

## Speaker Biographies: ABC Lunch & Learn October 16, 2024

### *Dana Mayhew BIOGRAPHY*

Dana Mayhew is Human Resources professional, educator and a vibrant public speaker. She is the founder and principal of TDC Consults, a human resources consulting firm. She is an employee relations specialist and management trainer. She holds certificates in MBTI, DISC and EQ-2.0 and 3.0. Additionally, she was a corporate executive specializing in labor and employee relations, training, and coaching. Recognized for senior level knowledge in human resources employment laws and regulations, she instructs at UCLA Extension and is an Adjunct Professor of Human Resources Management at Claremont Graduate University. She holds PHR-ca, SPHR, and SHRM-SCP certificates.

A long-term SHRM AND PIHRA member, a professional HR association with 4,200 members serving Southern California, Dana is the chair of Governmental Advocacy Team for PIHRA. The team advocates on behalf of PIHRA's membership for employment legislation that serves the employer and the employee. She is the founder and host of the highly popular Government Advocacy Team's Coffee Hour. She and her team have interviewed legislators throughout the Southland for the three years. These conversations are both informal and highly informative. Dana is a past chair of PIHRA Pasadena and a recipient of PIHRA's Human Resources Excellence Award **2016**. Dana is the founder of the HR Roundtable and co-founder the HR Professional Development Program. Because of her extensive PIHRA experience was appointed Student Advisor for the PIHRA Claremont Graduate University. The CGU team won the 2023 CalSHRM Students Case Management Awards.

She is also a member of ProVisors - Pasadena 1, trusted advisors to the business community. She joined the Institute of Coaching, in 2022, a McLean Affiliate of Harvard Medical School. In January 2016, Dana presented at the Rotary World Peace Conference. She newly moved to Riverside and is a member of the Riverside Art Museum's Art Alliance. She lives with her artist attorney husband and frisky Siberian Husky.

### *Marilyn Monahan, ESQ.*

**Marilyn A. Monahan** is the owner of the Monahan Law Office, originally based out of Marina del Rey, California, and now in Vista, California. Marilyn focuses her law practice on advising employers and consultants on compliance with employee benefit and insurance laws, including ACA, ERISA, HIPAA, and COBRA. Her volunteer activities include serving as Secretary of the Employee Benefit Planning Association (EBPA). Marilyn has also served on the Board of Directors of the Professionals in Human Resources Association (PIHRA) (2008-2018). She has represented Advanced Benefit Consulting since its inception in 1995.

The Monahan Law Office specializes in employee benefits and insurance law. The practice focuses on advising employers and consultants with their compliance obligations under federal and state laws and regulations, with an emphasis on health and welfare plans. The Monahan Law Office

provides counsel to insurers, HMOs, consultants, employers, public entities, union sponsored and self-funded health plans, and third party administrators.

Marilyn provides the following services to clients:

- Advising clients on compliance with federal and state employee benefit and insurance laws and regulations;
- Drafting and reviewing plan documents and other written materials for health and welfare plans;
- Reviewing, negotiating, and drafting contracts;
- Conducting employee training;
- Working with all members of the HR and benefits consulting team to achieve strategic results, and
- Providing legislative updates and compliance reports to keep clients apprised of new developments in the law.

Before opening Monahan Law Office, Marilyn was an attorney at Emmer & Graeber Law Firm in Los Angeles, California, from 1998-2012.

While at Emmer & Graeber, Marilyn specialized in employee benefits and insurance corporate and regulatory law, and provided advice to clients with health and welfare plans on compliance with federal and state laws and regulations. Representative clients included insurers, HMOs, consultants, employers, public entities, union sponsored and self-funded health plans, and third-party administrators.

From 1990-1998, Marilyn was a Shareholder/Associate of Dorais & Wheat, representing clients in federal and state trial and appellate courts, arbitrations, and mediations. She also advised the insurance industry clients on company formations, licensing, administrative investigations, and policy preparation and interpretation, drafted and negotiated contracts, and formed corporations and handled small mergers and acquisitions.

Prior to this, Marilyn was an Associate at Casson, Harkins & LaPallo/Casson, Harkins & LaPallo from 1989 – 1990, representing businesses in health care and employment litigation, and representing businesses in health care and employment litigation.

Marilyn began her legal career as an Associate at Breidenbach, Swainston, Crispo & from 1985 - 1989, where she defended businesses and firms in medical products liability and professional malpractice litigation.

## ***SUMMARIZED BIOGRAPHY OF DOROTHY M. COCIU, RHU, REBC, GBA, RPA***

Dorothy M. Cociu, RHU, REBC, GBA, RPA, has 35 years of experience in the operations, sales and administration of employee benefit programs and compliance related to health plan administration, ERISA, COBRA, HIPAA and other laws, such as ACA, FFCRA, CARES Act, and Transparency in Coverage Rules (2020), and Consolidated Appropriations Act of 2021 (CAA). She was a pioneer in

the self-insured industry and one of the first brokers/consultants to educate employers and offer Reference Based Pricing in California. She is the author of The ABC's of HIPAA Compliance; An Employer's Simplified Administrative Guide to HIPAA Compliance, published October, 2000. Ms. Cociu is one of the leading HIPAA Privacy Consultants on the West Coast, as well as the nation. This includes HIPAA Privacy, Security, ARRA and HITECH. She previously won a National Legislative Achievement Award from the National Association of Health Underwriters (NAHU) for her work in Legislative Communications to employers and the industry, and her work in HIPAA education.

Dorothy hosts a successful weekly podcast series, the Benefits Executive Roundtable. Our 6<sup>th</sup> Season begins September, 2024, and we are moving from an audio to video podcast.

Dorothy began her administrative experience began in the Taft-Hartley marketplace, then moved to self-funded administration after three years. Her TPA experience began with Northwest Administrators, located in the Bay Area, followed by Southwest Administrators in Los Angeles, California. She began as an Auditor, auditing employers for proper Pension Contributions, and later, became an Account Service Representative. As an auditor, she was trained on all audit procedures, which are consistent with current government audits. This start to her career, as minor as it seemed at the time, became paramount in her current work in the world of HIPAA Audits. Southwest Administrators later purchased MSK Insurance Administration, a TPA specializing in self-insured health plans, and placed the firm in Dorothy's hands. Here she served dual roles as Operations Manager and Director of Marketing for nearly five years. She was also solely responsible for client compliance in all related laws, including COBRA and HIPAA. After the sale of MSK in 1991, Dorothy moved to Admar Corporation, a national Managed Care Organization and Third Party Administrator. Dorothy held the positions of Director of Special Projects and Director of Marketing and Customer Services. Dorothy was later recruited by Word & Brown, where she was the Vice President, Self-Funding, and developed and taught several Continuing Education Courses approved by the California Department of Insurance for the purpose of providing continuing education to insurance agents, brokers and consultants. Dorothy left Word & Brown in 1995 to develop Advanced Benefit Consulting, a benefits and compliance consulting firm. Her clients include fully insured and self-insured employers, third party administrators, excess loss carriers, general agencies, health care networks, Applied Behavior Analysis organizations, and the U.S. Department of Labor. Ms. Cociu has been doing HIPAA Privacy & Security consulting and implementations since 2002.

Dorothy's current projects include ERISA, HIPAA, ACA and CAA Transparency in Coverage Rules for health plans and employers, CAA RxDC Reporting, CAA Gag Clause Prohibition & Attestation and more. She acts as a broker and consultant for several large self-insured employer groups located throughout the country, and provides educational seminars for employers and industry personnel and HIPAA Privacy & Security Consultant to a number of large group employers in California. She specializes in large group health benefits, including Self-Funding and Reference-Based Pricing. She has had well over 100 articles published to date in magazines such as California Broker, America's Benefit Specialists, HR Tech Outlook, and Manage HR magazines.