September 27, 2013

The Affordable Care Act (ACA) creates an online marketplace for health insurance. If you are enrolled in the college’s health benefit, you don’t have to change to the online marketplace. But you may be eligible for a federal subsidy or tax credit if you buy your insurance from the online marketplace instead of through the Williams health plan.

To qualify, the cost of the college’s single plan must exceed 9.5% of your household — not individual — income, regardless of whether you’re enrolled in a single or family plan.

The current annual employee cost for a single plan at Williams is $1,868.28. That means that if your annual household/family income is less than $20,000, you may be eligible for a subsidy or tax credit. However, it’s important to carefully review your eligibility and options because this is a new program and the process can be complex.

Ecu-Health Care in North Adams has been designated the Health Care Navigator for our region, its staff are ready to help people through the marketplace process. They can determine your eligibility, explain what the subsidy or tax credit may be, and help you understand the plan options. You can reach Ecu-Health Care at (413) 663-8711 or ecuhealth@nbhealth.org.

Kris Maloney and Janet Bartlett in Human Resources are available to speak with you also. Kris is at x4478 or kmaloney@williams.edu, and Janet is at x4355 or jbartlett@williams.edu.

The enclosed state notice is designed to help you understand your options. Beginning in October 2013, you will be able to compare health insurance plans through the marketplace, and coverage may start as early as Jan. 1, 2014.

The information on the enclosed form relates to the college’s plan as it exists today. Information on the college’s coverage for 2014 will be provided in connection with the open enrollment period, which begins in November 2013.

More information on the ACA and the online marketplace is available at www.healthcare.gov.

Sincerely,

Martha Tetrault
Director 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.

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 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, 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.

How Can I Get More Information?
For more information about your coverage offered by your employer, please check your summary plan description or contact Kris Maloney at 4478 or kmaloney@williams.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 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>Williams College</td>
<td>04-2104847</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5. Employer address</th>
<th>6. Employer phone number</th>
</tr>
</thead>
<tbody>
<tr>
<td>100 Spring Street, Suite 201</td>
<td>413–597–4478</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>Williamstown</td>
<td>MA</td>
<td>01267</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>10. Who can we contact about employee health coverage at this job?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kris Maloney 413–597–4478 or Janet Bartlett 413–597–4355</td>
</tr>
</tbody>
</table>

<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:kmaloney@williams.edu">kmaloney@williams.edu</a> or <a href="mailto:jbartlett@williams.edu">jbartlett@williams.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.
  - Some employees. Eligible employees are:
    - Faculty and Administrative Staff members are eligible to participate in the Plan if they have a minimum of a half-time appointment per year.
    - Support Staff members are eligible to participate in the Plan if they are scheduled to work at least 1300 hours annually, and have an appointment of at least one year.
    - Temporary employees are not eligible to participate in the Plan.

- With respect to dependents:
  - We do offer coverage. Eligible dependents are:
    - The medical plans cover dependents to age 26, regardless of IRS tax qualification status, student status, employment status, or marital status.
  - We do not offer coverage.

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 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.
The information below corresponds to the Marketplace Employer Coverage Tool. Completing this section is optional for employers, but will help ensure employees understand their coverage choices.

13. Is the employee currently eligible for coverage offered by this employer, or will the employee be eligible in the next 3 months?

☐ Yes (Continue)

13a. If the employee is not eligible today, including as a result of a waiting or probationary period, when is the employee eligible for coverage? (mm/dd/yyyy) (Continue)

☐ No (STOP and return this form to employee)

14. Does the employer offer a health plan that meets the minimum value standard*?

☑ Yes (Go to question 15) ☐ No (STOP and return form to employee)

15. For the lowest-cost plan that meets the minimum value standard* offered only to the employee (don’t include family plans): If the employer has wellness programs, provide the premium that the employee would pay if he/she received the maximum discount for any tobacco cessation programs, and didn’t receive any other discounts based on wellness programs.

a. How much would the employee have to pay in premiums for this plan? $155.69 until 12/31/13

b. How often?

☐ Weekly ☐ Every 2 weeks ☐ Twice a month ☑ Monthly ☐ Quarterly ☐ Yearly

If the plan year will end soon and you know that the health plans offered will change, go to question 16. If you don’t know, STOP and return form to employee.

16. What change will the employer make for the new plan year?

☐ Employer won’t offer health coverage
No (STOP and return form to employee)

☐ Employer will start offering health coverage to employees or change the premium for the lowest-cost plan available only to the employee that meets the minimum value standard.* (Premium should reflect the discount for wellness programs. See question 15.)

a. How much would the employee have to pay in premiums for this plan? $

b. How often?

☐ Weekly ☐ Every 2 weeks ☐ Twice a month ☑ Monthly ☐ Quarterly ☐ Yearly

Date of change (mm/dd/yyyy): __________________________

How much would the employee have to pay in premiums for this plan? $

* 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).

Understanding How You Qualify for Health Coverage Under National Health Reform.

Ecu-Health Care, located on the campus of North Adams Regional Hospital has been designated as the area’s health coverage Navigator, helping area residents apply for all health coverage programs. The application and enrollment process for the new programs begins October 1, 2013. Call Ecu-Health Care at (413) 663-8711 for assistance applying for all of these programs.