

## HIP Link Overview

### What is HIP Link?

- ▶ A new State program that is part of Indiana’s nationally recognized Healthy Indiana Plan model. The Healthy Indiana Plan, or “HIP,” was expanded to provide health coverage to eligible Hoosiers with household incomes at or below approximately 138 percent of the federal poverty level.
- ▶ HIP Link offers premium assistance for HIP participants age 21 and older who choose to participate in their employers’ sponsored health plans. Employees must meet HIP eligibility requirements.
- ▶ Spouses and/or eligible adults may also receive coverage if HIP-eligible.

### What types of employers can participate in HIP Link?

- ▶ Employers that employ Indiana residents who are HIP eligible, agree to contribute at least 50 percent to the premium cost and offer plans that meet minimum benefits and cost requirements within the program’s limit.

### Why should employers participate in HIP Link?

- ▶ More employees may be able to take advantage of commercial health insurance benefits.
  - ▶ An increase in employees may help to meet industry and marketplace participation rates or lower group premium rates.
- ▶ Employees can better manage healthcare costs with their HIP Link POWER Account and Health Reimbursement Account (HRA), if offered by employer.
- ▶ Potential to expand employee base and increase retention by being listed as an approved HIP Link Employer.
- ▶ Possible tax benefits for small employers using the Health Insurance Marketplace.
- ▶ HIP Link does not disrupt current employer-sponsored health insurance and can be incorporated at any time.

## Eligibility

### How do employers become eligible?

- ▶ Employers can complete an application online.
- ▶ Employers need to provide summary of benefits and coverage and schedule of benefits if their plan is not identified as an eligible HIP Link plan. Dental and vision benefit summaries must also be included, if offered. Premium rates and Health Reimbursement Account (HRA) contributions, if applicable, must be included.
- ▶ Approved applicants will receive a HIP Link employer identification number.

### What are the program requirements for employers?

- ▶ Eligible employers are required to use an online Employer Portal periodically to respond to data checks from the State and to communicate any employment changes.

## Key Concepts

### HIP Link Personal Wellness and Responsibility (POWER) Account

- ▶ HIP Link participants will receive a cost sharing limit of \$4,000 per year. Account funds are used to cover a portion of the employee premiums and supplemental medical expenses, such as copayments.
- ▶ Employees will be prepaid a portion of their premium from the funds in their Link account.
- ▶ A cost effective assessment is completed when the funds in the account are used, and the member has covered health insurance costs up to 5 percent of their household income.

### HIP Link Employee Contribution/Discount

- ▶ Employees contribute 2 percent of their household income to participate in HIP Link. A discount to the premium contribution may be available if a balance remains in the member’s Link account at the end of the year.

### HIP Link Card

- ▶ HIP Link participants will each receive a HIP Link card to cover supplemental medical expenses from providers and pharmacies.