

# Small Group Transition – Early Renewal Process



Businesses across the state have counted on BlueCross BlueShield of Tennessee to provide quality health care coverage and solutions for more than six decades. The changing landscape of health care brought on by the Affordable Care Act (ACA) has small businesses looking to us for answers.

Many small groups (less than 51 employees) are already preparing their business plans for 2014 and one of the biggest questions they face is what changes must be made to their employees' health plan to meet the specifications of the Affordable Care Act (ACA). **Some group administrators may not be aware that they will not be able to maintain their current employee health benefits after their company's 2014 renewal.** ACA mandates for 2014 include:

- New taxes and fees
- New essential health benefits
- Ratings changes
- Group plans must meet certain actuarial value levels

Some BlueCross groups with renewal dates in early 2014, have asked for the option of an early renewal in late 2013, so they have additional time to prepare for health care reform changes. As a trusted partner, we want to help our groups find health care solutions that work for their business and their employees. Early renewal may not be the best choice for every group, and may have other implications on your health plan.

## Early Renewal Option

The Small Group Transition – Early Renewal Process is an option for BlueCross groups that would like to renew their plan early. Groups that choose to renew early can continue their current benefits until at least September 2014, and later in some cases.

## Small Groups Can Request Early Renewals Today

If your business would like to renew your health care coverage early, we have a schedule which is based on your group's current renewal period. To learn more about the Small Group Transition – Early Renewal Process, please contact your broker or BlueCross account executive. To make sure an early renewal is the right choice for your company, please consult with your legal and tax advisors for guidance about the impact to your group health plan.



BlueCross BlueShield of Tennessee  
1 Cameron Hill Circle | Chattanooga, TN 37402  
bcbst.com