Office of Human Resources
PENNSBURY SCHOOL DISTRICT
134 Yardley Avenue • Post Office Box 338
Fallsington, Pennsylvania 19038-0338
Telephone: (215) 428-4140
Fax: (215) 428-4996
www.pennsburysd.org

October 12, 2018

Dear Pennsbury Employee:

RE: Attached Notice – New Health Insurance Marketplace Coverage Options and Your Health Coverage

It has been over four years since the Patient Protection Affordable Care Act, more commonly known as Health Care Reform was enacted. In order to comply with the Health Care Reform we are providing several new notices to employees.

As we head into 2019, Health Care Reform is imposing a notice requirement on employers. This notice (attached) goes to ALL employees even those who are not eligible to participate in our group health plans.

Receipt of this notice does not indicate that you are eligible for or covered by any health plan. Eligibility to participate in our group health plans and applicable enrollment continues to be based on an employee meeting the eligibility and participation requirements as set forth in the terms of the plans.

Therefore, if you currently are not able to participate in the District plans because of not meeting the eligibility and participation requirements, receipt of this Notice does not change or affect those participation requirements.

Although the attached notice relates to coverage options available through a Health Insurance Marketplace (more commonly referred to as the “Exchange”), Pennsbury has no information or expertise on Exchange options. Pennsbury human resources representatives are not permitted to answer questions regarding those options. Therefore, you will need to consult with other resources regarding any questions you may have about Exchange coverage options, programs like Medicare, Medicaid and CHIP, or any coverage other than our group health plans.

You should maintain the attached notice with your health coverage information. It should be kept regardless of whether you have coverage through Pennsbury School District, coverage under another group health plan (e.g., one offered by a spouse’s employer), or individual coverage.

Sincerely,

Bettie Ann Rarrick
Director of Human Resources
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 and employer-based health coverage offered by your employer.

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.

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, the 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 Denise Sinkiewicz, Benefits Specialist at dsinkiewicz@pennsburysd.org.

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.

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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>
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</thead>
<tbody>
<tr>
<td>Pennsbury School District</td>
<td>23-6004087</td>
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</tbody>
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<table>
<thead>
<tr>
<th>5. Employer address</th>
<th>6. Employer phone number</th>
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</thead>
<tbody>
<tr>
<td>134 Yardley Avenue</td>
<td>215-428-4100, ext. 10088</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>Fallsington</td>
<td>PA</td>
<td>19058</td>
</tr>
</tbody>
</table>

10. Who can we contact about employee health coverage at this job?
Denise Sinkiewicz, Benefits Specialist or Bettie Ann Rarrick, Director of Human Resources

11. Phone number (if different from above) 12. Email address
215-428-4140                      dsinkiewicz@pennsburysd.org

Here is some basic information about health coverage offered by this employer:

* As your employer, we offer a health plan to:
  - [ ] All employees. Eligible employees are:

  - [ ] Some employees. Eligible employees are:
    Any person specified by the Group as eligible to apply for coverage and who signs the enrollment form.

* With respect to dependents:
  - [ ] We do offer coverage. Eligible dependents are:
    The employee’s spouse and/or children as defined in the Pennsbury School District Summary Plan Description

  - [ ] 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.