

## INFORMATION ABOUT THE NEW HEALTH INSURANCE EXCHANGES

As you may know, Health Insurance Exchanges now offer individual health insurance policies for you and your family. This notice is intended to give you information about the Exchange.

The Exchange is designed to help you find health insurance that meets your needs and fits your budget. It offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premiums. Open enrollment for health insurance coverage through the Exchange begins in October every year for coverage starting as early as January 1 of the following year.

You may qualify to save money and lower your monthly premium, but only if your employer does not offer you coverage, or offers coverage that doesn't meet certain standards. The savings on your premium, if any, depends on your household income.

If your employer offers health coverage that meets certain standards, you will not be eligible for a tax credit through the Exchange and you may wish to enroll in your employer's health plan. If your employer does not offer coverage to you at all or does not offer coverage that meets certain standards, you may be eligible for a tax credit that lowers your monthly premium or a reduction in certain cost-sharing. If the cost of self-only coverage from your employer is more than 9.5% of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.<sup>1</sup>

Note: If you purchase a health plan through the Exchange instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution -as well as your employee contribution to employer-offered coverage- is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Exchange are made on an after-tax basis.

For more information about your coverage offered by your employer, please check your summary plan description or contact \_\_\_\_\_.

The Exchange can help you evaluate your coverage options, including your eligibility for coverage through the Exchange and its cost. Please visit [HealthCare.gov](http://HealthCare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Exchange in your area.

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<sup>1</sup> An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is at least 60 percent of such costs. [OPTIONAL ADDITIONAL LANGUAGE (INSERT ONLY IF APPLICABLE): One or more of the Company's health plan options meets the minimum value standard.]