

Group vs. Individual Health Insurance

What is group vs. individual health insurance?

ANSWER Small business group health insurance is a policy purchased by an employer, while individual insurance is purchased by a single person or family.

Each option has *distinct differences* and reasons to consider, based on the specific needs of the person or employer seeking coverage.

Group & Individual Basics



All health insurance plans offer individuals and families coverage for medical care, which most people receive through their employers.



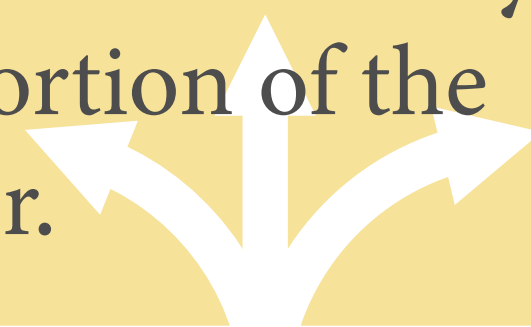
However, some small businesses do not have the budget, requiring individuals to find their own health insurance.

Cost & Premiums

Group plans usually make coverage **more affordable.**



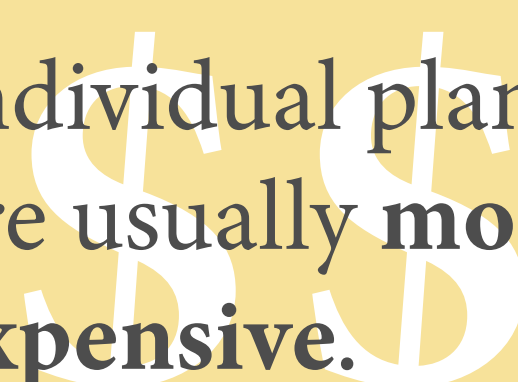
Employers have the **flexibility** to decide what portion of the premium to cover.



Individual plans typically require **more involvement** by the policy holder to understand coverage.



Individual plans are usually **more expensive.**



Coverage Options

Group Health Insurance

Restricted to plans chosen by the employer, resulting in fewer coverage options and less flexibility.

Larger companies with 50 or more employees may offer additional features and options with their group plans.

Employers may allow employees to purchase add-on coverages, when not covered by the group plan.

Individual Health Insurance

An agent can provide guidance in reviewing multiple plans, providing access to many coverage options.

Allows more flexibility for a person or family as they choose customized health insurance coverage.

Can add specific coverages to their plan more easily, but it will likely be more expensive.

Enrollment



Group and individual insurance plans typically have set annual enrollment periods and often have restrictions or waiting periods.



In some special cases involving life events, such as losing previous health coverage, a person may qualify for a special enrollment period.

For more information on health insurance plans or for expert guidance on selecting health coverage for groups, individuals or families, contact an advisor at **Fringe Benefit Analysts**.