

For Small Employers

Your 2015 Health Plan Decision A Guide to Evaluating Your Options



Today to 90 days before renewal

Start the conversation and understand your options.

Will you continue coverage?

- Talk with your broker or Blue Cross sales representative about your options.
- Complete recertification process
- Learn more about upcoming changes by visiting bcbsri.com/healthcarereform.
- Consider the advantages:
 - Employer-sponsored coverage helps attract and retain talented employees.
 - You may be eligible for a tax credit to help offset costs.
 - It ensures coverage options for your employees who are required to have coverage under the Affordable Care Act.

Decision

If you decide to offer coverage, please follow this timeline through the rest of the process.

If you decide not to offer coverage, let your employees know your decision so they can plan to get health insurance for themselves.

KEY CONSIDERATIONS

89 days to 61 days before renewal

Evaluate your plan and purchase options.

How much can your business afford?

- Review your renewal package from your broker or Blue Cross sales representative and discuss cost-saving options.
- Use the calculator on healthsourceri.com to see if you are eligible for a tax credit.

How will you purchase coverage?

- **Buy directly:** This allows you to continue a familiar process and choose from more plan options.
- **Buy through HealthSource RI:** This is the only option for taking advantage of the small business tax credit. You can:

Decision

Communicate your decisions to your broker or Blue Cross sales representative. You should also talk to your employees if there are significant changes.

KEY CONSIDERATIONS

60 days before renewal

Purchase your plan and prepare for changes.

What plan(s) will you offer?

- Understand changes and impact to employees.
- Work with your broker or Blue Cross sales representative to formalize your purchase through Blue Cross (30 days before renewal) or HealthSource RI (60 days before renewal).
- Establish your contribution strategy.
- Review your payroll administration to make any necessary changes to premium payments or processes.
- Announce plan choices to your employees.

KEY CONSIDERATIONS

Questions?

If you have any questions, please contact your Broker or your BCBSRI Account Representative.