



The Health Care Law and You



HealthCare.gov





The Problem

- Small businesses paid an average of 18 percent more than big businesses for the same coverage.
- Insurance companies could take advantage of you and discriminate against the 129 million Americans with pre-existing conditions.
- Premiums had more than doubled over the last decade, while insurance company profits were soaring.





The Health Care Law

In March 2010, President Obama signed into law the Affordable Care Act.





What the Law Means for You: 5 Things to Know

- Saves small businesses money through tax credits
- Helps businesses find better coverage options
- Builds on employer-based insurance
- Stops insurance companies from taking advantage of you
- Makes health care more affordable





The Law Saves Small Businesses Money

The New Small Business Tax Credit

Who qualifies?

Businesses and non-profits with 25 or fewer full-time employees and average wages of \$50,000 or less.

What's the maximum tax credit?

The maximum tax credit is 35% of the cost of coverage, rising to 50% in 2014.

How is it calculated?

The tax credit is available on a sliding scale – businesses with 10 or fewer full-time employees and average wages below \$25,000 receive the full credit.





The Law Saves Small Businesses Money

“In 2010, we paid close to \$11,000 for employees’ health insurance. The tax credit cut our costs by over \$2,000. For a small business struggling to keep health coverage, that makes all the difference. We were actually considering dropping our insurance, but the tax credit tipped the balance and helped us maintain coverage.”

--Matt H. in Montana

Go to www.irs.gov/sbhtc to learn more.



The Law Helps Businesses Find Coverage

2 Options for You

Based on the info you provided, [Change Options](#)

1. Private Health Insurance Products for Small Groups

2. Tax Credits for Small Employers

Enter Your Info > Your Options > Private Health Insurance Products for Small Groups

24

Private Insurance Products

for 5 people in 20201 effective 1/01/2012

CHANGE

NARROW YOUR RESULTS

DOCTOR CHOICE

- Indemnity (1)
- PPO (7)
- POS (9)
- HMO (7)

ADDITIONAL FEATURES

- HSA Eligible (12)
- Domestic Partner (20)
- Same Sex (20)
- Rx Coverage (24)
- Mental Health Coverage (24)
- Maternity Coverage (24)

SHOW COMPANIES

- Show All Companies
- Time Insurance Company (1)
- Optimum Choice, Inc. (2)
- John Aiden Life Insurance Company (1)
- CareFirst BlueChoice, Inc. (9)
- GHMSI (2)

Sort by: Average Cost per enrollee, low Sort By

◀ 1 2 3 ▶

BlueChoice Opt-Out Plus Open Access PRODUCT DETAILS

CareFirst BlueChoice, Inc. Compare (up to 3)

Annual Out-of-Pocket Maximum Options \$1,300.00, \$2,500.00	Doctor Choice: POS ⓘ	Average Cost Per Enrollee \$292.34
Annual In-Network Deductible Options None, \$500.00	Range of Copay Options \$5.00-\$30.00	Health Savings Account (HSA) Eligible? No
Range of Co-insurance Options: Not applicable.		

BlueChoice Advantage PRODUCT DETAILS

CareFirst BlueChoice, Inc. Compare (up to 3)

Annual Out-of-Pocket Maximum Options \$1,500.00	Doctor Choice: POS ⓘ	Average Cost Per Enrollee \$284.65
Annual In-Network Deductible Options \$0.00, \$250.00	Range of Copay Options \$10.00-\$30.00	Health Savings Account (HSA) Eligible? No
Range of Co-insurance Options: Not applicable.		

BluePreferred HRA PRODUCT DETAILS

GHMSI Compare (up to 3)

Annual Out-of-Pocket Maximum Options \$2,400.00, \$4,000.00, \$5,000.00	Doctor Choice: PPO ⓘ	Average Cost Per Enrollee \$266.11
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The Law Provides Better Coverage Options

- Beginning in 2014, small businesses will be able to shop in the new Affordable Insurance Exchanges.
- Exchanges will make it easy to find health plans, enroll your employees, and consolidate billing.
- Exchanges will allow you to spread your risk across a big pool of workers just like large businesses.





The Law Builds on Employer-based Insurance

- The average US family and their employer pay \$1,000 a year extra in health insurance costs to cover care for the uninsured.
- If a company has more than 50 employees and chooses not to cover its workers, it may have to pay an assessment to help offset its employees' health care costs.
- Under the law, small businesses with fewer than 50 full time employees will not be required to pay this assessment.





The Law Stops Insurance Companies from Taking Advantage of You

Patient's Bill of Rights

It is now illegal for insurance companies to:

- Deny coverage to children because of a pre-existing condition like asthma or diabetes.
- Put a lifetime cap on how much care they will pay for if you get sick.
- Cancel your coverage when you get sick by finding a mistake on your paperwork.
- And more...





The Law Makes Health Care More Affordable

BEFORE, insurance companies spent as much as 40 cents of every premium dollar on overhead, marketing, and CEO salaries.



TODAY, we have the new 80/20 rule: insurance companies must spend at least 80 cents of your premium dollar on your health care or improvements to care.



If they don't, they must repay the money.





The Law Makes Health Care More Affordable

Leading experts say the 80/20 rule is already working:

- Financial analysts noted that health care cost growth was near its all time low, saying it “reflects the impact of the industry’s adaptation to the health reform [80/20] regulations.”
- In addition, the independent Government Accountability Office found that many insurance companies were responding to the 80/20 rule by reducing administrative expenses and lowering premiums.





The Law Makes Health Care More Affordable

BEFORE, insurance companies could raise your premiums by double digits without justification.

TODAY, insurance companies must publicly justify their actions if they want to raise premiums by 10 percent or more. And states have more power to block these hikes.





The Law Increases Your Access to Affordable Care

Young adults under the age of 26 can now stay on their parents' health plans.

"I honestly don't know what we would have done.... There was no way we could have afforded it. I might not be here right now."

--Kylie L., 23, in Illinois, who credits the health care law for enabling a life-saving heart transplant





The Law Increases Your Access to Affordable Care

In many cases, you can get preventive services for free:

- ✓ Cancer screenings such as mammograms & colonoscopies
- ✓ Vaccinations such as flu, mumps & measles
- ✓ Blood pressure screening
- ✓ Cholesterol screening
- ✓ Tobacco cessation counseling and interventions
- ✓ Birth control
- ✓ Depression screening
- ✓ And more...



Visit www.healthcare.gov/prevention for a full list.





Did You Know...

- The law builds on our private health insurance system.
- The law gives states significant flexibility in implementing the law. If states can identify their own path to accomplish the same goals, they're free to take it.
- The law does not add to the deficit. According to the independent Congressional Budget Office, the law is paid for.





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Learn More

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The Affordable Care Act at 18 Months
Since March 2010, the health care law has already helped 1 million additional young adults receive health coverage. In 18 short months, countless other Americans, including seniors, women, and children, have already begun to benefit from the Affordable Care Act.
Read the latest report on health reform at 18 months.

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