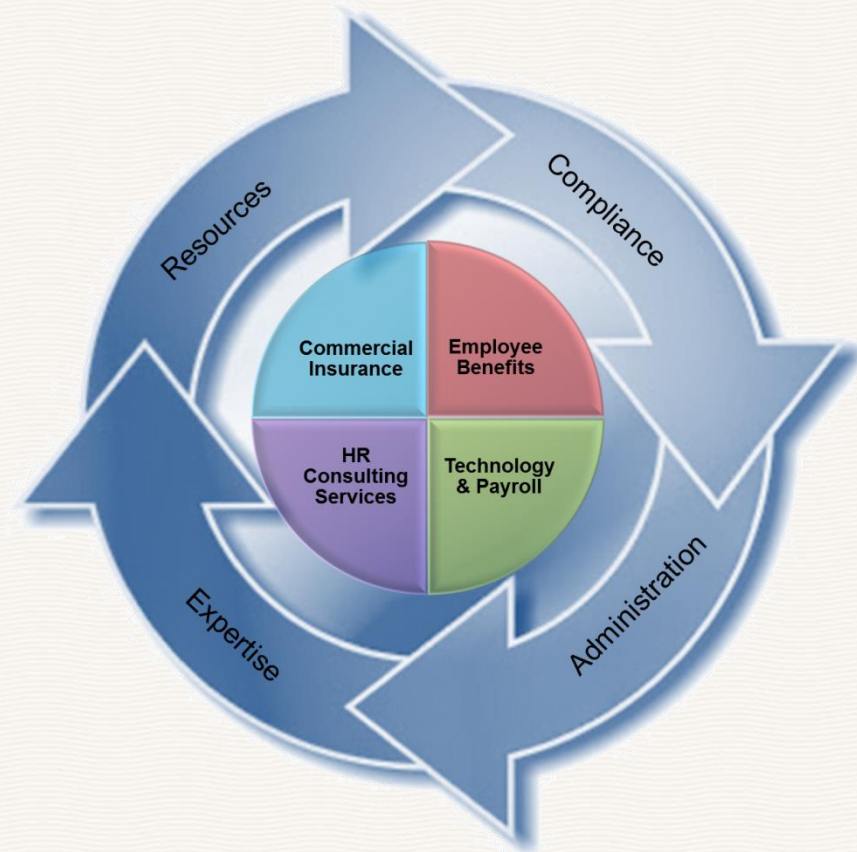


Employee Benefits Basics

AUSTIN
Insurance Professionals & CO., INC.

Austin & Co., Inc. Profile

- Provide Property & Liability, Employee Benefits, Human Resource Consulting, HR/Benefits Technology, and Payroll
- Established in 1853
- Employee-Owned
- Largest Consultant and Broker to Charter and Independent Schools in NY
 - 95+ charter schools
 - 200+ independent schools



Today's Presenter

Martha Mabeus

Employee Benefits Account Executive

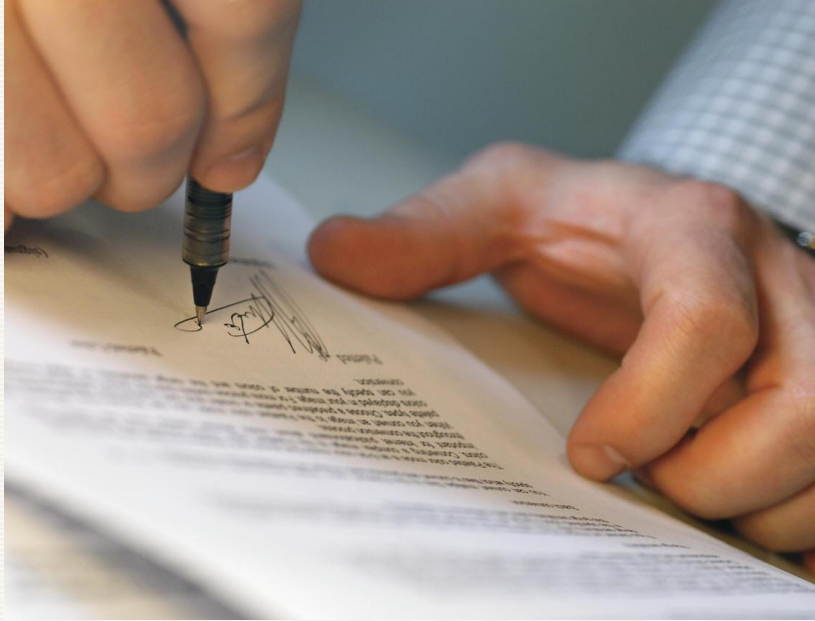
- Over 20 years of employee benefits insurance experience
- Dedicated School Insurance Specialist
- Board Member of the Susan Odell Taylor School in Troy, NY

Today's Agenda

- Plan Administration
- Contribution Strategies
- Choosing Your Benefits Offerings
 - Health Insurance
 - Dental Insurance
 - Ancillary Benefits
- Funding Options
- Evaluating Quotes
- Questions & Answers



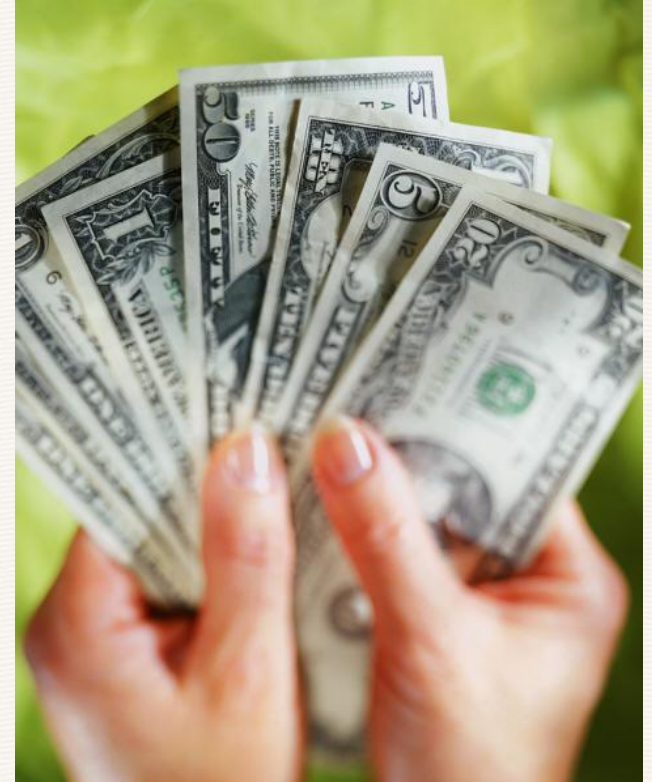
Plan Administration



- Eligibility
- Open Enrollment
- Qualifying Events
- Rate Tiers
- Domestic Partners
- COBRA / NYS
Continuation of
Coverage

Contribution Strategy

- Determine the amount the school will contribute towards all or certain benefits
- Medical Coverage
- Dental Coverage
- Short-Term Disability
- Long-Term Disability
- Life Insurance
- Voluntary Benefits



Health Insurance

- Plan Options:
 - Health Maintenance Organization (HMO)
 - Exclusive Provider Organization (EPO)
 - Point-of-Service (POS)
 - Preferred Provider Organization (PPO)
 - High Deductible Health Plan (HDHP), HSA Plan (Health Savings Account)
- Community Rating
- Networks
- Prescription Drug Benefits – Formulary & DAW

Dental Insurance



- Networks
- UCR & Balance Billing
- Annual Benefit
- Orthodontia
- Participation Requirements

Ancillary Benefits

- New York State Statutory (Required) Disability
- Enhanced Short-Term Disability
- Long-Term Disability
- Life Insurance
- Voluntary Benefits
 - Cancer/critical illness
 - Additional life or disability insurance



Funding Options



- Premium Only Plan (POP)
- Flexible Spending Account (FSA)
- Health Reimbursement Arrangement (HRA)
- Health Savings Account (HSA)

Evaluating Medical Quotes

- Total premium
- Copay vs. Coinsurance
- Prescription drug copays/deductibles
- Out-of-network benefits
- Deductibles – plan year or calendar year



Healthcare Reform Timeline

- ✓ Medical Loss Ratio (MLR) rebates
- ✓ W-2 reporting of health coverage costs required by employers with more than 250 employees
- ✓ Uniform Summary of Benefits and Coverage (SBC)
- ✓ Patient Centered Outcomes Research Institute (PCORI) AKA Comparative Effectiveness (CER) Research Fee

- ❑ Employer "Pay or Play" mandate for large employers
- ❑ Health insurance exchanges become operational for individuals and small employers.
- ❑ No waiting periods of more than 90 days

2012

2013

2014

2016 and beyond

- ❑ Salary reduction FSA contributions limited to \$2,500 per plan year
- ❑ Employers must provide notices to employees regarding the availability of exchanges
- ❑ Additional Medicare hospital insurance tax for high wage workers

- ❑ Annual Reporting
 - ❑ Paper filing with IRS due May 31, 2016
 - ❑ eFiling with IRS due June 30, 2016
- ❑ Cadillac Tax delayed to 2020 (was 2018)
- ❑ Suspended "Health Insurance Provider Fee" for the year 2017 (about 1% of premium)
- ❑ Postponed 2.3% "Medical Device Excise Tax" for the years of 2016 and 2017
- ❑ Opt-out payments impact affordability (transition relief available until 2017)

Thank You

Please contact us with any questions:
518-465-3591 or toll-free 800-863-0736
www.austin-co.com

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