

Important Notice on Health Insurance Marketplace Coverage Options under Health Care Reform

Why Am I Receiving This Notice?

Grand Valley State University (GVSU) is required to send the attached notice to employees to comply with rules under the federal Patient Protection and Affordable Care Act (ACA), also known as Health Care Reform. The notice must be sent to ALL employees, even those who are not eligible to participate in GVSU's group health plans.

This notice provides instructions on how to access information about the Health Insurance Marketplace, which are health plans offered to you by either your state or the U.S. Department of Health and Human Services.

What Do I Need to Do?

If you are currently **eligible** to participate in GVSU's group health plans, **you do not need to take further action**. GVSU's group health plans intend to provide more coverage at a lower cost to you than a Marketplace health plan.

If you are currently **not eligible** to participate in GVSU's group health plan, you may choose to obtain health coverage through the Marketplace. Depending on your household income, you may also be eligible for a tax credit and/or premium assistance to help reduce the cost of health coverage obtained through the Marketplace.

If you are **uncertain** as to whether you are eligible for GVSU's group health plan coverage, please refer to page two of the attached notice for a listing of eligible and non-eligible employees.

What If I'm Interested in Marketplace Coverage?

- Go to www.HealthCare.gov to review the plans available in your state.
- Keep the attached notice because it has information you'll need to enroll in Marketplace coverage.

Have Questions about Marketplace Coverage?

Call **1-800-318-2596** (TTY: 1-855-889-4325) or visit www.HealthCare.gov.

Please note that GVSU has no information or expertise on Marketplace health plans, and GVSU human resource representatives are not allowed to answer questions regarding these options.

How do I View the Notice?

To view the attached notice you must have Adobe Reader available on your computer. You can download Adobe Reader by visiting <http://get.adobe.com/reader/>.

You may request a paper copy of this notice from GVSU's Benefits Office by calling 616-331-2220 or by emailing benefitsandwellness@gvsu.edu.



New Health Insurance Marketplace Coverage Options and Your Health Coverage

Form Approved
OMB No. 1210-0149
(expires 6-30-2023)

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.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?

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

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 Grand Valley State University		4. Employer Identification Number (EIN) 38-1684280	
5. Employer address 1090 James H. Zumberge Hall, 1 Campus Dr.		6. Employer phone number 616-331-2220	
7. City Allendale	8. State MI	9. ZIP code 49401	
10. Who can we contact about employee health coverage at this job? Health and Wellness, Benefits Office			
11. Phone number (if different from above) 616-331-2220		12. Email address benefitsandwellness@gvsu.edu	

Here is some basic information about health coverage offered by this employer:

- As your employer, we offer a health plan to:
 - All employees.
 - Some employees. Eligible employees are:
Full-time employees in the following employment classes:
 - **Faculty** (includes Tenure Track, Visiting, Affiliate, and Librarians)
 - **Professional Support Staff** (includes regular and confidential)
 - **Executive and Administrative Professional Staff** (includes regular, Academic Year, Coaches, twelve month Adjunct AP)
 - **Maintenance Grounds and Services Staff**
 - **Public Safety**
 - Non-Eligible employees are:
 - **Part-time employees in the above employment classes**
 - **Senior Part-time Instructor**
 - **Less than 12 Month Adjunct Administrative Professional**
 - **Limited Part-time Clerical Office and Technical Staff**
 - **Temporary Staff**
 - **Students**
 - **Graduate Assistants**
- With respect to dependents:
 - We do offer coverage. Eligible dependents are:
 - **Spouse or a Household Member**
 - **Children**
 - **Step-Children**
 - **Children of Household Member**

If checked, this coverage meets the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.

** Even if your employer intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount. If, for example, your wages vary from week to week (perhaps you are an hourly employee or you work on a commission basis), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.

If you decide to shop for coverage in the Marketplace, [HealthCare.gov](https://www.healthcare.gov) will guide you through the process. Here's the employer information you'll enter when you visit [HealthCare.gov](https://www.healthcare.gov) to find out if you can get a tax credit to lower your monthly premiums.