



## ACA EXCHANGE FAQ

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- 1. Is it necessary to provide the Exchange Notice to my employees?**
  - a) The law states it is a requirement; however, there is no penalty if you do not. We recommend you provide the notice.
  - b) Please refer to the memo from Maria Robles Meyers for the appropriate ways to distribute this notice.
- 2. Who do my employees need to contact with questions about the Exchange?**
  - a) Your employees need to go online to [www.healthcare.gov](http://www.healthcare.gov) or call 1-800-318-2596.
- 3. Do I need to provide a lower benefit “minimum value” plan option as of October 1st, 2013?**
  - a) NO.
  - b) ALL plans from AHP are considered to be above the minimum value required.
  - c) We will be creating a plan that will make it easier for you to provide a plan that meets the affordability requirement (9.5% of the employee’s taxable income).
  - d) This plan will be available during 2014.
  - e) NO penalties will be assessed for AHP employers not offering an affordable plan until July 1, 2015. These penalties are called the Pay or Play penalty/tax.
  - f) The Pay or Play taxes/penalties only apply to employers who have more than 50 full-time employees or full-time equivalents.
- 4. Does my current plan comply with the ACA Minimum Value rules?**
  - a) ALL plans from AHP are considered to be above the minimum value required
- 5. When will you have a lower benefit Minimum Value option available?**
  - a) During 2014
- 6. Will AHP be offering a “Skinny” plan option?**
  - a) NO.
  - b) A “Skinny” plan refers to a plan that offers preventive coverage ONLY.
  - c) A “Skinny” plan will NOT protect you from *Pay or Play* penalties/taxes.
- 7. Are my employees eligible for the “Exchange” even if I offer a minimum value plan that is affordable?**
  - a) Everyone is eligible to apply for coverage on the exchange
  - b) But, they may not be eligible for subsidies unless their household income is within certain guidelines.
  - c) You will not be penalized/taxed for employees getting a plan on the exchange or receiving subsidies if you provide a minimum value and affordable plan (please see question 2) and then, not until July 1, 2015.
- 8. I have read in the news/been told by other entities, things that differ from the information I receive from Advantage. Why is there a difference?**
  - a) The information provided to you by AHP is specifically for YOUR PLAN.
  - b) Your Plan is self-insured/self-funded. Many facets of the ACA are different for self-funded plans.
  - c) Much of the compliance and changes required by the ACA are done at the Plan (AHP) level, rather than by you, the employer.
  - d) We will keep you up to date on anything you need to be doing to stay compliant.
- 9. Will we be required to pay the HIT tax? What about PCORI or the Reinsurance tax?**
  - a) The HIT tax only applies to insurance carriers and does not apply to AHP.
  - b) The PCORI and Reinsurance fees will be paid at the Plan (AHP) level.
  - c) There is nothing you need to do.
- 10. Can I pass along any of this information to my bank clients?**
  - a) Information provided to you by Advantage Health Plans is specific to YOUR Plan (AHP).
  - b) AHP is a multiple employer plan that is self-funded, which means the information is unlikely to apply to a client’s plan.
  - c) Advise your clients to contact their own legal counsel, broker, or insurance carrier for accurate information.