

**Your employer is providing the enclosed Marketplace Notice to you as mandated by the Affordable Care Act.**

The enclosed Marketplace Notice is a high level review of your employer-sponsored plan and an introduction to the newly established Health Insurance Marketplace created by Healthcare Reform.

**If you are benefits eligible:** Your employer will continue to offer valuable health insurance to benefits eligible employees at affordable costs. If you are currently eligible to participate and maintain your benefits eligible status, you will still be eligible to participate in the employer-sponsored plan in 2014. The employer-sponsored plan may be your best option for coverage. *If you plan to continue participating in the employer-sponsored plan, the enclosed Marketplace Notice may not impact you.*

**If you are not benefits eligible:** You will have new options for getting medical insurance from the Health Insurance Marketplace. *If you are considering purchasing health insurance through the Health Insurance Marketplace, the enclosed Marketplace Notice is important for you to review in order to understand your options.*

# Marketplace Notice Brochure

## What You Need to Know

**In 2014, most Americans must have health insurance. If not, they may be responsible for paying a penalty to the government. Individuals can obtain health insurance through their employer, the Health Insurance Marketplace or a government-sponsored program.**

## Insurance Provider Options

Review this information to help determine whether a plan through your employer or on the Marketplace is right for you, and if so, how to enroll. As you review your choices, it is important to know that your employer will continue to offer valuable health insurance, to benefits eligible employees, that meets the government's definition of being affordable. Meanwhile, you will also have the opportunity to shop at online Marketplaces for coverage.

**Be aware of the differences:**

	Employer-sponsored plan	Health Insurance Marketplace
<b>What is it?</b>	Health insurance that you can obtain <b>through your employer</b>	A new way to buy health insurance. Plans are <b>available on the internet</b> , similar to shopping on retail websites.
<b>Who can obtain it?</b>	<b>Benefits eligible employees.</b> If you are currently eligible, you will remain eligible to participate.	<b>Most citizens</b> and people legally working in the U.S., regardless of their medical condition.
<b>How do I obtain it?</b>	Information about the employer-sponsored plan is <b>included within the enclosed Marketplace Notice.</b>	Information about the Marketplace is <b>will be available from the Marketplace in October.</b> Once you receive the employer's Marketplace Notice, you can go online to shop and compare insurance plans on the Marketplace.
<b>How do I pay for it?</b>	Your employee contributions will continue on a <b>pre-tax</b> basis via payroll deduction.	Premiums for insurance on the Health Insurance Marketplace are paid directly by you on an <b>after-tax</b> basis.
<b>Does my employer contribute to the health insurance plan?</b>	Yes. Your employer will <b>continue to contribute</b> to your health insurance plan.	No. Your employer <b>will not contribute</b> to a health insurance plan purchased through the Health Insurance Marketplace.
<b>Which health insurance option is cheaper?</b>	Subsidies will be available in the form of tax credits and cost-sharing for individuals who are not offered coverage through their employer or who are not offered coverage that meets certain standards. The amount of the subsidy will vary based on their household income. However, <b>your employer-sponsored plan meets the requirements of the law. Therefore, it is unlikely that you will be eligible for a subsidy on the Marketplace.</b> If that is the case for you, the employer-sponsored plan may be your best option.	

# Marketplace Notice Glossary

Here are some terms that you may see within the enclosed Marketplace Notice.

	Definition
<b>Affordable Care Act</b>	Affordable Care Act, otherwise known by the acronym ACA, is an abbreviated way to express Patient Protection and Affordable Care Act, or what is commonly known as Healthcare Reform
<b>After-tax</b>	The amount of income after taxes have been subtracted
<b>Employee Contribution</b>	Your share of premium costs, which can be contributed from your paycheck either before or after taxes
<b>Employer Contribution</b>	The amount an employer contributes toward the cost of a health plan for the organization on behalf of the enrolled employees and their dependents
<b>Employer-sponsored plan</b>	A benefit plan offered by the employer
<b>Health Insurance Marketplace</b>	A set of government regulated and standardized health care plans in the United States, from which individuals may purchase health insurance; <i>previously known as Exchanges</i>
<b>Healthcare Reform</b>	A Federal statute that was signed into law on March 23, 2010 to provide health insurance coverage for more Americans through mandates, government subsidies and tax credits.
<b>Household Income</b>	Household income refer to the total income from all people living in a household
<b>Insurance</b>	A policy that provides financial protection against certain risks (such as health insurance)
<b>Minimum Essential Coverage</b>	Coverage through an employer-sponsored plan, Health Insurance Marketplace or government-sponsored program; <i>most individuals need to have minimum essential coverage by 2014</i>
<b>Pre-tax</b>	Gross income before taxes have been subtracted
<b>Premium</b>	The amount paid to maintain health insurance for a set time period, usually monthly or annually
<b>Premium Discount</b>	A reduction in the amount of premium you owe for your health insurance plan
<b>Subsidy</b>	The amount that the government contributes to help individuals pay for health insurance; if an individual qualifies for a subsidy, it will go directly to the health insurance provider to lower the monthly premium
<b>Tax Credit</b>	A reduction of the income tax you owe

**It is important to review the plan benefits versus costs. Carefully compare the plan options that may be available to you.**

*If you are considering health insurance through the Health Insurance Marketplace, it is important to review the enclosed Marketplace Notice in order to understand your options.*

### Do you have additional questions?

Please visit <http://www.healthcare.gov> or contact your HR Department.

This Marketplace Notice Brochure was prepared for the employees of your organization by Gallagher Benefit Services, a subsidiary of Arthur J. Gallagher.

The intent of this analysis is to provide general information regarding the provisions of current health care reform legislation and regulation. It does not necessarily fully address all your organization's specific issues. It should not be construed as, nor is it intended to provide, legal advice. Your organization's general counsel or an attorney who specializes in this practice area should address questions regarding specific issues.

### Remember:

Your employer-sponsored plan qualifies as being affordable, as defined by the Healthcare Reform law. If you are currently eligible to participate in our health plan, and you maintain your benefits eligible status, you will remain eligible in 2014.

If you choose to purchase health insurance through the Marketplace, you can enroll beginning October 1, 2013 for coverage that is effective January 1, 2014. Please review the enclosed Marketplace Notice. You will be responsible for choosing the plan on the Marketplace that is right for you and paying 100% of the premiums. You will also be responsible for canceling coverage from the employer-sponsored plan.