

# ***TEMPORARIES NOW***

*We place people first*

## **Health Insurance Portability and Accountability Act of 1996 Employment Application Addendum**

A federal law, the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), protects the privacy of health information and establishes standards for the electronic transmission of such information. As an employee of Temporaries Now, Inc., you may be placed in a position where you will have access to information protected by HIPAA.

This information, known as **Protected Health Information**, is information that is created or received by a health plan or a medical care provider and that may relate to the past, present, or future physical or mental condition of an individual. Once placed in one of these positions, we expect that you will be trained by the company with whom you are placed on their procedures on the proper uses and transmission of Protected Health Information and of your duties under HIPAA. Failing to comply with the HIPAA regulations can result in civil penalties of up to \$100 per violation, with a cap of \$25,000 per violation, per calendar year and/or criminal penalties of up to \$250,000 in fines and possible imprisonment for up to 10 years.

As an employee of Temporaries Now, Inc., I acknowledge that I may be placed in a position that may expose me to Protected Health Information and require me to comply with HIPAA. I understand that if placed in such a position, that it is my responsibility to comply with HIPAA. I further acknowledge that I may be responsible for any HIPAA penalties, fines and other claims based on state law that result from my failure to comply with HIPAA.

Employee Signature \_\_\_\_\_

Employee Printed Name \_\_\_\_\_

Date \_\_\_\_\_

Employee SSN (Last 4 Digits ONLY) \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_