Zachary T. Steadman

Member

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Zach Steadman represents insurance carriers and health care providers in regulatory matters pertaining to federal and state regulation. He also provides regulatory counsel on issues of information management and security compliance and advises clients on security policies and procedures, record retention policies, HIPAA compliance and planning for and responding to data breaches.

Practice Areas

Insurance Regulatory
Captive Insurance
Health Care
Managed Care
Information Privacy, Security and Data Rights
Administrative Law

Education

University of Arkansas Little Rock William H. Bowen School of Law,
J.D. - (2007)

University of Arkansas,
B.S.B.A., Accounting - (2002)

Bar Admissions

Arkansas
Mississippi
Texas

Experience

Insurance Regulation

- Counsel to insurance companies, insurance producers, third-party administrators and other insurance-related entities in regard to regulatory matters for all lines of business.
- Provide legal advice on insurance company formations, admissions, product filings, mergers and acquisitions and producer licensing.
- Advises on and manages issues before the National Association of Insurance Commissioners (NAIC) and National Conference of Insurance Legislators (NCOIL).
- Instrumental in development and ongoing revisions to Arkansas law addressing captive insurance companies and has been involved in the formation of the majority of the captive insurance companies in Arkansas.
- Advise and assist with regulatory compliance matters for all lines of business, including holding company issues, regulatory enforcement proceedings and market conduct examinations.
- Extensive work with health plans and other HIPAA covered entities involving development and implementation of HIPAA policies and procedures, data breach response and negotiation of business associate agreements.
- Develop and file policy forms for approval.
- Frequent speaker on insurance compliance and data security issues.

Health Care Regulation

- Work with hospital clients in conducting compliance investigations advising on compliance issues.
- Draft hospital policies and procedures specific to issues related to non-profit hospitals.
- Assist hospitals and nursing homes in developing Plans of Correction when found to be in violation of state and federal regulations.
- Counsel hospitals in negotiations with liability insurers regarding coverage and payment issues.
- Advise and counsel clients with peer review issues and medical staff appointments and clinical privilege delineation for physicians and allied health professionals.
- Counsel hospitals regarding implementation of policies and procedures related to quality assurance protection.
- Provide seminars and education to hospital employees regarding practices to reduce potential claims related to professional liability HIPAA violations.
- Counsel healthcare providers and insurance companies regarding HIPAA compliance and breach response.
- Defend hospitals in actions arising from denial or revocation of physician privileges.
- Defend hospitals in EMTALA investigations conducted by state and federal regulators.
- Defend long term care clients in regulatory investigations conducted by the Arkansas Attorney General, Arkansas Office of Long Term Care, Centers for Medicaid and Medicare Services and other state and federal regulatory bodies.
- Counsel hospitals and other health care providers regarding risk management policies and practices.
- Served as direct risk management counsel to one of Arkansas' largest hospital operators.

Professional Presentations

- "Legal Ramifications of a Data Breach," Arkansas Better Business Bureau Cybersecurity Summit, October 2017
- "HIPAA Updates," Little Rock, Arkansas, June 2014
- "Legal Requirements of Medical Staff Bylaws," Arkansas Association for Medical Staff Services (ArkAMSS) Spring Conference, Little Rock, Arkansas, May 2014
- "Changes to Advance Directives," Arkansas Social Workers in Health Care (ASWHC) Spring Conference, Little Rock, Arkansas, April 2014
- "DNR and the Surrogate," Arkansas Social Workers in Health Care (ASWHC) Spring Conference, Little Rock, Arkansas, April 2014
- "HIPAA and HITECH Update," Arkansas Healthcare Financial Management Association Spring 2013 Meeting, Hot Springs, Arkansas, May 2013
- "Medical Records Law and EHR," Medical Records Law Conference, Little Rock, Arkansas, September, 2012

- "HIPAA & EMTALA," Little Rock, Arkansas, July 2012
- "Navigating Compliance Issues in Physician Employment," Arkansas Hospital Association Compliance Forum, Little Rock, Arkansas, May 2012
- "Risk Management Issues in Nursing," Little Rock, Arkansas, March 2012

Professional Recognition

- *The Best Lawyers in America®:* Health Care Law (2027)
- *The Best Lawyers in America®:* Insurance Law (2021-2027)
- *The Best Lawyers in America®:* Administrative/Regulatory Law (2023-2027)
- Best Lawyers®: "Lawyer of the Year" in Administrative / Regulatory Law (2025)
- *Mid-South Super Lawyers Rising Star:* Health Care (2013-2019)
- *Arkansas Business* 40 Under 40 (2017)
- Arkansas Bar Foundation – Writing Award for Best in General Category, "*Ransomware and Healthcare Providers*" (2017)
- Graduate, Leadership Greater Little Rock Class XXVI

Involvement

- American Society for Healthcare Risk Management
- American Health Lawyers Association
- International Association of Privacy Professionals
- American Bar Association
- Arkansas Bar Association
- Pulaski County Bar Association
- Mitchell Williams
- Board of Directors (2026)
- Regulated Business Practice Group Chair (2020-2025)
- Board of Directors, First Tee of Central Arkansas
- Vice Chair (2024)
- Former Board Member, Camp Aldersgate
- Vice President (2018)
- President (2019)
- Individual Sustaining Member, Insurance Regulatory Examiners Society Foundation
- Arkansas Children's Hospital Committee for the Future
- Downtown Little Rock Kiwanis Club