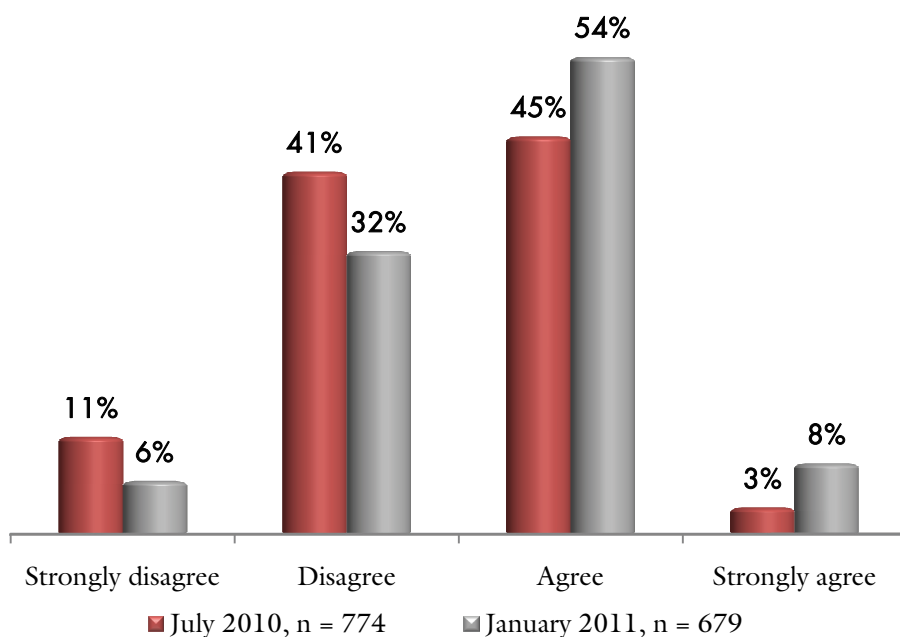


SHRM Research Spotlight: Health Care Reform Poll—Where Are Organizations in the Decision-Making Process? An Update

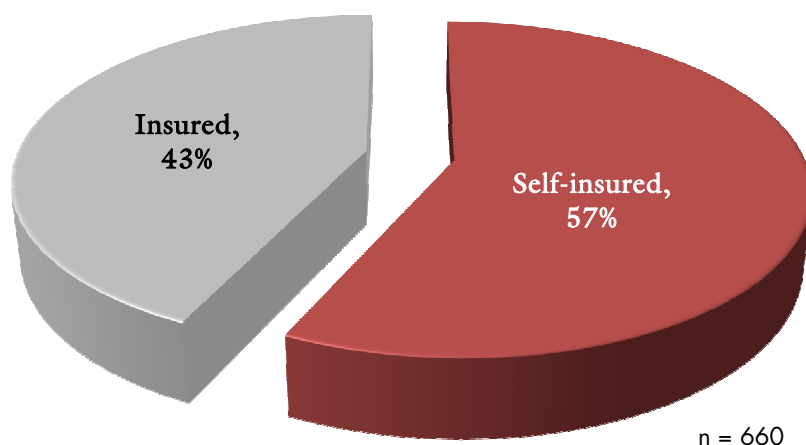
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What is your level of agreement with the following statement?
"I am comfortable with what I know about the new health care reform law."



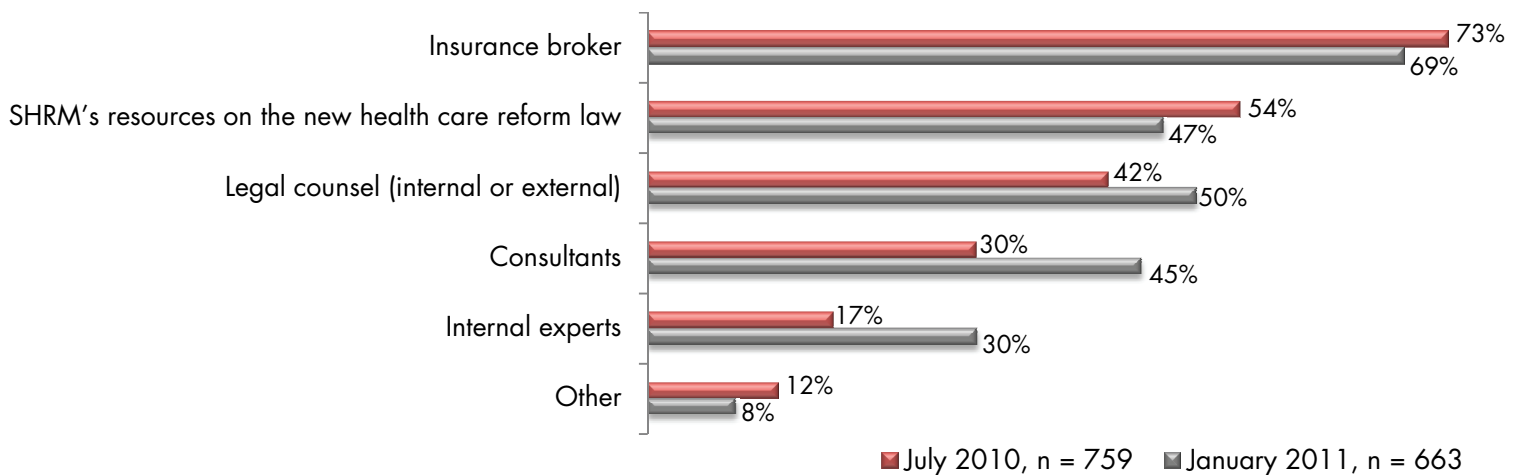
How are primary medical benefits currently funded by organizations?



Poll Findings

- **HR knowledge about the law's specifics steadily increasing.** The percentage of HR professionals who are comfortable with their level of familiarity with the health care reform law increased from 48% in July 2010 to 62% in January 2011.
- **The primary resource organizations currently use is insurance brokers.** Insurance brokers are the number one resource organizations are currently using to better understand the health care reform law. This is closely followed by SHRM's available resources on the health care reform.
- **What are the implementation barriers?** Of the organizations that reported implementation barriers, 54% said *the cost of including benefits for adult children up to age 26 (2011)* was an implementation barrier. In addition, one-third (34%) of organizations reported *employee out-of-pocket expenses* as a barrier to implementing the law's provision to *exclude over-the-counter medication purchases when using flexible spending accounts (2011)*. For a number of the health care law provisions that will take effect between 2011 and 2018, 27% to 65% of organizations reported that there are no implementation barriers for their organizations.

What **resources** is your organization currently using in regard to the health care reform law?



For the following provisions of the health care reform law, what do you see as the main implementation barrier in your organization?

Health Care Reform Law Provision (by Year the Provision Takes Effect)	There is no implementation barrier for my organization	Lack of understanding about the details of the provisions	Cost of implementation to the organization	Employee out-of-pocket cost	Lack of support by employees, unions or management	Other
Limits on deductibles in the small group market (companies with fewer than 100 employees) to \$2,000 for individuals and \$4,000 for families (2014)	65%	8%	18%	3%	2%	4%
Prohibition of lifetime dollar limits on coverage of essential benefits (2011)	52%	8%	32%	4%	1%	4%
Exclusion of over-the-counter medications from the list of reimbursable expenses under flexible spending accounts (2011)	43%	13%	1%	34%	8%	2%
Inclusion of benefits for adult children up to age 26 (2011)	37%	4%	54%	2%	1%	2%
Employer mandate to provide coverage or pay a penalty (2014)	37%	17%	37%	1%	4%	4%
Excise tax on high-value (so-called "Cadillac") health plans (2018)	34%	19%	28%	7%	8%	4%
Requirement to report the value of an employee's health benefits on the employee's W-2 (W-2s for 2012 tax year)	30%	17%	38%	2%	6%	7%
Tax form 1099 requirement for all vendor transactions above \$600 (2012)	29%	22%	39%	0%	2%	7%
CLASS Act (government-provided long-term care insurance) (2011-2013)	27%	48%	12%	3%	3%	6%

Note: n = 674-698. Percentages do not total 100% due to rounding. Data sorted by first column.

Methodology | A sample of HR professionals was randomly selected from SHRM's membership database, which included approximately 250,000 individual members at the time the poll was conducted. The sample comprised HR professionals with the job title of manager and above, as well as HR professionals in the compensation and benefits functional area. All analyses were based on respondents working at organizations with a staff size of 50 employees or more. For this analysis, 698 responses were used, yielding a response rate of 13%. The margin of error is +/- 4%. Data were collected December 3-31, 2010.

Note: 2010 information taken from *SHRM Poll: Organizations' Response to Health Care Reform* (2010, June 16-23).