

Healthcare Reform Update

Welcome to the third addition of our Lakeshore Employee Benefits e-newsletter – **Understanding Healthcare Reform**. The purpose of these e-newsletters is not to provide our own analysis but to monitor Government, Industry and Non-Profit sources and then forward what we determine are the clearest explanations available. Additional guidance from the Federal government is coming out weekly. You can count on Lakeshore Employee Benefits to help you navigate through these confusing times.

The attached document comes to us from United Healthcare, one of the largest Medical Insurance carriers in the country. They look at *Grandfathered* plans - what are they, what is the benefit of keeping your plan *Grandfathered* and what happens if you don't maintain *Grandfathered* status. It's pretty clear that very few plans will be *Grandfathered* within a year or two (so much for "If You Like Your Current Coverage You'll Be Able To Keep It"). Many of the changes required of plans that lose their *Grandfathered* status will be implemented by the Insurance Companies. How these changes will impact (increase) the premium is still being debated. One thing is sure – these new mandates will not drive premiums down. Some changes that do not directly affect plan/benefit design will be the Employer's responsibility (such as restrictions on New Hire Waiting Periods, Discrimination and more).

The agents of Lakeshore Employee Benefits are available to consult with and assist Employers working through Healthcare Reform. Please visit our web site at www.lakeshoreemployeebenefits.com for previous Healthcare Reform e-newsletters. Remember our Healthcare Reform e-newsletters are intended to be easy to read and to provide practical, rather than legal advice. We encourage you to seek legal and tax advice as necessary.



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