**WEEK 7**

**Class 12 and 13**

Topics

Business Plan

Branding

**Videos**

<https://www.youtube.com/watch?v=1RrSEqcR2gY>

<https://www.youtube.com/watch?v=cdg3Us6QdDw>

Jack Ma

<https://www.youtube.com/watch?v=NPzo3EqAHt4>

Reddit (maybe)

<https://www.youtube.com/watch?v=RPN2vmZl4kA>

at 6 minutes

[**http://dfr.oregon.gov/gethelp/ins-help/health/Pages/health-ins-tips-employers.aspx**](http://dfr.oregon.gov/gethelp/ins-help/health/Pages/health-ins-tips-employers.aspx)

### Small vs. large employers​

Health insurance laws apply differently to small and large employers. So, it is important to know the size of your employer.

* Small employers with fewer than 50 employees do not have to cover employees or their dependents.
* Large employers with at least 50 full-time equivalent employees face a tax penalty if any full-time employee receives financial help to buy health insurance through an exchange such as HealthCare.gov.
* Employers with fewer than 25 full-time equivalent employees may be eligible for tax credits to offset up to 50 percent of their premium costs.
* Self-employed people with no employees can buy an individual health plan through healthcare.gov and may qualify for a subsidy to help with costs.

#### How do I know if I'm a small employer?

Under Oregon law, a small business is defined as having 50 or fewer employees. A full-time employee (FTE), under the Employer Responsibility section of the federal Affordable Care Act, works 30 hours or more per week.

##### These people do not count as employees:

* Sole proprietors
* Partners
* The owner of the wholly owned corporation
* A more than 2 percent shareholder of an S Corporation or limited liability company
* The spouse of any person listed above

[**► This calculator**](https://www.healthcare.gov/shop-calculators-fte/)**can help you determine if you have 50 or more FTE.**

### ​How are premiums set for employers?​

In addition to the benefits selected, the amount a small employer (50 or fewer employees) pays for coverage depends on:

* The average age of employees/dependents
* The benefits the employer selects
* Location in the state
* The number of family members on the plan
* Tobacco use by employees

Large employers negotiate rates directly with the insurance company; these plans' rates are not subject to state regulation.

### Small business health care tax credit

The IRS Small Business Health Care Tax Credit helps qualified small businesses lower the cost of offering health insurance to employees. If you have a small business in Oregon, you must meet the following minimum criteria to qualify for the tax credit:

* Employ fewer than 25 full-time equivalent employees (not including family members of owners/partners, or seasonal workers who work fewer than 120 days during the taxable year)
* Pay average annual salaries of $50,000 or less per employee
* Pay at least 50 percent of full-time employees' premium costs
* Purchase a [certified medical or dental plan](http://healthcare.oregon.gov/Pages/index.aspx)

The maximum tax credit is 50 percent of the amount you pay toward your employees' premium costs (35 percent for tax-exempt employers). You don't need to offer coverage to your part-time employees or to dependents to qualify for the tax credit.