



## Five myths about the Affordable Care Act and midsize businesses

Many businesses are struggling to understand and comply with the rules of the Affordable Care Act (ACA or health care reform law). You'll find helpful resources on our [makinghealthcarereformwork.com](http://makinghealthcarereformwork.com) website, like this [blog](#) that dispels five common myths about the ACA for companies with 1 to 100 employees.

### Myth #1:

Our business is exempt from the Affordable Care Act's employer mandate.

Companies with more than 100 full-time employees must provide health insurance to fulltime workers starting this year. In 2016, companies with 51 to 100 full-time workers also will have to provide coverage.

### Myth #4:

We can continue to offer a limited benefit or mini-med plan.

Limited benefit plans do not meet ACA rules, so you'll need to upgrade coverage to meet the employer mandate.

### Myth #2:

Most businesses of our size don't provide health insurance today

The ACA requires midsize employers to change their existing coverage. But only a small percentage will be offering coverage for the first time.

### Myth #5:

We will have to buy our insurance from a government website.

The Small Business Health Options Program (SHOP) is the online health insurance marketplace, or exchange, for businesses. But using the exchange is optional. Employers can buy directly from an insurance company or use a broker at no extra cost.

### Myth #3:

Even if we are penalized for not providing coverage, we can deduct the penalty on our income taxes.

Companies that fail to comply with the employer mandate are subject to a penalty. But the mandate is set up as a shared responsibility fee. This makes the penalty a tax that cannot be deducted for federal income tax purposes.



**At Anthem we're working to make the 1-100 migration easy. We are offering the most flexible plan choices in the market today. Contact your Anthem representative to learn more about our plan options.**