Is Your Practice(s) Prepared for 1/1/2020 Employer Benefit Funding Options?

These changes will create new issues for medical practices both internally and with patient markets. See rest of information on this page and the remaining information pages.

We are prepared to assist you!
• Employers can cancel Group Health Insurance and use HRA’s to meet Affordable Care Act Requirements
  • Large employers with 50+ Employees

• Funding for Minimal Value Health Insurance can use Health Reimbursement Accounts
  • Employees will be allowed to purchase individual MV health insurance from the market and be REIMBUSRSED from Employer funded Individual Choice Health Reimbursement Account IHHRAs
  • ICHRAs must be Affordable and meet specific compliance testing set in Regulations
  • ICHRAs must have a Plan Document, SBCs, Funds in Trust, and arrangego day advance notice of benefit change & for 60-day Enrollment period for Employees.

• Funds left in the Employee ICHRA AFTER compliant individual Heath Insurance is purchased can be used to pay Medical Expenses & Exempted Benefits i.e. Dental, Vision, STD/LTD, Long Term Care voluntary benefits.

What is Happening?

CNS Consulting & VBA have researched changes resulting from the Executive Order and IRS New Regulations issued 6/13/2019. Listed on this page are major changes.

CHANGES EFFECTIVE 1/1/2020
What are your RISKS? Is your Practice Prepared with Knowledge and Time to Plan? CNS and VBA have the skills, knowledge and in-house Services to shorten your time to Prepare.

Employment
Staff will find out this is in the market. Your competitors may well adopt this approach. How might that impact your staff retention, recruiting?

Patient Choice
Will many of your patients Employers chose this option? Will the Individual Insurance Purchaser in the Market, will Payers choose to move more expeditiously to Reference Based Pay or EVEN scheduled Benefit Payments

Payer Choice
With many Individual Insurance Purchaser in the Market, will Payers choose to move more expeditiously to Reference Based Pay or EVEN scheduled Benefit Payments

Your Financial Sustainable
Practice Budgets are rarely ZERO based and depend on continuing patient volume with consistent dependable reimbursements. Has Budget allowed for potential high turnover & retaining.

Value Solutions
We are Prepared to Assist you to prepare for risk changes to your Practice. We know the risk potentials from our long experience in the HealthCare Business. Our consulting and broker knowledge of healthcare and insurance are significant
Know ICHRA
We will Present to you and your key staff the details of the new ICHRAs.
Leave behind will be a ROADMAP of how it operates including Perceived Employer & Employee VALUE with ICHRAs.

Review Budgets
We will assist in Identifying those items that are at Risk to this change. Your Financial Experts will need to evaluate best adjustment if needed to reduce RISKS. From this exercise you can begin to Plan.

Create Risk Plan
There are Internal Risk Reductions that can add VALUE to Practice. Begin to Research how Insurers my improve their RISKS, how other Practices may Reduce their Risks. Seek Patient potential for Employers Plans to adopt new Plans are. CNS & VBA are experts in this type of Research.

Solution
Knowing what is involved in the ICHRA changes is Essential.
We can bring you and your key staff Understand the ICHRA details and we are one of few Experts. Our Broker and Insurance experience will assist you Evaluate your Risks.
Essential Issues
We already know how practices operate. We rapidly know how you operate. Inefficient and ineffective processes identified. Is Change needed?

Primary Risks
Your data is compared to benchmarks and variance identified. Are these RISKS to your Practice if significant change happens. What are options?

Staff & Patients
Is Staff satisfied with policies, practices, opportunities for growth? Are Risks needing answers? Do customers respond favorably to your services? Are there issues to address?

S.W.O.T.
YOUR ROADMAP TO SUCCESS IS YOUR:
Strengths Weaknesses
Opportunities Threats
Identify them and Risk is Always Manageable

CNS & VBA VALUE RISK PLANNING APPROACH

VALIDATED ARTICLES ABOUT VALUE INITIATIVES IN MEDICAL PRACTICES, PLEASE REQUEST COPIES: CALL US.
• Your Practice will be faced with New Issues with Private Insurance Funding of Benefits.
  • How it impacts your Practice depends on your Knowledge, Risk management & mitigation skills, Assertiveness to address the risks BEFORE the IMPACT.
  • USE this Change as an opportunity to improve many of your internal issues:
    • Examples are Staff Retention & Recruiting; Disruption from training & turnover, Customer satisfaction improvements, Begin an ongoing Risk Management Planning for Practice, Improve Staff participation and satisfaction
  • Use the knowledge to Identify Risks of:
    • Competitors' potential actions, Payers likely changes affecting Practice Income, to maintain patient volume when IMPACT happens.
Why use CNS & VBA?

We are VALUE Based and RISK Experts.

• Consulted with significant Insurance Companies, Medical Associations, HospitalAssociations, Regional IPAs, Health IT Companies.

• Experts in Administration, Plan Funding and Enrollment Processes.

• Executive Experience with BCBS Plans, Statewide Health Plans, Voluntary Insurance Plans
Thank You

David A Streilein CEO CNS & Carlos Mendez CEO VBA

PHONE: 928-200-4808

www.cnsconsultings.com or www.

www.cnsconsultings.com