



# Affordable Benefits for Everyday People



## Minor Medical Plan Options

Our plans are designed to help employers comply with the Affordable Care Act in the most cost efficient way for employers while allowing employees access to usable coverage. Assisting employers with not just compliance but with tools to retain, recruit, and reward key employees reducing turnover costs.”

### **VIP 5 Minimum (MEC)**

#### **PROPOSAL**

Company Name:

Effective Date:

Presenting Broker:

# ACA Compliance



## The Employer Mandate (Penalty A)

For the 2024 tax year, the 4980H(a) penalty amount is **\$247.50 a month** or **\$2,970 annualized**, per employee.

## The Employer Mandate (Penalty B)

For the 2022 tax year, the 4980H(b) penalty, or Employer Shared Responsibility Penalty for failure to offer coverage that meets affordability and Minimum Value (MV), is **\$371.67 a month** or **\$4,360 annualized**, per employee.

## ***More than MEC!***

Turn Key Administration – Consolidate all offerings enrollment and payment

Internal TPA Advantage – Staff Benefit Management & Administrators (SBMA)

Perfect with Worksite VB Offerings – Build a robust package!

Perfect with VIP's Dental and Vision Offerings!

Multiple ACA compliance strategies

EASY Enrollment Platform!

Daily Useable Benefits





# Elite Care

Our plans are designed to help employers comply with the Affordable Care Act at the lowest possible cost. Retaining, Recruiting and Rewarding is a key element for employers in a flourishing economy with low unemployment rates. It is important for employers to secure their Full-Time, and even Part-Time, labor forces. Our plan options are low cost, easy to implement, and include “Daily Usable Benefits” other compliance strategies lack. Our Minor Medical Plans are the perfect strategy for those employees who are looking to comply, retain, recruit, and reward their employees.

| Coverage Tier        | Employee Only | Employee + Spouse | Employee + Child(ren) | Employee + Family |
|----------------------|---------------|-------------------|-----------------------|-------------------|
| <b>Monthly Rates</b> | \$159         | \$318             | \$318                 | \$477             |

## Medical Benefits

|                                  |              |
|----------------------------------|--------------|
| Preventative Care                | Covered 100% |
| Primary Care & Specialist Visits | \$15 Copay   |
| Urgent Care, Labs, X-Rays        | \$50 Copay   |

## A Perfect offering with Voluntary Benefits

|                    |                     |
|--------------------|---------------------|
| Hospital Indemnity | Life Insurance      |
| Accident           | Dental/ Vision      |
| Disability         | Virtual Urgent Care |

## Prescription Drug Benefits

|               |                      |
|---------------|----------------------|
| Generic Rx    | Tier 1: \$15 or less |
|               | Tier 2: \$30 or less |
| Brand Name Rx | Tier 1: \$50 or less |
|               | Tier 2: \$75 or less |



**VOLUNTARY INSURANCE PARTNERS**

YOUR VOLUNTARY BENEFITS SPECIALISTS

# Minimum Essential Coverage



## Covered Preventative Services for Adults

*(Ages 18 and Older)*

- |                                |  |
|--------------------------------|--|
| 1. Abdominal Aortic Aneurysm   | 12. Hepatitis C screening                |
| 2. Alcohol Misuse              | 13. HIV screening                        |
| 3. Aspirin fort CVD            | 14. Immunizations                        |
| 4. Blood Pressure              | 15. Lung cancer screening                |
| 5. Cholesterol                 | 16. Obesity screening and counseling     |
| 6. Colorectal Cancer           | 17. Sexually Transmitted Infection (STI) |
| 7. Depression screening        | 18. Statin preventive medication         |
| 8. Diabetes (Type 2) screening | 19. Syphilis screening                   |
| 9. Diet counseling             | 20. Tobacco use screening                |
| 10. Falls prevention           | 21. Tuberculosis screening               |
| 11. Hepatitis B screening      |  |

## Covered Preventative Services for Women

*(Including Pregnant Women)*

- |  |  |
|--|--|
| 1. Anemia screening  | 13. Gonorrhea screening                        |
| 2. Breast Cancer Genetic Test Counseling (BRCA)              | 14. Hepatitis B screening                      |
| 3. Breast Cancer Mammography                                 | 15. HIV screening and counseling               |
| 4. Breast Cancer chemo prevention counseling                 | 16. Human Papilloma virus (HPV) DNA Test       |
| 5. Breastfeeding support/counseling                          | 17. Osteoporosis screening                     |
| 6. Cervical Cancer screening                                 | 18. Preclampsia prevention and screening       |
| 7. Chlamydia Infection                                       | 19. Rh Incompatibility screening               |
| 8. Contraception: FDA-Approved                               | 20. Sexually Transmitted Infections            |
| 9. Diabetes Screening  | 21. Syphilis screening                         |
| 10. Domestic and Interpersonal Violence screening/counseling | 22. Tobacco use screening and interventions    |
| 11. Folic Acid Supplements                                   | 23. Urinary tract or other infection screening |
| 12. Gestational Diabetes screening                           | 24. Well-woman visits                          |

## Covered Preventative Services for Children

*(Under 25 years age on Parent's Plan)*

- |   |   |
|---|---|
| 1. Alcohol and Drug Use Assessments               | 16. Hematocrit or hemoglobin screening          |
| 2. Autism screening                               | 17. Hemoglobinopathies or sickle cell screening |
| 3. Behavioral assessments                         | 18. Hepatitis B screening                       |
| 4. Bilirubin concentration screening for newborns | 19. HIV screening for adolescents               |
| 5. Blood Pressure screening                       | 20. Hypothyroidism screening                    |
| 6. Blood screening for newborns                   | 21. Immunization Vaccines                       |
| 7. Cervical Dysplasia screening                   | 22. Iron supplements                            |
| 8. Depression screening for adolescents           | 23. Lead screening                              |
| 9. Developmental screening                        | 24. Maternal depression screening               |
| 10. Dyslipidemia screening                        | 25. Medical History through Developmental Ages  |
| 11. Fluoride Chemo prevention supplements         | 26. Obesity screening and counseling            |
| 12. Fluoride varnish                              | 27. Oral Health                                 |
| 13. Gonorrhea preventive medication               | 28. Phenylketonuria (PKU) screening             |
| 14. Hearing screening                             | 29. Sexually Transmitted Infection (STI)        |
| 15. Height, Weight and Body Mass Index            | 30. Tuberculin testing                          |
|   | 31. Vision screening.                           |

For more information on covered preventative services visit:

<https://www.healthcare.gov/coverage/preventive-care-benefits/>



# Partnering with Us

## Avoid costly ACA Penalties & retain KEY employees

Innovative Health Insurance Advisors educates tomorrow's leaders by taking an entrepreneurial approach to health insurance. We are a hybrid general agency model that offers several different products, but the most important difference is we have our own internal TPA partner, which allows us great flexibility, pricing and most importantly customer service.

### Featured Benefits

|                                     | EliteCare* |
|-------------------------------------|------------|
| 76 Preventative & Wellness Services | ★          |
| Family Coverage Available           | ★          |
| Primary Care Office Visit Copay     | ★          |
| Urgent Care                         | ★          |
| Specialist Office Visit Copay       | ★          |
| Labs/Xray Services                  | ★          |
| Rx Drug Benefits                    | ★          |

### Internal TPA Advantage

#### Staff Bene fit Management & Administrators (SBMA)

SBMA is our national Third-Party Administrator (TPA) that provides comprehensive benefits administration and superior services that brokers, and their clients expect. All plan offerings receive SBMA's highest level of industry knowledge and experience to make implementation as seamless as possible for both the employer and their employees. SBMA's team of seasoned insurance professionals have a well-deserved reputation for providing extraordinary customer service, timely support and cost effective solutions.



Our innovative and informative strategy provides a positive outlook on health insurance for employers' that are looking to make sense of their requirements and regain control over their healthcare spending.