

## **General Information**

When key parts of the health care reform law (the Affordable Care Act or ACA) take effect in 2014, there will be a new way to buy health insurance: through 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 marketplaces 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 can enroll for health insurance coverage through the Marketplace during an enrollment period that begins in October 2013. Coverage can begin 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 that 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<sup>1</sup>.

Note: If you purchase a health plan through the marketplace instead of accepting health coverage offered by your employer, then you will lose any employer contribution to the State of Arizona Benefit Options Plan. Also, this employer contribution – as well as your employee contribution to State of Arizona Benefit Options Plan – 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. Future enrollment in the State of Arizona Benefit Options Plan will be limited to open enrollment (which typically happens in the fall).

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<sup>1</sup> An Employer-sponsored health plan meets the "minimum value standard" if the plans share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs (Section 36B(c)(2)(C)(ii) of the Internal Revenue Code of 1986).

## How can I get more information?

For more information about your coverage offered by your employer, please check your summary plan description or contact NAU Human Resources Benefits contact information included in employer information chart.

The marketplace can help you evaluate your coverage options, including your eligibility for coverage through the marketplace and its cost. Please visit [www.HealthCare.gov](http://www.HealthCare.gov) for more information, including an online application for health insurance coverage and a Health Insurance Marketplace in your area.

## Information about health coverage offered by your employer

If you decide to complete an application for coverage in the marketplace, you will be asked to provide the information included in the chart below. **This employer information is numbered to correspond to the marketplace application.**

Employer Information		
<b>3. Employer Name</b> Northern Arizona University		<b>4. Employer Identification Number (EIN)</b> 74-2579628
<b>5. Employer Address</b> NAU Box 4113		<b>6. Employer Phone Number</b> (928) 523-2223
<b>7. City</b> Flagstaff	<b>8. State</b> AZ	<b>9. Zip Code</b> 86011
<b>10. Who can we contact about employee health coverage at this job?</b> Human Resources Benefits		
<b>11. Phone Number (if different from above)</b>		<b>12. E-mail Address</b> hr.contact@nau.edu

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

- As your employer, we offer a health plan to some employees and dependents. Eligible employees and dependents are:  
  
Defined in the EPO, PPO and HSA plan descriptions (Article 3 Eligibility and Participation) posted on the Benefit Options website [www.benefitoptions.az.gov](http://www.benefitoptions.az.gov)
- This coverage provided meets the minimum value standard, and the cost of this coverage is intended to be affordable, based on employee wages.

If you decide to shop for coverage in the marketplace, [www.HealthCare.gov](http://www.HealthCare.gov) will guide you through the process. The employer information you can enter when you visit [www.HealthCare.gov](http://www.HealthCare.gov) will help you determine if you can get a subsidy (in the form of a tax credit) to lower your monthly premiums for coverage purchased through the marketplace.