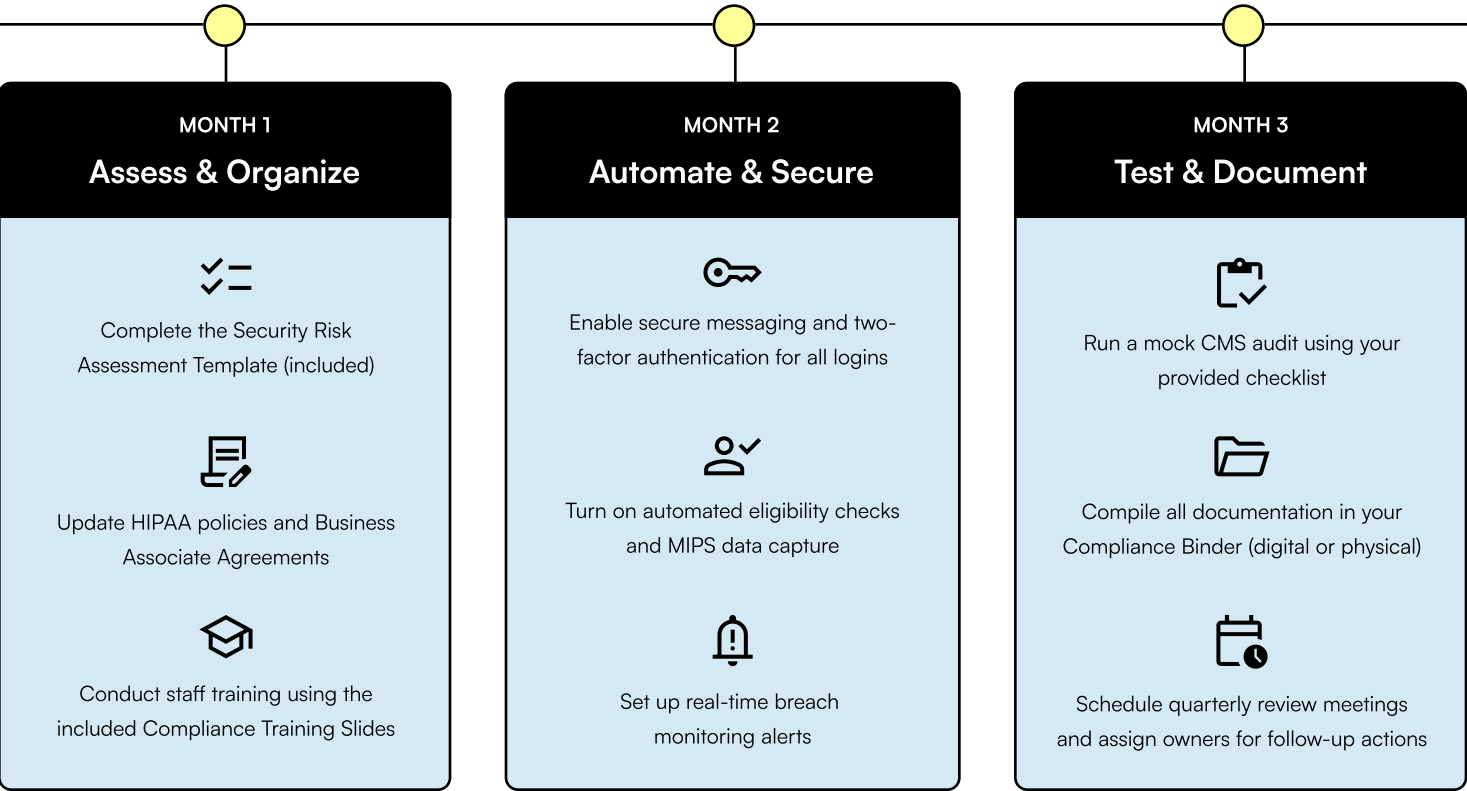
EHR-Agnostic Integration.
Works seamlessly with Epic, Cerner, and athenahealth—no workflow disruption.
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Real-Time Eligibility & Prior Authorization
Reduces billing errors that commonly trigger CMS audits.

Case Example: One 120-provider group cut audit prep time from 40 hours to 4 using automated compliance dashboards.

SECTION 4: Your 90-Day Compliance Implementation Roadmap

This phased plan helps your team go from reactive to proactive—fast.



The Athelas Advantage: Compliance Built In

Athelas delivers HIPAA-compliant RCM, EHR, and Ambient AI Scribe—all on one secure platform. With Athelas, compliance isn't a separate project—it's part of your daily workflow.

Baked-in protections include:



End-to-end encryption and role-based access



Automatic audit logs for every transaction



Real-time MIPS data aggregation



Secure, EHR-integrated AI scribe



No long-term contracts

Book a demo with Athelas to see how we help practices like yours simplify regulatory adherence—without adding new systems or staff.