

HEALTHCARE BASICS FOR ACSM MEMBERS

Types of Health Insurance Programs Available to the Small Employer

- **Preferred Provider Organization (PPO)**
Health insurance providers offer their services at lower rate due to arrangement with and insurance company or managed care network.
- **Health Maintenance Organization (HMO)**
 1. Emphasizes preventive care, early care, and treatment on an outpatient basis
 2. Provides broad range of services for a fixed prepaid payment
 3. Insured must select a primary care physician
- **Alternative Approaches** to funding health insurance costs for small firms and individuals. This approach is two-fold:
 1. **High Deductible Health Plan (HDHP)**
Categorized into one of two types:
 - a. **Individual** - covers one person
 - Minimum deductible \$1,000
 - Maximum annual out-of-pocket \$5,000
 - b. **Family** - covers more than one family member
 - Minimum deductible \$2,000
 - Maximum annual out-of-pocket \$10,000

When deductible is met, the HDHP pays eligible benefits
Deductibles and annual out-of-pocket are subject to an annual cost of living adjustment

2. **Health Savings Account (HSA) to fund out-of-pocket expenses or other qualified medical expenses**
Federal tax exempt savings account set up at a financial institution to fund out-of-pocket expenses or qualified medical expenses
 - a. Subject to pre-tax deductible
 - b. Earn tax favored interest
 - c. HSA funds withdrawn are taxable at the account holder's current tax rate

Mass Marketing Insurance Consultants, Inc. (MMIC)

MMIC provides Health Insurance quotes to members at no cost or obligation. MMIC is capable of offering the broadest range of insuring companies, policies and plans. They will analyze your health insurance needs to improve coverage and reduce costs.

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