VERMONT HEALTH CONNECT

Find the plan that's right for you.

11 Quick Facts about Health Insurance for Small Businesses in Vermont

1. **Vermont is addressing the health care crisis in two steps, one in 2014 and another in 2017.**
   - 2014 – The federal Affordable Care Act (i.e., the ACA or Obamacare) created Health Benefit Exchanges or "marketplaces," where individuals, families, and small businesses could compare health insurance plans and select one that fits their needs. States were given the option of creating their own marketplace or letting the federal government run one for them. In turn, Vermont decided to create Vermont Health Connect… for Vermonters, by Vermonters.
   - 2017 – Vermont law established the "universal and unified health system," Green Mountain Care.

2. **Starting in 2014, Vermont Health Connect will be the only insurance marketplace for small businesses.** In 2016, the marketplace will expand to serve business with up to 100 employees. Small businesses do not have to offer coverage.

3. **Vermont Health Connect will make it easier for small businesses to access the same quality coverage that large businesses offer.** You choose the plans that will be available to your employees and the amount your business will contribute. Your employees can then take what you offer and apply it to the plan that best meets their needs and budget.

4. **Financial help is available to individuals and families that do not have employer sponsored insurance.** If an individual earns less than $46,000 or a family of four earns less than $94,000, they may qualify for financial help to lower the cost of premiums and out-of-pocket costs.

5. **If you decide not to offer coverage, you cannot assist employees with medical costs on a pre-tax basis.**

6. **There is an Employer Responsibility Penalty for large businesses that do not offer their employees comprehensive, affordable coverage.** Companies with fewer than 50 full-time equivalents pay no federal penalty even if they do not offer coverage.

7. **The ACA standardizes insurance plans.** All plans must:
   - Cover ten set essential health benefits;
   - Be offered at four levels of premiums/deductibles: bronze (low premium/high deductible), silver, gold and platinum (high premium/low deductible); and
   - Cap deductibles and out-of-pocket expenses.

8. **As of 2014, Americans are required to have health insurance.**

9. **Catamount Health and VHAP customers will transition into Vermont Health Connect after 2013.** And Medicaid eligibility will be extended to low-income Vermonters. Many VHAP and Catamount beneficiaries will be eligible for Medicaid in 2014.

10. **Vermont was the first state in the nation to publish proposed rates.** The proposed rates, which will be finalized in July, are available on VermontHealthConnect.gov.

11. **Help is available.** A Vermont-based call center, Navigators, and licensed, registered brokers will be available to provide one-on-one support to help you make the best decision for your business.

www.VermontHealthConnect.gov

Questions? Email: vthealthconnect@state.vt.us