



## The Affordable Care Act and You

Your Business & Your Employees

### 5 Things You Need to Know For Your Business

#### 1 Your Business Has Options

Through Covered California and its Small Business Health Options Program (SHOP), small business owners can compare plans offered by different insurers, plans that are similar to those on the private market.

#### 2 Small Business Tax Credits

Small businesses that purchase plans through SHOP may qualify for tax credits. To get specific answers to your individual questions, reach out to a certified insurance broker in your community. Find a broker at [www.coveredca.com/enrollment-assistance/](http://www.coveredca.com/enrollment-assistance/).

#### 3 Individual Health Care Coverage is Required

As of March 31, 2014, most Californians are required to have health care coverage or pay a fee.

- If you already have health care coverage, you're set!
- There are some exemptions to the health insurance requirement. Find out more at <https://www.coveredca.com/faqs/Tax-Penalty/#102>.

#### 4 Deadlines and Fees

- Businesses with fewer than 50 full-time equivalent (FTE) employees are not required to offer health insurance coverage.
- Beginning in 2015, businesses with 100 or more FTE employees will be required to provide health insurance for 70 percent of their full-time employees or pay an "Employer Shared Responsibility Payment" fee on the company's federal tax return.

#### 5 Get Help to Get Covered

Talking to a certified insurance broker will help you find out what options are best for you, your business and your employees, and what the cost will be through Covered California's SHOP, the individual market, or in the private marketplace. To learn more about your health care coverage options visit [www.HealthLawGuideforBusiness.org](http://www.HealthLawGuideforBusiness.org).