

THOMAS ASBURY

ATTORNEY | COMPLIANCE EXECUTIVE | CONSULTANT

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Executive Summary

Strong leader, manager, and problem-solver who has led teams of 20+ direct reports and thrives with challenges, choices, and control; Received an unsolicited promotion after six months at WellCare (NYSE: WCG); Led internal audit credited with winning WellCare's most significant federal contract, which increased market share by 35%; Meticulous compliance executive who naturally prioritizes building relationships with clients and stakeholders and has 15+ years of experience spanning both the in-house and private practice settings; Oversaw and supervised cross-functional teams to overhaul and streamline the company's metrics dashboards and reporting systems; and an excellent speaker and communicator with a polished and persuasive demeanor.

Work History

Attorney, [Asbury Law](#), Jacksonville, *Jan. 2014 to 2020; Jan. 2021 - Present*

Practice areas include compliance law, business law, litigation, administrative law, estate planning, probate, and compliance-related consulting for companies subject to a Corporate Integrity Agreement (CIA).

Memberships/Affiliations: Florida Bar Association; U.S. District Court for the Middle District of Florida; Jacksonville Bar Association; First Coast Penn Alumni Club; Penn Alumni Admissions Committee Interviewer; and lecturer in continuing legal education programs for the National Business Institute.

Attorney, [Cole, Scott & Kissane](#), Jacksonville, *Aug. 2020 to Jan. 2021*

CSK is an AM 200 law firm with thirteen offices throughout Florida. Practice areas included insurance defense and coverage opinions. Resigned for health reasons that have since been resolved.

Professor (Adjunct), Florida Coastal Law School, Jacksonville, *Jan. to June 2015*

Legal Writing & Research

I had the privilege of teaching many eager young minds the various techniques and principles of quality and disciplined legal writing and research. On the last day of class that semester, I was surprised by a gift from the class—a 15-year old bottle of scotch! So, I guess I did okay. I will always cherish the sentiment!

Founder, Society of Compliance, Healthcare, Ethics & Management Assoc.

SCHEMA, June 2014 to Present

The Society of Compliance, Healthcare, Ethics & Management Association (SCHEMA) is a LinkedIn group designed to be a leading forum for sharing global news, challenges, best practices, and strategies for the compliance sector, and is comprised of over 500 members worldwide.

Regulatory Counsel, WellCare Health Plans, Tampa, *Aug. 2012 to Dec. 2013*

Primary sanctions compliance and legal responsibilities included oversight, development, and drafting the Corporate Integrity Agreement Annual Report to the Board for approval and ultimate submission to the U.S. Department of Health and Human Services Office of Inspector General (OIG); Serving on the Global Policy & Procedure Committee; Handling fraud, waste, and abuse (FWA) issues; Remediating audit findings, interacting with external and internal auditors, and overseeing improvements to the internal control environment; Overseeing and managing the fraud complaint hotline/helpline reporting system; Conducting and assisting with internal investigations, including implementing process improvements/enhancements; Resolving auditing and monitoring concerns; Leading company-wide initiatives to remediate matters through corrective action plans; Developing and conducting employee compliance training and compliance breach investigations, managing cross-functional teams, and designing improvements to metrics dashboards; Reviewing and revising WellCare's policies and procedures; Managing outside counsel; and recognized as an expert at evaluating systems for process/operational and documentation improvements, including significant government contracts and the Code of Conduct.

Software

Proficiencies

- ◆ FTP
- ◆ WordPress
- ◆ Microsoft Office Suite
- ◆ Web Design
- ◆ Cloud Storage & Management
- ◆ Zoom
- ◆ Adobe Premiere Pro
- ◆ Adobe Creative Cloud
- ◆ Axcelerate
- ◆ Relativity

Side-Gig

Writer & Lecturer

- ◆ Academic Writing
- ◆ Dissertations
- ◆ Thesis Papers
- ◆ Admissions Essays (College)
- ◆ Admissions Essays (Masters/Doctoral)
- ◆ Speech Writing
- ◆ Memoirs

Volunteering

Admissions Interviewer,
University of
Pennsylvania (alumni
member since 2015)

Compliance Liaison, WellCare Health Plans, Tampa, Dec. 2011 to July 2012

Implemented/monitored corporate policies and procedures to ensure compliance with CIA requirements, sanctions compliance, and applicable Plan contracts with Medicare/Medicaid and federal/state laws and regulations; Primary contact for the Chief Compliance Officer relating to compliance activities at the appropriate Plan/Market level; Promoted a culture of ethics and compliance within the Florida market; Provided cross-functional compliance support; and acted as the liaison for the various internal departments (including Internal Audit) regarding investigations, sanctions compliance, information security, HIPAA, the Code of Conduct, policies and procedures, and training.

Senior Attorney, State of Florida, St. Petersburg, June 2009 to Dec. 2011

Senior lead prosecutor for the Florida Agency for Healthcare Administration (AHCA), providing full legal representation on administrative law and regulatory matters for all healthcare facilities in the state; Performed bill analysis for the Governor's Office in conjunction with Legislative Affairs; and top-level advisor on the issuance of Moratoriums and Emergency Suspension Orders on behalf of the state.

Organization Description: The Florida Agency for Healthcare Administration is the head health policy and planning entity for Florida, whose principal responsibility is the state's estimated \$25.2 billion Medicaid program serving over four million Floridians and the licensure of the state's 48,500 healthcare facilities.

Executive Director, Teen Challenge of Florida, Lakeland, June 2007 to June 2009

Directed of all aspects of this faith-based healthcare rehabilitation facility, including legal compliance, implementation of best-practices, change management, reorganization, revising and drafting policies and procedures, and related training to facilitate patient-focused modality; Ultimate responsibility and oversight of operations, profitability, and outcomes; and management of a budget exceeding \$1 million. Under my leadership, we achieved an 86% success/recovery rate.

Managing Partner, Asbury & Bullock, Jacksonville, June 2002 to June 2007

Practice areas include compliance law, business law, litigation, appellate services and oral arguments before the District Court of Appeal, estate planning, and probate; Represented diverse spectrum of physician groups; Licensed title insurance agent for First American, Commonwealth LandAmerica, and Chicago Title; and lecturer for the National Business Institute.

Stats & Results

Regulatory Compliance Experience

Primary responsibilities at WellCare included oversight, development, and drafting WellCare's CIA Annual Report and serving on the Global Policy & Procedure Committee; Ensured controls are implemented, documented, and operating effectively for new systems and processes; Led risk management initiatives like HIPAA audits and compliance training; Recognized for developing effective and cost-saving compliance initiatives; Conducted and oversaw compliance research, investigations, managed cross-functional teams, and designed metrics dashboards. *See also my [Compliance Career Portfolio](#).*

Education

Wharton School, University of Pennsylvania, BS in Economics, 1996

Phi Kappa Sigma Fraternity.

Florida Coastal Law School, JD, 2001

Honors: Moot Court Team, Moot Court Board, and Honor Court Clerk.
Law Review Publication: [Alternative Sentencing Theory](#), 3 FLA. COASTAL L. J. 41 (2001); also available on [Google Scholar](#).

FAQ

- ◆ Former NFL Webmaster
- ◆ Big Bang Theory Fanatic
- ◆ Ted Talks Aspirant
- ◆ Million Dollar Idea (still waiting patiently—for now)
- ◆ **Veteran** (U.S. Army); Honorable Discharge 1991