AlliedBarton is a longtime leader in providing employee benefits, and we are also committed to sharing healthcare reform information with our clients and employees. We will continue to closely monitor the changing healthcare reform regulations, and are ready to implement necessary changes associated with healthcare reform.

Q: What is healthcare reform?
A: Healthcare Reform refers to the Federal legislation, known as the Patient Protection and Affordable Care Act, and is intended to extend affordable healthcare to all Americans. Healthcare reform was enacted in March 2010. Certain provisions became effective for plan years starting after Sept. 23, 2010 with additional, key provisions becoming effective by 2015.

The main features of the legislation include:
- Requiring employers with more than 50 full-time employees to provide affordable health coverage to employees. (effective January 2015)
- Requiring all Americans to obtain health coverage from their employers or otherwise (effective January 2014).
- Elimination of certain insurance requirements that exclude certain individuals from healthcare coverage, such as requirements relating to pre-existing conditions.

Q: Who will be impacted by healthcare reform?
A: All Americans will be impacted. In 2014, every individual is required to have medical insurance or will pay a penalty unless any of the following apply:
- You are part of a religion opposed to acceptance of benefits from a health insurance policy.
- You are an undocumented immigrant.
- You are incarcerated.
- You are a member of an Indian tribe.
- Your family income is below the threshold requiring you to file a tax return.
- You have to pay more than 9.5% of your income for health insurance, after taking into account any employer contributions or tax credits.

Healthcare reform will also affect most businesses in 2015. Even those currently offering health benefits will be subject to significant cost increases and more reporting and administrative burdens. Employers with 50 or more employees will be required to offer full-time employees minimum, affordable benefits or pay a penalty. All security providers will experience substantial cost increases that will increase the cost of security services industry-wide.

Q: What are the primary changes as a result of healthcare reform?
A: The federal government’s healthcare website, [www.Healthcare.gov](http://www.Healthcare.gov), includes a timeline that shows what has changed. Visit this website for more information on the bullet points below.

Some of the requirements of the Act include:
• No lifetime limit on coverage
• No denial of benefits for pre-existing conditions in children up to age 19
• Restrictions on annual dollar limits on essential benefits, such as: hospitalization, emergency care, maternity, mental health, lab services, prescription drugs and chronic disease management
• Dependent eligibility expanded to age 26
• New reporting requirements
• Expanded coverage for early retirees
• Changes to preventative care charges
• Insurance companies may no longer rescind coverage
• Defining full-time employees as those working 30 hours a week or more (2015)
• The Health Insurance Marketplace is established for uninsured individuals to obtain coverage
• Individuals must have coverage or pay a penalty
• Employers offer minimum, affordable coverage or pay a penalty (2015)
• No enrollment waiting period longer than 90 days for new hires
• No annual dollar limits on essential health benefits

Q: Are employers required to offer benefits in 2014?
A: No, the Obama Administration delayed until 2015 the implementation of the employer shared responsibility provisions of the Affordable Care Act which provide for penalties for large employers that do not offer their employees affordable, minimum essential coverage.

Q: How is AlliedBarton reacting to healthcare reform?
A: AlliedBarton has taken a proactive leadership role, making a commitment to ensure a smooth transition in meeting healthcare reform requirements.

Through the work of a multi-disciplinary team, AlliedBarton is focused on creating innovative and effective solutions to mitigate costs and administrative impacts of healthcare reform.

Additionally, it is important to AlliedBarton that our employees, who are a vital part of our clients’ security programs, are being offered health insurance coverage as we understand the importance of benefits to an engaged, productive workforce. AlliedBarton's welfare benefits include medical, dental, life, vision, etc. Full-time status for vacation benefits, sick benefits and bonus plans is still 35 hours per week.

Q: Does AlliedBarton have to offer employees healthcare insurance?
A: Currently, AlliedBarton is not required to offer employee benefits. However, as we understand the importance of benefits to our employees, we will continue to offer health benefits to our full-time employees. In 2015, all full-time employees must be offered health insurance coverage per healthcare reform. Full-time employees can elect to take AlliedBarton’s coverage options or find coverage through another source such as the Health Insurance Marketplace.

Q: Who is considered a full-time employee?
A: In 2015, a full-time employee is defined by the law as someone who works 30 hours or more a week. Certain employees who work on a seasonal basis or have undetermined hours might not fit neatly into the 30-hour-a-week definition. These employees will most likely need to average 30 hours a week over a year-long period to be benefit eligible. The AlliedBarton look-back period for 2015 benefit eligibility will be from April 4, 2014, through October 2, 2014.
Anyone who averages 30 hours or more work per week during this time period will be eligible for welfare benefits for all of 2015.

Q: Can AlliedBarton just have all part-time employees instead of offering health insurance coverage?
A: Part-time employees have been key members of the AlliedBarton team for years. The use of part-time employees can make it easier to manage hard to fill shifts such as nights and weekends. In addition, the workforce is full of students, retirees and people seeking to supplement their family income. These employees are typically engaged and motivated and can provide great service. AlliedBarton continues to be prepared to discuss a client’s individual needs and suitability of part-time employees’ but there is no intention of just having part-time employees at AlliedBarton.

Q: If an individual doesn’t obtain health coverage insurance from his employer, what other option are available?
A: The Health Insurance Marketplace offers an online market for buying health insurance. The Marketplace offers a choice of health plans, and provide information to help consumers better understand their options.

The Health Insurance Marketplace enabled individuals to purchase insurance on their own for plans that started in January of 2014. For more information on the Health Insurance Marketplace, visit HealthCare.gov.

Q: Are other security providers also dealing with this issue?
A: Yes, all security providers will experience substantial cost increases when the employer mandate goes into effect in 2015, which will increase the cost of security services industry-wide. If a security provider with 50 or more employees does not already offer health insurance to their full-time employees, they must do so in 2015, or pay a penalty. Some security providers have made a decision to not offer benefits to their hourly employees. AlliedBarton will continue to offer benefits options to all employees as this is the best strategy for our employees and clients.

Helpful Links
- AlliedBarton.com/HealthcareReform
- Healthcare.gov
- The Henry J. Kaiser Family Foundation
- Whitehouse.gov/healthreform