

Case Study

Clients Navigate Health Care Reform Smoothly with HORAN

Client Challenge: Health Care Reform is a complicated, seemingly never-ending process. Many companies have a hard time feeling confident that they are current and compliant with the latest twists and turns. Companies need a partner to provide expertise and guidance in the rapidly changing regulations in the health care world.

“There are so many moving parts today that you just can’t keep up with Health Care Reform.”
-Vice President of Human Resources at 200+ employee Manufacturing Company

HORAN Solution: HORAN prioritizes keeping a pulse on regulatory changes to health care. To do this, HORAN created a strategy to help clients address health care compliance through educating clients and employees.

1. **Keep clients current on new developments.** Compliance experts actively share new information through:
 - a) The HORAN Health Benefits Compliance blog, which serves as a 24/7 resource to provide day-to-day quick hits of new developments.
 - b) Health Care Reform updates to clients with detailed information about navigating changes to support each company’s strategy and the intent of the law. HORAN sent 15 in 2015.
2. **Provides Comprehensive education and structure** that includes interpretation and application for companies.
 - a) HORAN employs two dedicated Health Care compliance experts and uses outside legal counsel for additional commentary and opinions.
 - b) HORAN shares the information by hosting to-date six educational Health Care Reform seminars to explain and answer questions about Patient Protection, the Affordable Care Act as well as the Health Care and Education Affordability Reconciliation Act. Also, conducts annual step-by-step seminar on Affordable Care Act reporting requirements. Visit the “Education” section of www.horanassoc.com to register for upcoming seminars.
3. **Health Care Reform Toolkit** was created with resources like videos, brochures and an employee decision guide for companies to distribute to employees.
4. **Required HORAN employee education** through internal seminars to ensure that all HORAN employees are well-equipped to advise clients at a moment’s notice.

Direct Benefit to Client:

1. HORAN employees have the resources and partnerships needed to answer questions or concerns about Health Care Reform compliance, create successful renewals and develop future health care strategy with requirements in mind.
2. HORAN aims to help be ready for upcoming requirements so that no clients are surprised by imposing due dates.