



Health Insurance Marketplace Coverage Options

Since 2013, the Health Insurance Marketplace—healthcare.gov—has given people a new way to buy health insurance. This notice provides some basic information about the Marketplace and the employer-sponsored medical coverage offered by Baylor Scott & White Health.

IF YOU'RE A BAYLOR SCOTT & WHITE HEALTH EMPLOYEE WHO'S ELIGIBLE FOR BENEFITS, YOU DON'T NEED TO DO ANYTHING UNLESS YOU WANT TO BUY COVERAGE THROUGH THE MARKETPLACE INSTEAD OF ENROLLING IN A BAYLOR SCOTT & WHITE EMPLOYEE MEDICAL PLAN.

What is the Health Insurance Marketplace?

Created by the Affordable Care Act, the online Marketplace offers one-stop shopping to help people find and compare private health insurance that meets their needs and budget. It also helps people determine if they're eligible for a tax credit that lowers their monthly premiums.

People who already have coverage provided through their employer don't have to use the Marketplace. They can buy insurance like they have in the past and get help from their employer in covering the costs.

Open enrollment for health insurance coverage through the Marketplace begins each year on Nov. 1 for coverage starting Jan. 1 of the following year. People can also enroll outside of open enrollment if they experience certain qualifying life events.

Can I save money on premiums for insurance I buy in the Marketplace?

You may be eligible for a tax credit that lowers your monthly premium or reductions in cost sharing if your employer doesn't offer coverage or offers coverage that doesn't meet certain standards for cost and value. How much you're eligible to save depends on your household income and other eligibility factors.

Does my employer-offered coverage affect my ability to save?

If your employer offers you health coverage that meets these cost and value standards, you won't be eligible for a tax credit through the Marketplace and may want to enroll in your employer's health plan.

However, if your employer doesn't offer coverage to you at all or doesn't offer coverage that meets certain standards, you may be eligible for a tax credit that lowers your monthly premium or a reduction in certain cost-sharing,

If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.66 percent in 2016 (subject to adjustment annually) of your household income for the year or if the coverage your employer provides doesn't meet the minimum-value standard set by the ACA, you may be eligible for a tax credit.

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.

Note: 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 (Section 36B(c)(2)(C)(ii) of the Internal Revenue Code of 1986).

Where can I get more information?

The Health Insurance Marketplace—healthcare.gov—can help you evaluate coverage options, costs, eligibility, subsidies and more. You can also call 800-318-2596 (TTY: 1-855-889-4325).

- **About Baylor Scott & White Health benefits.** Our benefits website—bswhbenefits.com—has complete information about medical coverage and other benefits available to eligible employees.
- **Information you'll need for the Marketplace.** If you apply for coverage through the Marketplace, you'll be asked for information about your employer. You can get this information on the ACA page under Medical on bswhbenefits.com.