



Texas A&M AgriLife Research
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College Station, TX 77843-2147

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New Health Insurance Marketplace Coverage Options and Your Health Coverage

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, required by the Federal Government, provides some basic information about the new Marketplace and your employment-based health coverage.

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. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

You may qualify to save money and lower your monthly premium if your employer-offered coverage doesn't meet certain standards, or if you're not eligible for employer offered coverage. The premium savings you may be eligible for depends on your household income.

If your employer's health coverage is offered to you and 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 cost-sharing if your employer doesn't offer you coverage or the coverage doesn't meet certain standards. If the employer's plan cost for you (and not any other family members) is more than 9.5% of your household income for the year, or if the coverage does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit. 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.

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.

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Visit www.HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area. For more information about your employer-offered coverage, check your summary plan description or contact your Human Resources office at the address at the top of this letter.

Information about Health Coverage Offered by Your Employer

This section contains information about health coverage offered by the A&M System. 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: **Texas A&M AgriLife Research**
4. Employer Identification Number (EIN): **746000541**
5. Employer address: **2147 TAMU**
6. Employer phone number: **979-845-2423**
- 7 - 9. City, State, ZIP: **College Station, TX 77843-2147**
10. Who can we contact about employee health coverage at this job?: **Human Resources Office**
11. Phone number (if different from above) : **same as above**
12. Email address: **vrwelch@ag.tamu.edu**

As your employer, we offer a health plan to some employees. Eligible employees are those who work at least 20 hours a week, whose appointment is expected to continue for a term of more than 4 months, and who are eligible for retirement benefits as a member of the Teacher Retirement System of Texas, unless, the individual is not eligible for enrollment in the Teacher Retirement System of Texas or the Optional Retirement System but is enrolled in graduate level classes as a condition of employment.

With respect to dependents, we do offer coverage. Eligible dependents are your spouse and children younger than age 26, married or unmarried. Grandchildren are eligible if they live in your household.

This coverage meets the minimum value standard. 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 will guide you through the process. Here's the employer information you'll enter when you visit HealthCare.gov to find out if you can get a tax credit to lower your monthly premiums.

13. Is the employee currently eligible for coverage offered by this employer, or will the employee be eligible in the next 3 months? **No**
14. Does the employer offer a health plan that meets the minimum value standard*? **Yes**
15. For the lowest-cost plan that meets the minimum value standard* offered ***only to the employee***: If the employer has wellness programs, the premium that the employee would pay if he/she received the maximum discount for any tobacco cessation programs.
- a. How much would the employee have to pay in premiums for this plan? **\$ 19.78 if working 40 hours/week**
\$248.35 if working 20-39 hours/week
- b. How often? **Monthly**