

NOTICE TO EMPLOYEES OF COVERAGE OPTIONS

Part A: General Information

We are required by federal law to provide you with the attached notice. The purpose of this notice is to inform you of the existence of the health insurance marketplace, give you a description of the services provided by the health insurance marketplace, and tell you how to contact the health insurance marketplace to request assistance.

When key parts of the health care law took effect in 2014, there is now 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 November 2015, for coverage starting as early as January 1, 2016, and ends on January 31, 2016.

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.

We have determined that our health plans do meet the "minimum value standard" as determined by the Department of Labor.

Does Macomb Community College's Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. If you have an offer of health coverage from Macomb Community College, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in the College health plans.

However, you may be eligible for a tax credit that lowers your monthly premium or a reduction in certain cost-sharing if Macomb Community College does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from the College 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: 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.