



## Frequently Asked Questions

---

HealthSource RI for Employers is Rhode Island's full service health insurance marketplace for businesses with 2-50 employees. As one of the nation's top performing small business exchanges under the Affordable Care Act, HealthSource RI for Employers offers multi-carrier medical and dental options from trusted partners at Blue Cross & Blue Shield of Rhode Island, Neighborhood Health Plan of Rhode Island, Blue Cross Dental, Delta Dental, and Guardian. We can also connect employers with ancillary products from Colonial Life and Principal.

Please see below simple answers to most commonly questions asked about our program:

### 1. What businesses are eligible to use HealthSource RI for Employers?

HealthSource RI for Employers is open to all Rhode Island-based small businesses. Businesses with 2-50 full-time equivalents are eligible if they meet three requirements:

- is a Rhode Island based small employer or has a primary worksite in Rhode Island
- offers coverage to all full-time employees (generally those working 30 or more hours per week on average)
- has at least one employee enrolled in medical or dental coverage

### 2. How can HealthSource RI for Employers help determine my healthcare budget and potentially save me money?

The healthcare premiums for coverage offered through HealthSource RI for Employers are competitive, and you may qualify for additional tax credits not available outside of HealthSource RI for Employers. This applies to both for-profit and non-profit groups. In addition, you can determine a contribution amount that works for you, while allowing your employees to choose the plans and pricing that work best for them.

### 3. How does the small business tax credit work?

Small business tax credits may be available to eligible small employers who purchase employee coverage through the HealthSource RI for Employers.

Generally, you must have fewer than 25 Full Time Equivalents (FTEs) with an average annual wage of less than \$50,000 (indexed annually) to qualify. You must pay a minimum of 50% of the premium cost of single coverage for all employees (uniformity rules apply). The credit is determined on a sliding scale based on the number of FTEs and average annual wages.



## Frequently Asked Questions

---

For more details, please talk to your broker or call a member of our Business Engagement Team at 1-855-683-6757.

### **4. What kind of plan choices can I offer my employees?**

There are four basic categories of coverage offered through HealthSource RI for Employers

- Platinum, Gold, Silver and Bronze – Under the Affordable Care Act, all plans are offered in these four basic options called metal levels. These categories describe whether employees pay more for health insurance every month or more when they receive medical services.

We currently offer Platinum plans (where 90% of the average costs for services are paid for by the insurance carrier), Gold plans (80%), Silver plans (70%) and Bronze plans (60%).

Additionally, we can now connect you to low-cost ancillary benefits like vision, life, accident and medical bridge.

For more details, please talk to your broker or call us to talk to one of our team members at 1-855-683-6757.

### **5. Business of one: can a husband and wife (only) business or sole proprietor be considered eligible?**

As of 2016, businesses of one no longer qualify to purchase employer health insurance.

If you are a company without enrolled employees (other than yourself, a spouse, or other owner) you will have to purchase health insurance through the individual marketplace.

Please call 1-855-840-4774 for more information or to enroll in the individual market.

You are eligible to buy as a group if you have at least one employee enrolled in medical or dental, and the employee is not an owner or a spouse of an owner.