



## Frequently Asked Questions: Employers

### **Q1. What is Cast & Crew Open Health?**

*Cast & Crew Open Health* is a unique Affordable Care Act-compliant healthcare insurance offering that enables entertainment industry employers to provide benefits to their non-union employees. It is low cost, simplifies budgeting and eliminates cost-allocation challenges. It also simplifies year-end reporting and automates a great number of other functions, including Notice of Exchange (NOE) letters and COBRA distributions.

Moreover, because coverage is portable, you can retain your current payroll-service provider. Employees' hours are aggregated across all member companies, making their coverage in the Plan portable as well.

*Cast & Crew Open Health* offers coverage to both project-based and staff employees.

### **Q2. How does this program benefit our company?**

*Cast & Crew Open Health* significantly reduces your ACA burden, and ensures you are ACA compliant. You no longer have to allocate valuable company resources tracking hiring status or terminations or spend time computing cost-allocation to productions.

### **Q3. How is this plan different?**

*Cast & Crew Open Health* is different because it is a total industry solution to the Affordable Care Act challenge. *Open Health* is a fully insured multiple-employer welfare arrangement. It allows employers the freedom to continue doing business the same way they did before the ACA. *Open Health* is portable for the employer irrespective of payroll-service provider. It is also portable for employees who become covered under the Plan.

### **Q4. What are the costs to the employer?**

The Plan's cost structure for project-based employees is similar to that used in the industry today and is based on a percentage of gross wages up to a cap. This provides certainty for budgeting. The Plan also offers a monthly cost structure premium amount for staff employees.

### **Q5. What do we need to do to take part in this program?**

It's easy – just sign up by executing the Plan documents supplied in your documents package. Your contributions will be billed on your payroll invoice.

### **Q6. Does the plan qualify for any tax incentives?**



*Cast & Crew Open Health* qualifies under many state tax-incentive programs. A map detailing state-by-state incentive availability is included with this package and is available at [www.cc-openhealth.com](http://www.cc-openhealth.com).

**Q7. Who handles individual enrollment?**

*Cast & Crew Open Health* manages all aspects of employee enrollment. After enrolled employees become eligible, they will receive enrollment information either electronically or by mail. Enrollment can be completed using our web-based system or by submitting documentation through the U.S. Mail.

**Q8. How is reporting handled?**

*Cast & Crew Open Health* will file a single Form 5500 on behalf of all participating employers, and participating employers will be relieved of their separate Form 5500 filing obligations.

The Plan will provide Form 1095-Cs to covered employees on behalf of participating employers and file a Form 1094-C on behalf of the employer for the covered employees.

However, each employer must also file a single Form 1094-C aggregating data for all of its employees, known as the authoritative transmittal. Employers will be required to aggregate the data provided in the Form 1094-C filed by the Plan with data regarding employees who are not covered employees and prepare their own authoritative transmittal. *Cast & Crew Open Health* will provide the data necessary to simplify this reporting.

**Q9. Does this program change which organization is the common law employer?**

No. The current employer status remains the same. The common law employer will sign up as a participant and all entities associated with that employer will be covered.

**Q10. How does an employee receive a Notice of Exchange?**

NOEs will be delivered automatically to new hires if they are working for a participating member employer.

**Q11. How do we pay for *Cast & Crew Open Health*?**

This is the best part. The cost will appear as a fringe on your payroll invoice and will be remitted by you or your payroll-services provider to the Plan, along with a data file and remittance report.

**Q12. Will my choice of payroll provider be affected by joining this plan?**

No. There will be no impact. Member companies will retain full autonomy regarding their payroll provider.



**Q13. Why are you including non-affiliates?**

Although contributions may be made to a collectively bargained plan on his or her behalf, should the non-affiliate not qualify for benefits in such a Plan, the employer is exposed to non-compliance and ACA penalties. Therefore, to provide certainty and to eliminate the risk to the employer, the non-affiliate is included in *Cast & Crew Open Health*,

**Q14: What if I have an employee who is paid both union and non-union?**

All non-union wages and hours are considered.

**Q15: Are loan-outs included in the Plan?**

Yes.

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