

Quinn D. Baker

Counsel | Jacksonville

Quinn D. Baker is Counsel in the Executive Compensation and Employee Benefits, and Health Care Practices of Smith, Gambrell & Russell, LLP, with an emphasis on health care.

Mr. Baker assists clients with a variety of employee benefit issues, including drafting and reviewing compliance on qualified plans (including 401(k) plans) and welfare plans. He has expertise navigating the complex rules and requirements of the Affordable Care Act as applied to health plans and plan sponsors. He also handles matters related to deferred and executive compensation, specifically compliance with Section 409A of the Internal Revenue Code.

Within the health care field, Mr. Baker assists clients with compliance with federal and state health care anti-fraud laws, including the Anti-Kickback Statute, Stark Law, and the Civil Monetary Penalties Law. He has experience successfully negotiating physician employment agreements, as well as service agreements among physician groups and between physician groups and hospital systems. He also has experience helping nursing homes and assisted living facilities comply with state and federal regulatory requirements and aids medical device manufacturers with their legal compliance issues. Mr. Baker also counsels and trains clients on compliance with HIPAA privacy, security, and administrative simplification.

Mr. Baker earned his undergraduate degree from Wake Forest University, his J.D. from Southern Methodist University Dedman School of Law, and his LL.M. in Taxation from Georgetown Law Center, where he also received a Certificate in Employee Benefits.

Mr. Baker is a strong believer in reading and literacy, especially as those issues affect children. He currently serves on the Education Resource Management Committee of the United Way of Northeast Florida, and has previously served on the Board of San Antonio Youth Literacy.



Contact Information

p: 904-598-6137

f: 904-598-6237

e: qbaker@sgrlaw.com

Areas of Practice

Executive Compensation and
Employee Benefits

Health Care

Tax Law

Corporate Law

Bar Admissions

Florida

Texas

Representative Experience:

- Performed a compliance audit and prepared updated plan documents for all welfare benefits of a major hospitality chain.
- Analysis, review and migration of multiple retiree health plans to a single platform for a Fortune 100 Company.
- Advised exempt organizations on structuring benefit plans and compensation programs.
- Advised multiple religious affiliated organizations with special church plan issues for both retirement and welfare plans