



Insurance Options
How Health Care
Reform
May Affect You



CALIFORNIA'S INSURANCE EXCHANGE: "COVERED CALIFORNIA"

Groups and individuals can purchase insurance
either "in" or "out" of the exchange

We can help you with all of these plans

WWW.COVEREDCA.COM

A decorative graphic consisting of several parallel white lines of varying lengths, slanted diagonally from the bottom right towards the top right, located in the lower right quadrant of the slide.

LARGE GROUP

IN 2014: 50+ FTE EMPLOYEES
IN 2015: 100+ FTE EMPLOYEES

ACA requirements postponed until 1/1/15
(penalties for not offering affordable group
insurance)

SMALL GROUP

IN 2014: <50 FTE EMPLOYEES
IN 2015: <100 FTE EMPLOYEES

- Not required to offer group health insurance
- ACA taxes starting 1/1/14. Approximately 3-5%
- Insurance can be purchased in or out of the exchange

"IN" THE EXCHANGE

-You can take advantage of the small group tax credit if
you qualify
(25 OR FEWER EE'S, AVERAGE SALARY \$50,000 OR LESS, YOU MUST PAY 50% OF EE
COST)

-Employer chooses the metallic level, employees must
choose that level, but can pick any carrier

"OUT" OF THE EXCHANGE

- These mirror the ON exchange plans
- Additional plans and insurance companies

INDIVIDUAL PLANS

NO MORE MEDICAL UNDERWRITING
TAX CREDITS (SUBSIDIES) FOR LOW INCOME SUBSCRIBERS, if you are
not offered “affordable coverage” by your employer
**AFFORDABLE = THE PLAN DOES NOT COST AN EMPLOYEE MORE THAN 9
½ % OF THEIR INCOME**

NETWORKS ARE CHANGING

OPEN ENROLLMENT PERIODS

2014: OCTOBER 1, 2013 - MARCH 31, 2014

2015: OCTOBER 15, 2014 - DECEMBER 7, 2014

YOU CAN ONLY ENROLL ONTO INDIVIDUAL PLANS DURING OPEN
ENROLLMENT UNLESS YOU HAVE A QUALIFYING EVENT

INDIVIDUAL MANDATE PENALTY

2014: \$95/YEAR OR 1% OF INCOME (WHICHEVER IS GREATER)
2015: \$325/YEAR OR 2% OF INCOME (WHICHEVER IS GREATER)
2016+: \$695/YEAR OR 2.5% OF INCOME (WHICHEVER IS GREATER)

Can you keep your current plan?

- Only if it is “Grandfathered” (purchased before March 2010 with no changes since then)
 - Most Individual plans will terminate on 12/31/13.
 - Many Individuals will be automatically moved to an ACA-Compliant Plan , but not all
 - Non-Grandfathered Group plans will be transferred to new ACA-Compliant Plans upon their renewal in 2014
 - California will not extend this deadline
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Employer Notices to Employees

- Notice of Exchange was due on October 1, 2013
- Required, but no penalty if you haven't done this

Questions?

The image features a solid blue background with a gradient from light blue at the top to a darker blue at the bottom. In the center, the word "Questions?" is written in a large, bold, white sans-serif font. In the bottom right corner, there are several thin, white, parallel diagonal lines that create a sense of motion or a modern design element.

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