

Health care reform strategy

- Small businesses can decide how they wish to offer benefits.
- Small business exchanges and financial assistance will be available based on qualifications.
- As an employer, if you choose not to offer coverage, your employees will still be able to buy individual coverage through the state exchange.

What to consider

As a small business, you have several coverage options:

- Continue purchasing group health care coverage directly from an insurer
- Make coverage available to your employees through the Small Business Health Options Program (SHOP)
- Don't offer group coverage and send your employees to the individual health insurance exchange in your state or direct to an insurer.

Explore your options with the Evans Employee Benefit Department.

What to do

Decide which coverage option works best for your business and your employees

- Weigh the pros and cons of each health care coverage option described above.

Learn how your current plan will affect your 2014 and 2015 renewal.

- If you have a non-grandfathered plan, you'll be matched to a metal tier plan closest to your current plan. Decide whether you'd like that plan, or select a different metal tier plan.
- If you have a grandfathered plan and have the option to keep that plan (it's likely that not all insurers will allow grandfathered plans, and if they do, they may not allow them in all states), decide whether you'll keep your grandfathered plan or choose a metal tier plan.
- If you have a grandfathered plan and can't keep that plan, you may be automatically moved into the metal tier plan that most closely resembles your grandfathered plan. Decide whether you'll keep that metal tier plan or choose a different metal tier plan.

Find out if you're eligible for a tax credit

- If you have 24 or fewer full-time-equivalent employees, evaluate whether you're eligible for the tax credit. You can carry any eligible health care tax credit back one year.

Determine if you're subject to the employer shared responsibility regulations

- If you're a larger small business with part-time workers — or a subsidiary of a larger organization — you'll need to determine whether you're subject to the ACA's employer shared responsibility regulations.

Limit FSA contributions

- Make sure you limit annual employee paycheck contributions to flexible spending accounts (FSAs) to \$2,500.

Provide employees with written notice about exchanges

- Depending on when future Department of Labor regulations become effective — no earlier than summer 2013 — you'll have to provide written notice about health insurance exchanges for current employees, and going forward for new employees.

Review your current wellness program

- Review your current wellness program to make sure you're maximizing employee rewards. In 2014, the maximum reward for health-contingent wellness programs will increase to 30% of the cost of coverage. For programs that prevent or reduce tobacco use, the maximum reward increases to 50%.

Find out if you have to report the cost of health benefit coverage