

For employers to provide to their employees who have coverage in the Medical Plan of the Presbyterian Church (U.S.A.), provided by the Board of Pensions.

New Health Insurance Marketplace Coverage Options and Your Health Coverage

Under the Affordable Care Act (healthcare reform), employers are required to provide the following information to their employees.

General Information

When key parts of the healthcare 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 the 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. The Board's Medical Plan meets this minimum value standard. Additionally, your contributions for dues (or premiums) cannot be more than 9.5% of your income for the year. The Traditional Program of the Medical Plan also satisfies this requirement. (**Note:** If you are enrolled in the Affiliated Benefits Program or other healthcare coverage that is not offered by the Board and your employer requires a contribution that exceeds 9.5% of your income, you may be eligible for the tax credits.)

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you will lose the employer contribution to your employer-offered coverage. Also, this employer contribution — as well as your employee contribution to employer-offered coverage — is 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?

If you are enrolled for coverage in the Medical Plan of the Presbyterian Church (U.S.A.), you can find information on eligibility, covered services, costs, and your rights and responsibilities under the plan in *Guide to Your Healthcare Benefits*, available on pensions.org, the Board of Pensions' website, or by calling the Board to request a printed copy. You also can get more information about your coverage offered by your employer by contacting the Board of Pensions at 800-773-7752 (800-PRESPLAN) and speaking with a member service representative.

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.