

PPACA – Health Benefit Exchange Basics

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Introduction:

The Patient Protection and Affordable Care Act (PPACA) may fundamentally change the American healthcare and health insurance industries. It is critical that small and mid-size employers understand how health reform provisions will affect employer-sponsored health insurance coverage. While most federal and state enabling regulations have yet to be written, this seminar will share the most up-to-date information available.

Module Introduction:

The PPACA law requires states to establish new “Health Benefit Exchanges” or “American Health Benefit Exchanges” similar in many ways to the Massachusetts Health Connector or Utah Health Exchange. Exchanges will enable qualified individuals and small businesses to access and compare insurers’ Qualified Health Plans in a comparable way similar to how people shop for airline tickets.

Who should attend:

Business owners, CEOs, CFOs, COOs, HR Managers, Benefit Administrators, Health Insurance Agents and Brokers responsible for employer-sponsored benefits.

Purpose:

The purpose of this session is to help you explain the basics of how Health Benefit Exchanges may operate and its impact on employer-sponsored health coverage and employees.

Learning objectives:

At the end of this session you will be able to:

- Describe the individual mandate requirements.
- Describe a PPACA Qualified Health Plan (QHP).
- List the PPACA Essential Health Benefits.
- Describe the Exchange five levels of coverage.
- Describe the features of Premium Credits, Cost Sharing Subsidies, and Free Choice Vouchers.
- Describe the basic functions of an Exchange.

Agenda

Introduction

Learning objectives

PPACA Individual Mandate

Health Benefit Exchanges

- PPACA Qualified Health Plan (QHP)
- PPACA Essential Benefits
- PPACA Guaranteed Issue
- Exchange examples
- Five levels of coverage
- Premium credits
- Cost sharing subsidies
- Free Choice Vouchers
- Basic Functions

Questions and Answers

Free Handouts:

None.

Associations/Magazines to target:

National Association of Health Underwriters, state and local chapters. (<http://www.NAHU.org>)

Independent Insurance Agents and Brokers of America (<http://www.iiaba.net>)

National Association of Insurance and Financial Advisors (<http://www.naifa.org/>)

U.S. Chamber of Commerce (<http://www.uschamber.com/>)

CFO (<http://www.cfo.com/>)

Instructor Profile:

See Bio.

Related Technical/Regulatory documents:

<http://nctahu.org/ppaca.html>

Keywords:

Key word search "Patient Protection and Affordable Care Act, PPACA, Affordable Care Act".

Questions and answers: (Correct answers underlined)

1. Which of the following US residents are NOT required to maintain minimum essential coverage according to the PPACA individual mandate?
 - a. Individuals with a coverage gap of less than 3 months.
 - b. Individuals in a hardship situation (as defined by the HHS).
 - c. Individuals with income below the tax filing threshold.
 - d. All of the above.
2. How many types of health plans will be available through the Health Benefit Exchange?
 - a. 2.
 - b. 3.
 - c. 4.
 - d. 5.
3. True or False: PPACA Qualified Health Plan (QHP) must charge the same premium in or out of the Exchange.
 - a. True
 - b. False
4. Which of the following is NOT a PPACA Essential Health Benefit?
 - a. Emergency services.
 - b. Maternity and newborn care.
 - c. Long term care.
 - d. Preventive and wellness services.
5. Which of the following forms of assistance covers deductibles and copayments of Exchange health plans?
 - a. Premium credits.
 - b. Cost sharing subsidy.
 - c. Free Choice Vouchers.
 - d. Employer-sponsored health coverage.
 - e. Medicare.