



IMPACT ON SMALL & MIDSIZE EMPLOYERS - KEY PROVISIONS TIMELINE

| Provision | Employer Size | Effective Date |
|---|---|--------------------|
| <p>Small businesses providing healthcare coverage for employees are eligible to claim a credit equal to 35% of nonelective contributions the businesses make on behalf of their employees for insurance premiums. The employer must pay at least 50% of the premium cost and must pay a uniform percentage for all covered employees. The premium amount taken into account is capped at amount of the average premium for the small group market in the state (or an area within the state) in which the employer offers coverage.</p> | <p>≤ 25</p> | <p>2010-2013</p> |
| <p>Tax credit percentage described in row above will increase to 50%. Employers with 10 or fewer employees and average wages of less than \$25,000 will receive 100% of the credit.</p> | <p>≤ 25</p> | <p>2014 onward</p> |
| <p>All states must establish an Exchange to facilitate the purchase of qualified health plans and establish a Small Business Health Options Program (SHOP) that will assist employers with less than 100 employees in obtaining group coverage. A Consumer Operated and Oriented Plan (CO-OP) program will be created to facilitate the creation of non-profit, member-run health insurance companies.</p> | <p>< 100 employees > 100 employees</p> | <p>2014</p> |