



New Health Insurance Marketplace Coverage Options and Your Health Coverage

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 as you evaluate options for you and your family, this notice provides 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 does not meet certain standards. The savings on your premium that you are 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 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, you will 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 Receive More Information?

For more information about coverage offered by your employer, please check your summary plan description or contact Wake Forest University Human Resources at 336-758-4700 or AskHR@wfu.edu.

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 cost 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 the 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, which is numbered to correspond to the application.

3. Employer name: Reynolda House	4. Employer Identification Number (EIN): 56-0810676
5. Employer address: 2250 Reynolda Road	6. Employer phone number: 336-758-4700
7. City: Winston-Salem	8. State: NC
9. Zip code: 27106	
10. Who can we contact about employee health coverage at this job?: Human Resources	
11. Phone number: 336-758-4700	
12. Email address: AskHR@wfu.edu	

The following basic information applies to the health coverage offered by your employer:

The health plan is offered to:

- Eligible employees, including:
 - Full-time Staff, hired before July 1, 2013, who work at least 1,400 hours per year
 - Full-time Staff, hired on or after July 1, 2013, who work at least 1,560 hours per year
 - Part-time Staff, hired before July 1, 2013, who work at least 1,000 to 1,399 hours per year (pay 100% of the cost)
 - Part-time Staff, hired on or after July 1, 2013, who work at least 1,000 to 1,559 hours per year (pay 100% of the cost)
 - Employees (including adjuncts, students, temps, and retirees) who are hired to work on a full-time basis of 30 or more hours per week
 - Employees (including adjuncts, students, temps, and retirees) who are determined to have worked an average of 30 or more hours per week over an entire initial or standard measurement period
 - Eligible dependents, including:
 - A Lawful spouse
 - A dependent child(ren) or a spouses's dependent child(ren) up to age 26 regardless of student status, marital status, employment status, and tax dependency
 - A dependent child(ren) with a mental or physical disability, as defined by the medical plans, regardless of age
 - *A dependent child who is either mentally or physically disabled, and incapable of self-support may continue to be covered under the Plans regardless of age if the condition exists and coverage is in effect when the child reaches the age of 26. The disability must be medically certified by the child's doctor and may be verified annually by the Plans.
- ✓ 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.