

Employers' Essential ACA FINES SOLUTION

A Simple, Cost Effective Strategy to Offer Employees Useful Healthcare Benefits and Avoid the Major PPACA penalties.



Two Penalties (2019)

Pay or Play

Any employer with 50 or more FTEs must offer a plan with Minimum Essential Coverage or pay a \$2,503.33 penalty per FTE.

Qualified Plan

Employers must offer a Qualified Plan. These plans meet a specific benefit threshold and cost employees no more than 9.86% of their income. The penalty for an employer who doesn't comply could be up to \$3,750 per employee who received a subsidy.

Two Plans

Minimum Essential Coverage (MEC)

- Provides a 100% benefit for all preventative services such as, physicals, flu shots, etc.
- All employees without a valid waiver are required to enroll in the MEC plan

Minimum Value Plan (MVP)

- A Qualified Plan that meets all the criteria to employees to avoid the \$3,750 penalty
- Can be offered on a voluntary basis to employees with NO PARTICIPATION required. Merely offering the plan avoids the penalty!

ONE SOLUTION

1

Employer Pays 100%
for MEC Coverage
(\$51.67/month)

2

Employer Offers MVP Coverage
at an affordable level
(9.86% of employee income)

3

Employer and Employees
Avoid All ACA Penalties

Ideal For

- Agriculture
- Construction
- Home Healthcare
- Janitorial
- Restaurants
- Retail
- Security Guards
- Staffing Companies

