



## Aging Services

### A long-term commitment to excellence in the aged care sector

Hinshaw's aging services team focuses on the specialized needs of business owners and operators in this highly regulated, rapidly expanding sector of the healthcare industry. Our experienced attorneys work exclusively with a broad spectrum of providers, including:

- nursing homes
- assisted living and residential care facilities for the elderly (RCFE)
- skilled nursing facilities
- continuing care retirement communities (CCRC) and independent living communities
- home health, home care, and hospice agencies
- insurers
- trade associations

We have the resources, bench strength, and experience to help clients develop and implement effective risk management strategies, pursue new business opportunities, respond to agency investigations, and manage litigation. Hinshaw is one of the few national law firms providing a full suite of legal services to aged care companies and investors, including:

dispute resolution | regulatory compliance | labor and employment | corporate transactional

Our team is actively involved in a number of leading industry organizations, including LeadingAge, Home Care Association of America, and California Assisted Living Association (CALA). We speak and write frequently on issues impacting the industry, such as regulatory developments, litigation trends, ethics, contract risks, workplace safety, culturally appropriate care, risk transfers, and more.

### Applying litigation best practices

We are acutely aware that litigation is a significant concern for aging services providers. Our deep understanding of the aged care sector allows us to offer tailored legal advice. Our team has a track record of successfully representing business owners, operators, and executives in a broad range of disputes, including patient care, professional liability, personal injury, labor and employment, and contractual matters. We emphasize a proactive approach and a vigorous defense focused on resolving conflicts efficiently and effectively, whether in settlement negotiations, mediation, arbitration, or court. We are

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### Related Industries

Health Care

### Related Services

Complex Tort & General  
Casualty

Employee Benefits

Labor & Employment

Workers' Compensation  
Defense



admitted to practice or have been granted admission to practice pro hac vice in nearly two dozen states.

## **Delivering proactive regulatory compliance counsel**

Our team is adept at navigating federal and state regulations in jurisdictions nationwide, helping clients maintain compliance with relevant federal and state laws and regulations. Our representation before regulatory agencies includes the defense of enforcement actions before both state departments of public health and CMS, prosecution of involuntary discharge matters, as well as stakeholder negotiations in legislative issues impacting the industry.

We also assist in structuring operations and policies to comply with regulatory standards, federal value-based purchasing (VBP) programs, state licensing requirements, and more, thereby mitigating risks, ensuring uninterrupted service delivery, and streamlining reimbursements.

Our team also helps clients navigate complex financing matters concerning portfolios and has deep experience with development projects. This includes both senior housing and reuse and renovation projects.

## **Helping businesses manage labor and employment matters**

As the population of those needing aging care increases, there has been an increased focus on patient safety and quality care. At the same time, labor markets remain tight, and federal and state regulations are increasing the demands on service providers. We help clients develop and implement policies that comply with relevant employment laws, provide advice on wage and hour issues, and represent clients in employment litigation. Our team drafts employment contracts, handbooks, and industry-specific policies to comply with best practices; provides staff and management training; negotiates labor disputes; handles employee discipline and separations; and advises clients on hiring and staffing regulations and leave management.

## **Pursuing intelligent growth and business-succession strategies**

The aged care industry is dynamic, with frequent mergers, acquisitions, and other corporate transactions. A number of facilities are family-owned or privately held or focus on specific populations, including LGBTQ+ communities, which can give rise to sensitive business succession and leadership transition issues. Our team facilitates such transactions through effective pre-transaction due diligence, regulatory compliance, valuations, and deal negotiations. We also provide ongoing, day-to-day legal counsel concerning contract negotiations, including vendor and franchise agreements, as well as corporate governance matters.

## **News**

[Hinshaw Recognized as "Distinguished in Litigation" in BTI Consulting's Litigation Outlook 2024 Survey](#)  
November 16, 2023

[Adam Guetzow and Elizabeth Heredia Co-Author a Chapter in 2023 Edition of the "Long-Term Care Litigation" IICLE Handbook](#)  
November 15, 2023

[Hinshaw Health Care Co-Chair Adam Guetzow Profiled in McKnights Long-Term Care News Podcast and Law360](#)  
July 10, 2023

[Hinshaw Attorney Adam Guetzow Appointed to LeadingAge Legal Committee](#)  
January 20, 2022

[Hinshaw Partner Adam Guetzow Named to Chicago Daily Law Bulletin's 40 Illinois Attorneys Under 40 to Watch](#)  
September 14, 2021



[3 Ways for Homecare Service Providers to Better Serve LGBTQ Seniors and Benefit from this Emerging Market Demographic](#)  
April 27, 2021

[Hinshaw's Adam Guetzow Discusses Governor Pritzker Veto of 9% Pre-Judgment Interest Bill in McKnight's Long-Term Care News](#)  
March 30, 2021

[Aimee Delaney Considers Potential Liability and Employment Implications of Mandatory COVID-19 Vaccinations for Senior Living Communities](#)  
January 14, 2021

[Hinshaw Hosts Webinar on the State of the Long Term Care Industry](#)  
October 6, 2020

[Hinshaw's David Alfini Honored as one of Crain's Chicago 2020 Notable LGBTQ Executives](#)  
July 15, 2020

[Celebrate Pride Month with Hinshaw](#)  
June 2020

[Hinshaw Attorneys Present at 2018 LeadingAge Illinois Annual Meeting and Expo](#)  
April 25, 2018

[Hinshaw Attorneys Featured in a LeadingAge Illinois Webinar Series Focused on Private Duty Home Care Agencies](#)  
January 10, 2018

[Hinshaw's Rockford Seminar Series](#)  
October 9, 2017

[Aimee Delaney Featured in Article on Regulatory Changes Impacting the Home Health Care Industry](#)  
June 2, 2017

[Alfini and Guetzow Review CMS's Landmark Reform of Long-Term Care Facility Regulations](#)  
February 15, 2017

[David Alfini, Adam Guetzow and Aimee Delaney Speak at Final Rulings to New Beginnings Event](#)  
January 19, 2017

[David Alfini and Adam Guetzow Author Bloomberg BNA Article on the Illinois Authorized Electronic Monitoring in Long-Term Care Facilities Act Revisited](#)  
April 22, 2016

[David Alfini and Adam Guetzow Author Article on Electronic Monitoring in Long-Term Care Facilities](#)  
October 14, 2015  
BNA's Health Law Reporter

## Events

[David Alfini, Aimee Delaney, and Adam Guetzow to Present at the Hinshaw-Sponsored 2024 LeadingAge Illinois Annual Meeting and Expo](#)  
July 30-31, 2024  
Renaissance Schaumburg Convention Center in Schaumburg, Illinois

[David Alfini to Present a Hinshaw-Sponsored Webinar on Culturally Appropriate Care and Services to LGBTQ+ Seniors](#)  
June 26, 2024  
Virtual Event



[David Alfini and Vincent Rizzo to Present at Hinshaw-Sponsored National Honor Our LGBTQ+ Elders Day Forum](#)  
May 16, 2024  
Los Angeles, California

[Adam Guetzow to Speak at LeadingAge Illinois Sheltered Care Bootcamp](#)  
May 15, 2024  
NIU Campus, Naperville, Illinois

[David Alfini, Aimee Delaney, and Adam Guetzow to Speak at the 2024 Illinois Homecare & Hospice Council Annual Conference](#)  
April 11, 2024  
Northern Illinois University Naperville Conference Center, Naperville, Illinois

[Adam Guetzow to Present at a LeadingAge Illinois Bootcamp on Nursing Facility Surveys](#)  
December 5, 2023  
Springfield, Illinois, and Virtual

[Mellissa Schafer to Present at the California Assisted Living Association \(CALA\) Fall Conference & Trade Show](#)  
November 8, 2023  
Renaissance Palm Springs Hotel & Palm Springs Convention Center, Palm Springs, California

[Adam Guetzow to Present at Home Care Association of America's National Conference](#)  
October 22, 2023  
Chicago, Illinois

[David Alfini, Aimee Delaney, and Adam Guetzow to Speak at LeadingAge Illinois Senior Living Conference](#)  
October 3, 2023  
Northern Illinois University – Naperville Conference Center, Naperville, Illinois

[Adam Guetzow to Present Sheltered Care Bootcamp at LeadingAge Illinois](#)  
August 23, 2023

[David Alfini, Aimee Delaney, Adam Guetzow, and Ritika Narayanan to Present at the 2023 LeadingAge Illinois Annual Meeting and Expo](#)  
March 7 – 8, 2023  
Renaissance Schaumburg Convention Center in Schaumburg, Illinois

[Executive Director Legal Pitfalls – The Defense Attorney Perspective](#)  
Thursday, January 26, 2023  
Virtual | 1:30 p.m. – 2:30 p.m., Pacific

[David Alfini, Aimee Delaney, and Adam Guetzow will present at the Skilled Nursing Facilities Survey Symposium](#)  
November 10, 2022  
Bobak's Signature Events, Woodridge, Illinois

[David Alfini and Mellissa Schafer to Present at the California Assisted Living Association \(CALA\) 2022 Fall Conference & Trade Show](#)  
November 8, 2022  
Renaissance Palm Springs Hotel and Palm Spring Convention Center

[Defending the Traumatic Brain Injury \("TBI"\) Case – The Objective vs. The Subjective](#)  
Wednesday, October 12, 2022  
Virtual



[Hinshaw Partners David Alfini, Aimee Delaney, and Adam Guetzow to Present at LeadingAge Illinois Senior Living Conference](#)

October 6, 2022

Bobak's Signature Events, Woodridge, Illinois

[Aimee Delaney and Adam Guetzow to Present at Home Care Association of America Illinois Chapter Conference](#)

November 9, 2021

Hilton Lisle/Naperville Hotel in Lisle, Illinois

[Trio of Hinshaw Attorneys to Speak at Leading Age Illinois' 2021 Annual Meeting & Expo](#)

June 22 – 23, 2021

Virtual Event

[SAGE's Regional Roundtable Series: A Dialogue on Chicago's LGBT Elder Housing Network](#)

May 11, 2021 and May 13, 2021 | 1:00 – 3:00 p.m. Central

Virtual Event

[Hinshaw Attorneys to Discuss Emerging Claims Handling Issues for Insurance Professionals](#)

February 25, 2021

Virtual Event

[Trio of Hinshaw Attorneys Address Potential Employment and Liability Impacts of COVID-19 Vaccines in Senior Living Communities](#)

January 13, 2021

Virtual Event

[Hinshaw Attorneys Present at 2020 Private Duty Symposium](#)

December 2 – 3, 2020

Virtual Event

[Hinshaw and LeadingAge Illinois to Present Virtual 2020 Illinois Home Care Services Bootcamp](#)

September 16, 2020

Virtual Event

[Adam Guetzow to Present on Risks for Potential COVID-19 Litigation and Liabilities for Long-Term Care Providers](#)

August 18, 2020

Virtual Event

[Hinshaw Attorneys to Present at LeadingAge HR Virtual Workshop](#)

July 28 – 29, 2020

Virtual Event

[David Alfini to Discuss Leading and Serving LGBTQ Seniors During COVID-19 in LeadingAge Illinois Webinar](#)

June 23, 2020

Webinar

[Hinshaw Attorneys to Discuss Coronavirus in the Senior Living Workplace](#)

March 25, 2020

Webinar

[Aimee Delaney to Provide Labor and Employment Law Update in LeadingAge Illinois Presentation](#)

January 15, 2020

[Aimee Delaney and Adam Guetzow Present on Best Practices for Employers and Caregivers Following Cannabis Legalization in Illinois](#)

January 10, 2020



[Hinshaw and LeadingAge Illinois Team Up to Present the 2019 Illinois Home Care Services Bootcamp](#)

September 24, 2019

Hinshaw's Chicago Office | 151 North Franklin

[Hinshaw Attorneys to Present at 2019 LeadingAge Illinois Annual Meeting and Expo](#)

April 2, 2019

Renaissance Schaumburg Convention Center | Schaumburg, Illinois

[Aimee Delaney to Present LeadingAge Webinar on 2019 Labor and Employment Law Updates](#)

January 16, 2019

[Hinshaw and LeadingAge Illinois to Present the Illinois Home Care Services Bootcamp](#)

November 7, 2018

Hinshaw's Chicago Office | 151 North Franklin

[David Alfini, Aimee Delaney and Adam Guetzow to Present at LeadingAge Illinois Senior Living Conference](#)

October 4, 2018

Hilton Lisle/Naperville | Lisle, Illinois

[Home Care Industry Risk Mitigation Presentations at Private Duty Symposium](#)

September 12, 2018

Holiday Inn and Tinley Park Convention Center | Tinley Park, Illinois

[Aimee Delaney, David Alfini, Adam Guetzow and Ken Yeadon to Present at 2018 LeadingAge Illinois Annual Meeting and Expo](#)

April 17, 2018

Schaumburg Convention Center

Schaumburg, Illinois

[Aimee Delaney, Adam Guetzow and David Alfini Present Webinar on Mitigating Risk and Litigation in Homecare](#)

March 21, 2018

[Aimee Delaney, Adam Guetzow and David Alfini to Present Webinar on Third-Party Credentialing Systems in Senior Care Communities](#)

March 6, 2018

Webinar

[Aimee Delaney, Adam Guetzow and David Alfini Present Webinar on Best Practices for Homecare Handbooks and Training](#)

February 27, 2018

Webinar

[Aimee Delaney, Adam Guetzow and David Alfini Present Webinar on Homecare Agency Compliance](#)

January 17, 2018

Webinar

[Common Practice Mistakes for Physician-Extenders: Tips for Avoiding a Malpractice Claim](#)

November 15, 2017

Hinshaw, Rockford Office

[Hinshaw to Present at LeadingAge Senior Living Conference in September](#)

September 26, 2017

The Hilton Lisle/Naperville Hotel

[Hinshaw Presents Senior Care, Home Service and Home Health Symposium](#)

September 14, 2017

Hinshaw & Culbertson LLP, Chicago



[Hinshaw to Present at LeadingAge Human Resources Symposium](#)

July 11, 2017

Morton Arboretum, Lisle, Illinois

[Hinshaw to Present at Home Care Association of America Illinois Conference](#)

May 16, 2017

The Hilton Lisle/Naperville Hotel

[Adam Guetzow & David Alfini to Speak at Webinar on the Illinois LTC Peer Review and QA Protection Act](#)

March 22, 2017

Live Webinar

[David Alfini, Adam Guetzow and Aimee Delaney to Speak at Final Rulings to New Beginnings Sessions](#)

January 19, 2017

Hinshaw & Culbertson LLP: 222 North LaSalle, 15th Floor, Chicago IL

[David Alfini and Adam Guetzow to Speak at the 2016 LeadingAge Senior Living Conference](#)

September 28, 2016

Hilton Lisle/Naperville: 3003 Corporate West Drive Lisle, Illinois, 60532

[David Alfini and Adam Guetzow to Present at the LeadingAge's Illinois Annual Meeting and Exhibition](#)

April 5, 2016

## Publications

[FAQs on New Chicago Ordinance Requiring Written Employment Contracts for Domestic Workers](#)

January 13, 2022

Insights for Employers

[California Expands Non-Economic Damages In Survival Actions](#)

December 30, 2021

Hinshaw Alert

[Updated Visitor Guidelines for Skilled Nursing Facilities Regarding Illinois, Indiana, and Federal Requirements](#)

March 24, 2021

Hinshaw Alert

[U.S. Department of Labor Issues Families First Coronavirus Response Act Notice and FAQ](#)

March 26, 2020

Insights for Employers

[CMS Revises and Updates Requirements for the Programs of All-Inclusive Care for the Elderly \(PACE\)](#)

July 29, 2019

Health Care Alert

[CMS Proposes Rule to Reverse Pre-Dispute Binding Arbitration Ban](#)

June 12, 2017

Long-Term Care Alert

[CMS Begins Enforcement of New State Surveyors Requirement-Resident Abuse through Photography](#)

March 2, 2017

Long-Term Care Alert

[U.S. District Court Issues Preliminary Injunction Stalling and Possibly Precluding CMS' Final Rule's Ban on Long-Term Care Resident Arbitration Agreements](#)

November 15, 2016

Long-Term Care Alert



[Illinois Authorized Electronic Monitoring in Long-Term Care Facilities Act: Proposed Amendments](#)

August 2, 2016

Long-Term Care Alert

[Electronic Monitoring Notification and Consent Form Released](#)

February 3, 2016

Long-Term Care Alert

[CMS Proposes Regulations to Prohibit Mandatory Arbitration Provisions in Nursing Home Contracts](#)

October 22, 2015

Long-Term Care Alert

[Long-Term Care Quarterly - September 2015](#)

September 3, 2015

[Electronic Monitoring in Long-Term Care Facilities to be Allowed as of January 1, 2016](#)

August 24, 2015