

GREETINGS COMRADES! HERE IS WHAT HAS ALREADY HAPPENED!

2010

Ban on preexisting exclusion for children

Phase out of lifetime and annual coverage limits begins (complete in 2014)

Dependent coverage extended to age 26

100% preventive coverage mandatory on all non-GF health plans

Small employer tax credits begin

No discrimination based on salary - POSTPONED



2011

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Medical loss ratio requirements applied to insurance carriers

Restrictions on use of HSA funds for OTC drugs and enhanced penalties for non-compliance

Funding for health insurance exchanges starts (Texas refused to accept)

2012

Uniform summary of benefits and coverage must be given to all eligible employees

Annual fees placed on pharmaceutical manufacturing sector

W-2s must record value of benefits (employers more than 250 W-2s)

2013

Model exchange notice must be provided to employees (3/1/13) - POSTPONED

Medicare payroll tax increases to 3.8% on incomes over \$200,000

Investment income tax - 3.8% applies to capital gains, interest income, and dividends on incomes over \$200,000

FSAs capped at \$2500

Medical device excise tax 2.3% goes into effect

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FLIP TO SEE WHAT IS COMING NEXT!

“CHANGE” IS COMING JANUARY 1, 2014 WHETHER WE LIKE IT OR NOT

2014

Annual and Lifetime limits phase out complete (HHS waivers expire)

No preexisting conditions allowed and all fully insured plans become guaranteed issue

Transitional Reinsurance Fee of \$63 per member assessed

Caps on cost sharing (\$2000 MAX deductible on groups less than 100)

Auto enrollment for employers of 200 or more

90 day maximum waiting period

All premiums on fully insured plans become “community rated.”

All fully insured plans must offer “essential health benefits” as defined by HHS

Individual mandate in effect requiring all Americans to be covered by health insurance

Employer mandate requires employers (50 or more employees) to offer “affordable” health insurance

Premium tax credits available to anyone without offer of health insurance and within 400% of FPL

Health insurance provider tax begins

Health insurance exchanges open (exclusive source of premium tax credits)

Relaxed limits on employer wellness incentives go into effect



Beyond 2014

Individual mandate penalty reaches max of \$695 per person in 2016

State exchanges may be opened to larger employers in 2017

Excise Tax of 40% applied to plan valued at more than \$10,200 for individuals

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