



Midwest Group Benefits

"specializing in employee benefits"

Instructions For Employers That Do Not Offer Group Health Insurance For Marketplace Exchange Notices

Dear Employer,

Midwest Group Benefits is sending this notice out to you to help with compliance with the Affordable Care Act. The notice entitled, "*New Health Insurance Marketplace Coverage Options and Your Health Coverage*" needs to be distributed to all employees by October 1st, 2013. Even if employees are only part-time or not on a health plan every employee needs to receive this notice.

We are also providing you with a "*Question and Answer for Health Care Exchange Notice*" to give along with the mandatory notice to help employees better understand why they are receiving this. We hope this creates a better communication tool for you and your employees and diminishes confusion in the workplace.

Notices can be given electronically or by paper. Choosing either option we **recommend** setting up an audit trail to ensure every employee has received this notice. You may use our sample sign-off sheet provided or choose your own method. The fine for noncompliance is \$100/day.

Employers that do not offer group health insurance need to hand out Part A of the notice. Part B is optional and not required.

Also, remember to add the "*New Health Insurance Marketplace Coverage Options and Your Health Coverage*" along with our "*Questions and Answer for Health Care Exchange Notice*" to all new hire packets. All new employees will need to receive this notice within 14 days of hire.

Midwest Group Benefits can help your full-time and part-time employees with the public and private exchanges, determine their subsidy level, and give advice on plans that have quality coverage at affordable prices. Please feel free to call or email with any questions or to find out more information.

Thank you.

Brian Huinker

Midwest Group Benefits

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New Health Insurance Marketplace Coverage Options and Your Health Coverage

Form Approved
OMB No. 1210-0149
(expires 11-30-2013)

PART A: General Information

When key parts of the health care law take effect in 2014, there will be a new way to buy health insurance: the Health Insurance Marketplace. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace.

What is the Health Insurance Marketplace?

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace 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 premium right away. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

Can I Save Money on my Health Insurance Premiums in the Marketplace?

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

Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) 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.¹

Note: If you purchase a health plan through the Marketplace 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 Marketplace are made on an after-tax basis.

How Can I Get More Information?

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

¹ 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 no less than 60 percent of such costs.

PART B: Information About Health Coverage Offered by Your Employer

This section contains information about any health coverage offered by your employer. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

3. Employer name		4. Employer Identification Number (EIN)	
5. Employer address		6. Employer phone number	
7. City	8. State	9. ZIP code	
10. Who can we contact at this job?			
11. Phone number (if different from above)		12. Email address	

You are not eligible for health insurance coverage through this employer. You and your family may be able to obtain health coverage through the Marketplace, with a new kind of tax credit that lowers your monthly premiums and with assistance for out-of-pocket costs.