

Notice of New Health Insurance Coverage Options for 2014

This is a notice required by the Affordable Care Act (“ACA”) regarding coverage options that you have for 2014 as part of the Health Care Reform law. This notice is intended to conform with the requirements issued by the Department of Labor. If you have any questions regarding the ACA or coverage options referenced below, visit HealthCare.gov. If you have any questions regarding your employer’s group health plan or related benefits, contact **Human Resource Dept.**

Part A: General Information About The Health Insurance Marketplace

As part of the ACA, in 2014 there will be a new option for individuals to buy health insurance – the Health Insurance Marketplace (“the Marketplace”). To assist you in evaluating options for health coverage for you and your family, this notice provides basic information about the Marketplace as well as coverage offered by your employer.

What is the Health Insurance Marketplace?

Since **South Carolina** will not have a state health insurance exchange in 2014, residents of **South Carolina** are eligible for the Marketplace, which will be facilitated by the federal government. The Marketplace is designed to help you find and compare private individual health insurance options. To confirm, insurance plans offered in the Marketplace are offered by private health carriers in your state and are not governmental plans. Open enrollment for health coverage in 2014 is scheduled to begin on October 1, 2013 and continue through March 31, 2014.

Can I Save Money on Health Insurance Premiums at the Marketplace?

Individuals within certain income ranges will qualify for tax credits or cost-sharing reductions to lower the premiums for coverage purchased at the Marketplace. The Marketplace will use your household income and other factors to determine whether you are eligible for premium savings. Premium savings will be available only if (1) you meet specific income requirements, and (2) your employer does not offer health coverage or offers coverage that does not meet certain standards. If you are eligible, the specific amount of premium savings will depend on your household income.

Does Employer Coverage Affect Eligibility for Premium Savings at the Marketplace?

Yes. If your employer offers health coverage that meets certain standards, you will be eligible for coverage at the Marketplace but will not be eligible for premium savings. Also, you should be aware that employer contributions to group health coverage are excludable for income tax purposes, as are any contributions you make with pre-tax salary reductions. If you are eligible but decline your employer’s coverage, you will lose the benefit of tax-free contributions and employer payments.

If your employer does not offer you coverage or offers coverage that does not meet certain standards, you may still be eligible for premium savings. Specifically, if the cost of an employee-only plan from your employer is more than 9.5% of your annual income, or if the coverage your employer provides does not meet a “minimum value” standard set by the ACA, you may still be eligible for premium savings.

Note: An employer-sponsored plan meets the minimum value standard if the plan's share of the total allowed costs covered by the plan is not less than 60 percent.

Part B: Specific Information About Health Coverage Offered By Your Employer

This section includes information about coverage offered by your employer. If you complete an application at the Marketplace, you will be asked to provide details about your employer and any coverage offered. Note: The chart is numbered to correspond to the Marketplace application.

3. Employer name: The Yahnis Company
4. Employer Identification Number (EIN): 57-1090832
5. Employer address: PO Box 5326
6. Employer phone number: 843-432-3310
7. City: Florence 8. State: SC 9. Zip: 29501
10. Employer Health Plan Contact: Pat Henson
11. Phone Number of Contact: 843-432-3310
12. Email address: pat.henson@yahnis.com

Employer Coverage Eligibility

Your employer currently offers group health coverage to all employees that meet the following eligibility criteria: Employees who are active and full-time with a regular weekly work schedule of 30 or more hours. Eligible employees are able to enroll themselves and any spouse or dependent(s), as further defined by the Summary Plan Description for the group health plan.

Employer Coverage Details for 2014

While not required by the ACA, the Employer intends to offer coverage in 2014 that meets the minimum value standard and for which the employee's share of the employee-only premium is 9.5% or less of the employee's taxable income. For employees eligible for the group health plan, this coverage will likely impact their ability to qualify for premium savings at the Marketplace. More specifics about the employer's plan in 2014 will be available at the time of renewal and open enrollment. For further details, contact **Human Resource Dept.**

How Can I Get More Information?

For more information about coverage through your employer, refer to the Summary Plan Description or contact **Human Resource Dept.**

The Marketplace can help you evaluate your other coverage options, including eligibility and cost of coverage. HealthCare.gov includes all Marketplace coverage information, including an online application and contact information for representatives in your area that can assist you.