Elon University
Office of Human Resources
314 W Haggard Avenue
Elon, North Carolina 27244


To All Employees.

As part of the federal Health Care Reform legislation, employers are required to notify employees of their coverage options available through a Health Insurance Marketplace (more commonly referred to as the “Exchange”). The university is required to provide the attached notice to ALL employees, even those who are not currently eligible to participate in Elon’s group health insurance plans. The new health care reform regulations mandating insurance coverage go into effect January 1, 2014. The changes being made are meant to help expand access to adequate and affordable health coverage.

Receipt of this notice does not mean that you are eligible for or covered by any health plan. Eligibility to participate in Elon’s group health plans and applicable enrollment continues to be based on an employee meeting the eligibility and participation requirements as set out in the terms of the plans.

Therefore, if you currently are not eligible to participate in Elon’s plan because of not meeting the eligibility requirements, receipt of this notice does not change or affect those eligibility requirements.

Since Elon University’s medical plans do meet the minimum essential coverage requirements under the healthcare law any employee that is eligible to participate in Elon’s group health plan will not be eligible for any tax credit if coverage is purchased through the Exchange.

To learn about the Marketplace options, visit www.healthcare.gov or call 1-800-318-2596.

Please retain the attached notice for your files regardless of whether you are eligible for Elon’s group health insurance plan, have coverage under another group health insurance plan (e.g., one offered by a spouse’s employer), or have your own individual coverage.

Sincerely,

The Office of Human Resources
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 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 95% 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: 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—also 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 Elon University's Office of Human Resources at (336) 278-5560.

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.

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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.

<table>
<thead>
<tr>
<th>3. Employer name</th>
<th>4. Employer Identification Number (EIN)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elon University</td>
<td>56-0532303</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5. Employer address</th>
<th>6. Employer phone number</th>
</tr>
</thead>
<tbody>
<tr>
<td>314 W. Haggard Avenue</td>
<td>(336) 278-5560</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>7. City</th>
<th>8. State</th>
<th>9. ZIP code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elon</td>
<td>NC</td>
<td>27244</td>
</tr>
</tbody>
</table>

10. Who can we contact about employee health coverage at this job?

- **Brenda Hudson** - Office of Human Resources

<table>
<thead>
<tr>
<th>11. Phone number (if different from above)</th>
<th>12. Email address</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><a href="mailto:Benefits@elon.edu">Benefits@elon.edu</a></td>
</tr>
</tbody>
</table>

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

- **As your employer, we offer a health plan to**
  - [ ] All employees
  - [x] Some employees  Eligible employees are
    
    Must be an active, full-time EMPLOYEE who works 30 or more hours per week. Coverage begins the first of the month after the date of hire.

- **With respect to dependents,**
  - [x] We do offer coverage  Eligible dependents are.
    
    For DEPENDENTS to be covered under the PLAN, you must be covered and your DEPENDENT must be one of the following:
    - Your spouse, under a legally valid, existing marriage between persons of the opposite sex
    - Your domestic partner. For Domestic Partner Eligibility, please refer to the Elon University Domestic Partner Benefits policy for information regarding the definition of Domestic Partnership as covered under this plan.
    - Your, your spouse's or your domestic partner's DEPENDENT CHILDREN to the end of the month of their 26th birthday. Your EMPLOYER may require proof that your DEPENDENT CHILD meets the definition of DEPENDENT CHILD as outlined in the "Glossary." For grandfathered plans, adult children (age 18 and older) who are eligible to enroll as a covered employee or dependent under an employer-sponsored health plan may not be eligible to enroll under this PLAN.
    - A DEPENDENT CHILD who is either mentally retarded or physically handicapped and incapable of self-support may continue to be covered under the PLAN regardless of age if the condition exists and coverage is in effect when the child reaches the age of 26. The handicap must be medically certified by the child's DOCTOR and may be verified annually by the PLAN.

  - [ ] We do not offer coverage

- [x] 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](http://HealthCare.gov) will guide you through the process. Here's the employer information you'll enter when you visit [HealthCare.gov](http://HealthCare.gov) to find out if you can get a tax credit to lower your monthly premiums.