eHealth®

Triple Protection: Why Businesses Should Provide Group Health Insurance

Under the Affordable Care Act, only businesses with 50 or more full-time equivalent employees (FTE) must provide health insurance to at least 95% of their full-time employees and dependents up to age 26, or pay a fee. Businesses with fewer employees aren't required to provide coverage. So why should businesses provide health insurance if they're not required to?

It might sound obvious but many people don't understand the basic purpose of health insurance or how it can help your business. Health insurance helps protect business owners and employees in the following ways:

1. **Health Insurance protects you and your employees' finances**
   o *It entitles you to discounted rates for medical care*: Insurance companies negotiate rates with health care providers. Without insurance coverage, the fee charged for a regular office visit can be much higher, possibly twice as high in some cases.
   o *It shields you from unexpected medical costs*: Even if your health plan requires you to pay certain costs out of pocket, being covered can help save you from bankruptcy in case of injury or hospitalization. Lessen financial worries for your employees.
   o *It can protect you from ACA tax penalties and can make you eligible for tax credits*: Companies with less than 25 employees may be eligible to receive tax credits if they offer group insurance to their employees.

2. **Health insurance protects your health**
   o *It improves your access to quality care*: As a member of a health insurance plan, your employees will have access to a network of health care providers.
   o *It provides you with critical care*: When you're insured, you have better access to care for medical emergencies and chronic conditions.
   o *It encourages a healthier lifestyle:* Increase the productivity of our workforce knowing that they can stay healthy by taking advantage of regular checkups and preventive care. Offering a health insurance plan can improve the quality of life for your employees – an investment for you, them, and the community.

3. **Health insurance can help protect your business**
   o *It shields your business from personal medical costs*: As a self-employed person or business owner, unexpected personal medical expenses can cripple your ability to run your business. By limiting your personal liability for medical costs, health insurance can help keep you focused on your business.
   o *It helps you hire and retain the best workers*: Employer sponsored group health insurance coverage is a valuable enticement in a total compensation package.