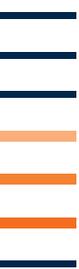


LYDIAN 



Health



**LEGAL
INSIGHT.
BUSINESS
INSTINCT.**



A COMPREHENSIVE, EFFICIENT APPROACH

Health issues are extremely diverse and require expertise in many areas of practice. The size of Lydian's team not only enables us to offer you a full range of services and support, but also makes sure that your question is being handled by an appropriate specialist.

THE FULL SCOPE OF LYDIAN'S SERVICES

We have in-depth expertise in the following matters:

- Healthcare
- Health and HR
- Insurance

HEALTHCARE

Are you a **healthcare provider** (hospitals, nursing homes, medical research centers, etc.)?

Challenges from both a regulatory and a management perspective put you in a constantly changing environment.

Lydian assists clients with all aspects of hospital regulation (certification, programming, networking, doctor-patient relations, etc.) and provides similar support for individual practitioners such as doctors, dentists, nurses, paramedics and pharmacists.

Finally, Lydian represents its clients' interests in the various forms of litigation they can encounter, especially before the Council of State. In this respect, Lydian also acts on behalf of interest groups and professional organizations before the Constitutional Court or before Parliament and other law-makers.

Are you a **healthcare professional**?

You have to comply with a number of legal and disciplinary rules and obligations.

Lydian represents you throughout all phases of governmental proceedings and disciplinary actions (e.g. with relation to particular bodies within the Belgian National Health Service and councils of physicians/pharmacists). We use our vast knowledge and experience to help you address healthcare compliance issues and we counsel you on how to react when disputes of healthcare fraud or abuse arise.

We also have a special focus on HR in the healthcare sector, in particular on:

- work relationships between you and healthcare institutions;
- work-time schedules;
- employment conditions;
- liability cases; and
- all privacy, professional confidentiality and HR-related issues.

HEALTH AND HR

Are you an **employer**?

You have a legal duty to protect employees' health and safety at work.

Lydian offers advice on the best practices for providing your employees with a psychologically safe working environment.

We help you to comply with OHS-regulations and assist you with drafting and implementing health policies (e.g. alcohol and drugs at work, stress, bullying, harassment etc.).

We advise on health related issues such as:

- absenteeism and disability management;
- medical compliance;
- control medicine;
- reintegration of disabled employees;
- liability in case of damage/accidents at work;
- termination and disability;
- medical file and privacy management; and
- legal position of the internal prevention consultants.

Are you an **external health service**?

We can assist you on:

- the legal position of your prevention experts/consultants;
- liability in case of damage/accidents;
- medical and privacy compliance; and
- screening of collaboration or other relationships with companies.

INSURANCE

Are you an **insurance company** or a **mutuality**?

Lydian can:

- advise you on the compliance of general conditions with the legislative and regulatory provisions that apply to life and non-life insurance and non-discrimination;
- assist you regarding general compliance and corporate governance;
- develop and advise on new insurance products; and
- assist and represent you in court expertise and in court litigation.

Are you a **healthcare professional**?

Lydian can:

- advise you regarding policy conditions of various insurance contracts; and
- assist and represent you in all matters of medical liability and insurance.

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A TEAM WITH EXPERIENCE

All the lawyers in our team have particular areas of expertise, whether in healthcare profession, health and HR, insurance or regulatory health & hospital law. Together they have experience of handling every legal aspect of healthcare. They are true experts in their field and have excellent contacts with the relevant authorities at national and regional level.

OUR EXPERTS

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Alexander graduated with a degree in law from the Catholic University of Leuven (KUL) in 1991. He also studied European Law at the University of Edinburgh.

He was an attorney at Loeff Claey's Verbeke (now Allen & Overy Belgium) from 1991 to 1999, where he was in charge of pensions law from 1995. He was made a Director at KPMG Tax & Legal Advisers in 1999 where he worked closely together with the KPMG actuaries and employee benefit consultants. He left on 1 January 2001 to found what is now Lydian.

He deals with all aspects of employment and pensions law. His practice concentrates on two specific lines: (i) collective labour law issues, with particular emphasis on the labour law aspects of large corporate reorganizations; and (ii) specific projects in the area of pensions (i.e. restructuring or winding down of pension schemes, complex litigation, etc.).

Alexander is a member of the International Pension and Employee Benefits Lawyers Association (IPEBLA), the European Employment Lawyers Association (EELA), and the American Chamber of Commerce (AmCham). He's also one of the founding members of the Belgian Pension Lawyers Association (BePLA). Chambers, the Legal 500, Who's Who Legal, PLC Which Lawyer? as well as the European Legal Experts all mention Alexander as a reference in his focus area.

Alexander was managing partner of Lydian from 1 January 2007 till 1 January 2010.

SANDRA LODEWIJCKX

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Sandra Lodewijckx is a partner in the Commercial & Litigation Department and her practice is exclusively focused on the insurance industry.

Sandra graduated with a law degree from the Catholic University of Leuven (KUL) in 1994. After her studies she took a number of supplementary courses in insurance and risk management, including at Assuralia and with the German reinsurer, Münchener Rück.

From 1994 to September 2000, she worked as a department manager at ING Insurance (now Vivium). In September 2000, she became an attorney at Loeff Claey's Verbeke (now Allen & Overy Belgium), where she was a member of the Banking & Finance Department.

Sandra joined Lydian on 1 January 2002 and is specialised in insurance law and pensions law. She assists Belgian and international (insurance) companies, professional organizations and insurance intermediaries with all insurance-related issues. She also advises companies on different aspects of supplementary pensions, corporate governance, pension plans and management agreements. She has extensive experience in litigation involving insurance and pension matters. She regularly assists large Belgian insurance companies in strategic litigation with their agent networks. Also, her combined knowledge of collective insurance and pensions gives her a unique presence on the Belgian market.

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Sandra maintains very good contacts with insurers, actuaries and control authorities. She is in demand as a speaker on insurance and supplementary pensions and has written several articles on the subject, not least about the introduction of class actions in the Belgian legal system.

Sandra is a member of the Antwerpse Kring van het Verzekeringswezen, the Association des Juristes d'Assurances (AJA) and the Cercle Royal des Assureurs de Belgique (CRAB/ KKVB). She is also a member of the Belgian Pension Lawyers Association (BePLA) and a Member of the Board of Directors of the pension fund Voorzorgskas voor advocaten, gerechtsdeurwaarders en andere zelfstandigen OFF.

ISABEL PLETS

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Isabel graduated with a law degree from the University of Gent (UGent) in 1996.

She worked full time as labour law research assistant in the social law department at the University of Gent, before joining Lydian on 1 January 2001.

Isabel Plets is 'of counsel' in the Employment, Pensions and Benefits Department. She is specialised in labour law, with a broad experience in soft labour law aspects (OHS, privacy related issues at work, harassment and discrimination).

She is in charge of Knowledge Management in the Employment, Pensions & Benefits Department.

Since 2001, she is a practical lecturer at Gent University.

EVELINE ANKAERT

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Eveline Ankaert graduated with a law degree from the University of Gent (UGent) in 2005.

She then worked full time as research assistant at the Institute for Social Law of the Katholieke Universiteit Leuven (KU Leuven). On 28 February 2012 she became a Doctor in Law by defending her PhD entitled "Law enforcement and the medical profession. Evaluation of administrative and disciplinary enforcement measures of health care delivery".

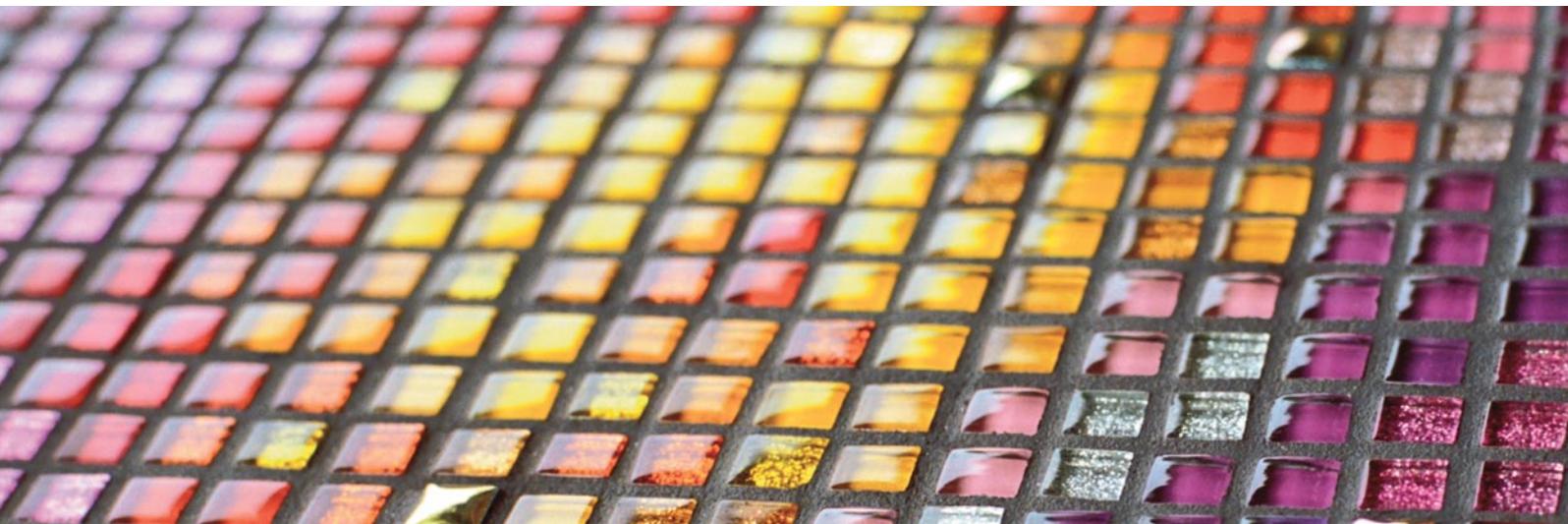
Eveline joined Lydian on 1 March 2012 as a member of the EPB-practice and of Lydian's pensions team. She focuses on all aspects of employment law and pensions and specialises in healthcare, health and HRM.

Eveline is a member of the Belgian Association for Labour and Social Security Law (Belgische Genootschap van Arbeids- en Socialezekerheidsrecht, Begasoz); she is also an author of SocialEye and co-author of "Praktijkboek Sociale Zekerheid 2013" and "Arbeidsongevallen (Aron) 2013".

HIGHLIGHTS OF OUR RECENT EXPERIENCE

- We assisted many clients with questions related to dismissals of disabled employees and reintegration of workers after long-term disability.
- We assisted a leading external health service in criminal proceedings on liability due to a fatal accident at work.
- We advised a large car manufacturer regarding the design and implementation of an alcohol and drugs policy.
- We advised a leading media group on the management of several cases of harassment.
- We frequently perform compliance reviews of several health and safety programs and policies for UK and USA clients.





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