

Article VIIIA — HIPAA Privacy and Security Practices

§ 20-821 In General.

This Plan is not subject to the administrative simplification provisions, the privacy rule, or the security rule of the Health Insurance Portability and Accountability Act of 1996, as amended, because it has fewer than fifty (50) participants (as defined in section 3(7) of ERISA, 29 U.S.C. § 1002(7) and is self-administered by the Employer. *See* 45 CFR §§ 160.102(a) and 160.103 (definitions of health plan and group health plan).