



→ Kathleen M. O'Neill

Associate

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Katie O'Neill is a senior associate in the Corporate Practice Group and Healthcare Industry Team. Katie has a diverse healthcare practice and been recognized by *Best Lawyers* as One to Watch for Health Care Law. Always building on her substantial transactional and advisory experience, she stays updated on new laws and healthcare industry trends to provide comprehensive, forward-looking guidance for clients navigating operational issues and market conditions.

Areas of Practice

Katie represents medical groups, independent practice associations, management services organizations, hospital systems, payors and other healthcare industry clients, both for-profit and non-profit. On the transactional side, she manages mergers and acquisitions, joint ventures and strategic affiliations of every shape and size.

On the advisory side, Katie guides clients on legal issues impacting operations, including commercial contracting, corporate governance, provider employment, licensing, AI governance and oversight, telemedicine and remote patient monitoring, regulatory transaction reviews and approvals, corporate practice of medicine, reimbursement, fraud and abuse, peer review and mandated reporting.

As a former registered nurse at a major academic medical center in Chicago, Katie has years of hands-on experience in healthcare delivery and clinical operations. Her practical experience informs her advice to clients on value-based care transformation initiatives, including risk-based contracting, population health management, team-based care, care coordination, risk adjustment, provider alignment strategies, ACOs, and clinically integrated networks.

Honors

"Ones to Watch," *Best Lawyers*, 2024-2026

Recommended Lawyer: Healthcare, *Legal 500*, 2023, 2025

Articles

Corporate & Securities Law Blog Posts

- "SCOTUS (Almost) Weighs in on Attorney-Client Privilege for Dual Purpose Communications: 5 Practical Tips to Protect Privilege," February 9, 2023

Healthcare Law Blog Posts

- "AI Due Diligence in Healthcare Transactions," October 21, 2025
- "So You Want to Start a Concierge Medicine Practice? Here are Five Key Legal Considerations," August 25, 2025
- "Pulse Check: How is Your California Practice Leveraging '103 NPs' – and Preparing for the Arrival of '104 NPs' in 2026?," July 18, 2025
- "Key Considerations Before Negotiating Healthcare AI Vendor Contracts," March 24, 2025
- "Healthcare Industry Leaders Predict Four Areas to Watch After the U.S. Election: Takeaways from the Business of Health Care Conference Hosted by the Miami Herbert Business School," February 5, 2025
- "Healing the Healers: Using Value-Based Care Strategies to Mitigate Physician Burnout," December 3, 2024
- "Solving for Physician Burnout: How Organizations Can Deploy AI Solutions to Effectively Support Physician Workloads and Avoid Legal Pitfalls," September 16, 2024
- "Acting Now to Sustain and Improve America's Healthcare System: Advice from Innovative Physicians and Health System Leaders," June 6, 2024
- "How Physicians are Pioneering Use of AI Applications in Ambulatory and Inpatient Care," June 6, 2024
- "Solving for Physician Burnout: Creating a Culture of Psychological Safety," April 25, 2024
- "The Corporate Transparency Act: A Reporting Guide for Medical Groups and MSOs," January 29, 2024
- "New Marketing Possibilities for Vendors Contracted with Medicare Providers and Suppliers Following OIG's Favorable Advisory Opinion on Limited Referral Bonuses," January 17, 2024
- "Get Prepared – Newly Mandated Cultural Competency Training for Illinois Healthcare Providers," August 31, 2023
- "Do Your Medical Director Arrangements Meet the Top Five Best Practices?," June 15, 2023
- "Tick-Tock – Time for Healthcare Employers to Review Their Internet and Social Media Use Policies!," February 27, 2023
- "Navigating Dual Purpose Communications After SCOTUS (Almost) Weighs in on Attorney-Client Privilege: 5 Practical Tips for Healthcare Attorneys," February 13, 2023
- "Are You Ready for 2023? Here's a Quick Checklist to Reduce Legal Risks in the New Year," January 4, 2023
- "Who is a Manager or Supervisor Excluded from California's Healthcare Worker Retention Payment Program?," December 16, 2022
- "Important Deadline Approaches for California Healthcare Employers to Apply for Worker Retention Payments," November 11, 2022
- "How Healthcare Employers Can Prepare for Employee Unionization Efforts," October 28, 2022
- "Recap of AHLA's Annual Meeting," July 5, 2022
- "Top 10 Questions Asked By Medical Group Clients In Response To COVID-19," March 25, 2020

- "COVID-19 – Legal Guide for Medical Groups," March 24, 2020
- "Blog Series Part 7: CMS Proposed Rule on Policy and Technical Changes to the Medicare Advantage, Medicare Prescription Drug Benefit, Medicaid Fee-For-Service, and Medicaid Managed Care Programs for 2020 and 2021," November 28, 2018

Speaking Engagements

"Cracking the Code to Provider Alignment," 2024 WHLC Women in Healthcare Leadership Summit, October 24, 2024

"Implementation of Final Health Care Decisions: Practical Advice for Attorneys," San Diego County Bar Association, November 6, 2019

Events

Healthcare AI Vendor Contracts: Customer and Vendor Negotiation Strategies, Risk Assessment, Key Provisions Webinar, 07.15.2025

Podcasts & Webinars

WHLC Pre-Summit Virtual Session 2
07.17.2024

Practices

Corporate

Healthcare

Mergers and Acquisitions

Private Equity

Technology Transactions

Industries

Healthcare

Private Equity

Education

J.D., Northwestern University School of Law, 2015, *magna cum laude*, *Order of the Coif*

B.S., Nursing, Loyola University of Chicago, 2009, *magna cum laude*

Clerkships

Legal Extern at Lurie Children's

Legal Extern to the Honorable Sidney I. Schenkier, U.S. District Court for the Northern District of Illinois

Admissions

Illinois

California