



CONCORD
UNIVERSITY

**EMPLOYEE RECEIPT AND ACKNOWLEDGEMENT OF
AFFORDABLE CARE ACT INSURANCE MARKETPLACE NOTICE**

I, HEREBY STATE THAT I RECEIVED A COPY OF THE AFFORDABLE CARE ACT INSURANCE MARKETPLACE:

Printed Name:

Signature:

Date:



Re: Affordable Care Act Notice of Insurance Marketplace

Dear Employee:

The Patient Protection and Affordable Care Act (also known as the "ACA" or "Obamacare") requires employers to provide notice by October 1, 2013 to all employees (whether benefit-eligible or not) regarding the availability of the new Health Insurance Marketplace. Attached is the formal notice prepared by the federal government that we are required to distribute. It is also available on Concord's web page at <http://www.concord.edu/administration/human-resources> under the list of "Resources." We have tailored the second page of the document to include specific information about the availability of health insurance coverage to employees of Concord University. This notice does not require any additional action on your part nor does it require that you contact us about the availability of coverage in the Marketplace.

If you are interested in pursuing additional information about the Health Insurance Marketplace, you should follow the directions on this notice and go to <https://www.healthcare.gov>. If you visit that website, additional information that you may need to determine your eligibility to participate in the Marketplace includes the following:

- There is no waiting period for health insurance in our system so if you are not eligible now, you will not be eligible within the next three months unless your employment status changes to meet the definition of "eligible employees" contained in the notice.
- Our health plans meet the minimum value standard as defined in the Act.
- Premiums to participate in our health plans are based on salary levels and information regarding the cost to you is available at <http://www.peia.wv.gov/Pages/default.aspx>.
- There are no major changes affecting eligibility that are anticipated in the coming PEIA plan year.

Concord, as your employer, does not maintain information about the availability of or access to the Health Insurance Marketplace. So, please do not contact us in response to this notice. Again, please visit <https://www.healthcare.gov> for any additional information.

Very truly yours,

Dan Fitzpatrick



New Health Insurance Marketplace Coverage Options and Your Health Coverage

Form Approved

OMB No. 1210-0149

Expires 4-31-2010

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 and employment-based health coverage offered by your employer.

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.

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?

For more information about your coverage offered by your employer, please check your summary plan description or contact Columbia Benefits Service Center at 212-851-7000.

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.