



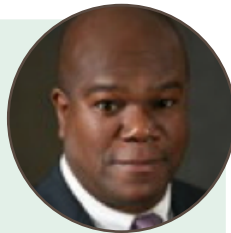
ZANENET GAZETTE

LIVE
WORK
SERVE

A guide and catalyst for healthcare innovation.

LETTER FROM ZANENET'S EHNAC STRATEGIC CONSULTANT

**Conrad A. Clyburn, M.S.
(U.S. Army, Retired)**



In June 2019, Zane Networks secured re-accreditation from the Electronic Healthcare Network Accreditation Commission (EHNAC) with an overall rating of 95% as a Management Service Organization (MSO), securely providing high-quality Health Information Technology (IT) services. Founded in 1995, EHNAC is the premier healthcare industry accreditation authority promoting standards supporting healthcare data security and information exchange, stakeholder trust, regulatory compliance and quality service.

Zane Network's EHNAC accreditation is based on our compliance with HIPAA, HITECH, NIST, ISO, HITRUST, DirectTrust and other standards governing the handling of Protected Health Information (PHI). Our accreditation also accommodates industry standards and proper use of NCPDP, X12, HL7 and other formats.

As a federally recognized Standards Development Organization (SDO), EHNAC has developed a risk-based methodology that monitors, measures, assesses, and reports effectiveness across a spectrum of regulatory factors including cyberhealth security, customer satisfaction, service availability, audit requirements, workforce training, resiliency,

See 'Letter' next page...

IN THIS ISSUE

WE ARE ZANENET	3
ZaneNet Travels the World.....	4
Helpful Tax Tips Before Year End	5
ZaneNet Employee Engagement	5
Upcoming Events.....	6

ZANENET IN THE COMMUNITY

ZaneNet supported and attended the Caribbean American Heritage Awards event sponsored by the Institute of Caribbean Studies and contributed to the Ward 8 Turkey Drive that donated turkeys and other Thanksgiving dishes to 2000 families in DC.



'Letter' continued from the cover...

business continuity and disaster preparedness. EHNAC requirements include the following:

STANDARDS SUPPORT	
Standards support	<ul style="list-style-type: none"> All HIPAA-required and industry-standard formats must be supported
Customer support	<ul style="list-style-type: none"> Specific metrics must be measured with stated minimums met on an ongoing basis. Ticketing system must be in place with prioritization and documented escalation procedures.
Transaction processing	<ul style="list-style-type: none"> Assurance that the proverbial "black hole" does not exist: Every transaction must be accountable from the time received until the time delivered.
System availability	<ul style="list-style-type: none"> Formal capacity plans and disaster recovery plans are required.
Resiliency and Disaster Recovery	<ul style="list-style-type: none"> Recovery Point Objectives (RPO) and Recovery Time Objectives (RTO) must be specified within the required timeframes, and demonstration must be made that these can be met. Must conduct at least annual testing of the recovery plan.
Business Practices	<ul style="list-style-type: none"> Accreditation requirements must not be diluted through remarketing white labeling. Fairness must be demonstrated in use of "only method" network connections.
Employee Requirements	<ul style="list-style-type: none"> Specific workforce training, initial and annual, must be formalized with ongoing compliance documented.
Facility and System Planning	<ul style="list-style-type: none"> Formal management and planning of physical and computing resources is required.
Third Party Accountability	<ul style="list-style-type: none"> Outsourcing never eliminates need for direct review of the outsourcer (each must be interviewed and facilitate a site review). All immediate third parties handling PHI must be visited, with the exception of FedRAMP-certified Cloud Service Providers (CSPs). The use of Fed RAMP-certified CSPs requires completion of cloud criteria requirements. Overseas outsourcers must be documented and, depending on access PHI, visited.
Organizational focus	<ul style="list-style-type: none"> EHNAC does not permit scope to be limited to a production environment, but requires that supporting operations, development, and quality assurance be included within scope.

organizational privacy, security and cybersecurity controls while delivering improved PHI data

management, and compliance with 21st Century Cures and other state and local requirements. With the foundation of EHNAC accreditation, Zane Networks is uniquely positioned to work with clients to implement regulatory compliant practice quality improvements, workflow redesign, revenue cycle enhancements and other business practice and policy improvements. We believe EHNAC accreditation is an important step in remaining competitive; working with clients to avoid potential exclusion from future business opportunities requiring certification; and mitigating the risk of breach of Protected Health Information (PHI).

Going forward, EHNAC and Zane Networks will be incorporating the requirements of the 21st Century Cures Act, and its implementing Trusted Exchange Framework and Common Agreement (TEFCA), to facilitate the secure exchange of PHI consistent with evolving landscape of federal and state security requirements. In addition, Zane Networks is part of EHNAC's leadership team, as Mr. Luigi Leblanc, Vice President, Technology is a Commissioner for the EHNAC which affords him of view of the evolutions in cyberhealth security policy at the national level.

Zane Networks, EHNAC re-accreditation will allow us to work with clients to strengthen and protect

Mr. Clyburn is Zane Networks lead consultant on EHNAC initiatives. Mr. Clyburn is former Director of Programs for the Department of Defense (DOD), Telemedicine and Advanced Technology Research Center (TATRC), Director, Community Development for the Department of Veteran Affairs funded OSEHRA (the Open Source Electronic Health Record Alliance, Associate Director, Georgetown University, Imaging Science and Information Systems (ISIS) Center, in Washington, D.C., and Medical Operations Advisor, Kingdom of Saudi Arabia, Ministry of Defense & Aviation. Mr. Clyburn has served on numerous of Boards including the American Telemedicine Association, the HIMSS Veterans Career Services Advisory Council, the NASA Medical Information Technology Applications Consortium, the Electronic Health Network Accreditation Commission Cloud Service Provider Advisory Council, Actuated Medical, Inc. and GapBuster Inc.



ZaneNet team members brought back mugs from their travels to add to Angela's growing mug collection: Paris; Dubai; Wyoming; Colorado;



and the latest China—from our intern Danielle Chen. (So if you don't want to carry a coffee mug in your luggage, don't tell Angela where you are going on vacation!)

EMPLOYEE HIGHLIGHT

Angela Turner is recognized as an Outstanding Employee



My name is Angela R. Turner, I am the Office/Accounts Manager here at Zane Networks. I have worked in the Human Resource Industry for over 15 years and Accounting for over 6 years. I have been with ZaneNet since May 2018. I was born and raised in the DMV. I have one daughter and she is my world.

Fun facts, I love to travel and collect Starbucks "been there series" Mugs from all over the country and world. My favorite hobby past time is making my LEGO collection greater.

I enjoy working with Zane Networks. I love the fun and camaraderie with all staff members and I love helping others.

WE ARE ZANENET...

ZANENET INTERN HIGHLIGHT

Marley Reyna



My name is Marley Reyna from Silver Spring, Maryland and I Currently attend Howard University where I major in health education with a minor in computer science. My interests are nutrition, cyber security and computer networking and I plan to pursue a career in the Health Information Technology Industry. In my free time I like watching movies and playing soccer, I played a season in college. I have a variety of skills, some including team leadership, time management, and critical thinking.

NEW TEAM MEMBERS

Michael Dark, MPH



Michael is a native of Baltimore and is excited to join the Zane Networks Family. Michael is the Technical Assistant Project Manager for the Health Information Exchange Connectivity Project. He will be managing an outreach team working to facilitate connectivity between practice electronic health records and the health information exchange. Michael has spent several years in public health and project management in local and state government, and at universities in Maryland. Michael has a Master of Public Health degree from West Virginia University and a Master of Arts in Clinical Mental Health Counseling from University of the Cumberlands.

Eula Secka



I am a seasoned IT Professional with over fifteen years of experience in the private, and government sectors spanning across multiple industries, such as health, finance, etc.. I am originally from Sierra Leone and Gambia (both in West Africa), but have been living in the Washington, DC area for the last 30 years. I am mother of two charming and intelligent troublemakers: Saphia, 11, and Djoser, 9. My interests run the gamut from reading to travelling to dancing. In general, I am someone who loves life and is always having a great time. I am a proud Howard University Bison who double-majored and graduated with a degree in Information Systems and English. I am currently pursuing a master's degree from Milken School of Public Health at George Washington University. My biggest pet peeve is wasting time because I am very conscious of the fact that I can never get that time back.

ZANENET TRAVELS THE WORLD

Snapshots from our team's travels. Please consider sharing yours and we will add it to our next newsletter!



Ronald Emeni on his trip to Paris, France.



Viola Welang with her sister and daughter in Dubai.

ZaneNet Intern
(2019) Muskaan's
pictures from her
semester abroad in
Switzerland.



Luigi, Alexandra
and their
daughters on
their trip to
Colorado over
the summer.



Angela with her
daughter and best
friend traveling to
Puerto Rico,
St. Thomas,
St. Lucia, and
Barbados.

HELPFUL TAX TIPS BEFORE YEAR END

By Lee V. Bethel, CLU®, REBC®, RHU®, CAP®, AIF®

Tax planning can be more advantageous when done during the year and well in advance of year's end.

Opportunities may exist for you to minimize tax liability, which could leave more income for you and/or your family.

Generally, people put off tax planning because paying income taxes is an obligation. So, this "negative" view causes frustration. It is often simpler to say, "Let's see how everything shakes out between

January 1 and April 15." However, after December 31, all you can do is deal with your tax liability. On the other hand, if you take care of the tax planning now, you may save more on April 15.

Do a trial tax return based on your projected personal income and deductions. Afterward, adjust your W-4 Form accordingly.

If you expect to have income that is not subject to withholding, review your required quarterly estimated tax payments. If you fail to have enough tax withheld or make sufficient estimated tax payments by the end of the year, you may be subject to penalties and interest. Adjust your W-4 or estimated payments to make up any shortfall.

Always keep an eye on what is happening in Congress. Tax reform is an ongoing process, and there may be more changes ahead.

If you can control when you receive income or take deductions, consider deferring income into next year if you expect to be in a lower tax bracket. Likewise, accelerate your deductions if you expect to be in a higher tax bracket this year as opposed to next. If you expect a tax change for the upcoming year, you may want to revisit this issue.

Watch out for the alternative minimum tax (AMT) if you expect to have any large tax items this year such as depreciation deductions, tax-exempt interest, or charitable contributions. To avoid the AMT, consider strategies such as re-positioning assets or delaying charitable contributions.

However, if you are subject to the AMT, consider accelerating next year's income into this year if your regular tax bracket would be higher than the AMT rate. If your itemized deductions increase the likelihood of triggering the AMT and do not generate significant tax savings, consider postponing deductions into next year if you are subject to the AMT this year.




Important Disclosure:

This information is not intended to be a substitute for specific individualized tax advice. We suggest that you discuss your specific tax issues with a qualified tax advisor.

ZANENET EMPLOYEE ENGAGEMENT...

HOW TO STAY CONNECTED AND HELP BUILD OUR BRAND

- 1**
FIND US ON LINKEDIN AND FACEBOOK
- 2**
LIKE AND FOLLOW OUR PAGE
- 3**
SHARE OUR CONTENT WITH YOUR FAMILY, FRIENDS, AND PEERS
- 4**
SEND SUGGESTIONS AND COMMENTS TO ERICA OR DANIELLE

 FACEBOOK  LINKEDIN

If you want to go fast, go alone. If you want to go far, go together.



AFRICAN PROVERB



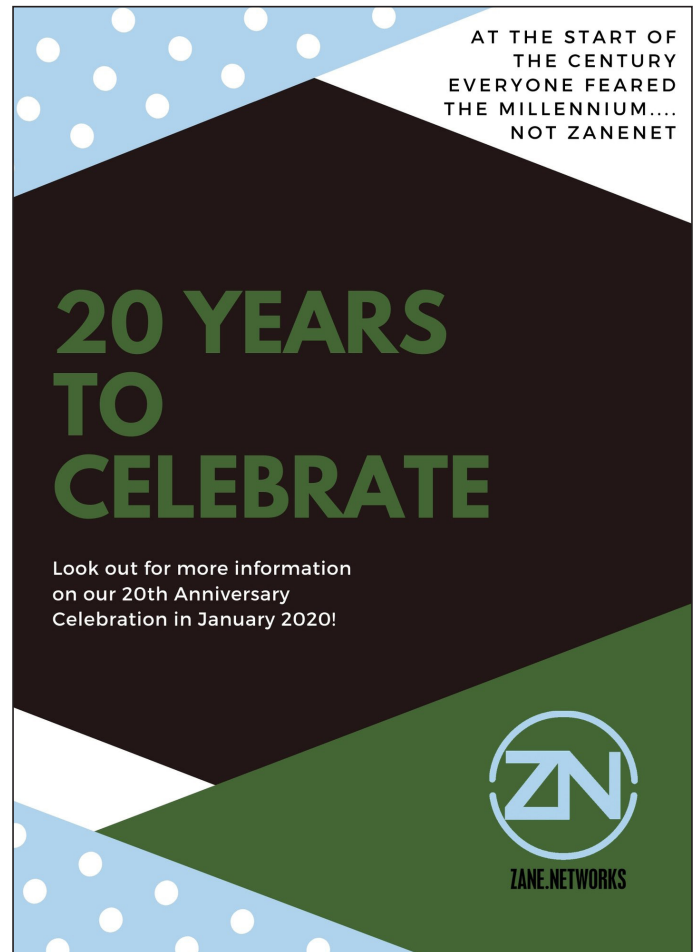
UPCOMING EVENTS

ZaneNet Annual Holiday Party



ZaneNet turns 20!

ZaneNet will be celebrating its 20th Anniversary in January 2020.



Questions? Feedback?

Have any comments regarding the Newsletter? What would you like included in this publication?

Give your feedback to Angela Turner, aturner@zanenetworks.com.

UPCOMING BIRTHDAYS

Eula Secka	January 23
Nneka Umeh, MD	January 27
Luigi Leblanc	February 3
Lee Emeni	March 1
Richard Morgan	March 19
Ronald Emeni	March 23
Danielle Carroll	March 28



Happy Holidays!