



Mary A. Edenfield

Partner

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Orlando, FL

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With over 40 years of experience, Mary focuses her practice on health care law and employment law.

Mary works extensively with health care clients in the areas of: credentialing, peer review and discipline, medical staff bylaws, medical staff policies and procedures and National Practitioner Data Bank compliance. She has advised clients on compliance with state and federal health care laws, including Stark, the federal Anti-Kickback Statute, and EMTALA. Mary frequently assists clients with drafting, reviewing, and negotiating contracts, including transfer agreements and affiliation agreements.

Mary also works with clients in responding to HIPAA complaints and investigations by the Department of Health and Human Services Office for Civil Rights (OCR). She regularly advises clients on HIPAA compliance, including drafting and reviewing policies and procedures, notices of privacy practices, and business associate agreements. She works with clients who have experienced data breaches, including assisting with breach analysis, breach response, and complying with breach notification and reporting requirements.

In addition to health care law, Mary also counsels clients on compliance with employment laws and regulations, and assists clients in drafting and reviewing employee handbooks and policies, employment contracts, severance agreements, and non-compete agreements. Her experience includes representing management in employment matters before the Equal Employment Opportunity Commission, the Florida Commission on Human Relations, the Orlando Human Relations Department, and the Wage and Hour Division of the U.S. Department of Labor.

Services

- Health Care Industry
- Employment
- Corporate & Transactional

Education

- Florida State University (J.D., *with honors*, 1980)
- University of Central Florida (B.A., *summa cum laude*, 1977)

Bar Admissions

- Florida

Court Admissions

- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. Court of Appeals for the Eleventh Circuit

Affiliations/Memberships

- Orange County Bar Association
- American Health Law Association

Publications

November 18, 2024

Florida's New Simplified Licensure by Endorsement Law For Health Care Professions

August 22, 2024

Texas Court Revives Viability of Healthcare Non-Competes

January 19, 2024

Proposed Florida Laws Target Physician Non-Competes