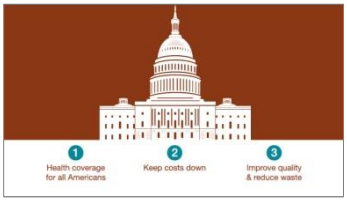
Health Insurance Marketplace Notice

NOW AVAILABLE

You likely have heard a great deal about Health Care Reform, also known as the Affordable Care Act (ACA), in the news lately. As part of our effort to keep you informed about the ACA, we are providing a quick recap of two upcoming ACA provisions that impact individuals: the Individual Mandate and the Health Insurance Marketplace. Learn more about these provisions below, then link directly to the ACA-required Marketplace Notice, as well as a brief video that provides additional information about the ACA's impact on you.

Click the image below to view a brief video about the ACA and its impact on you.



The Individual Mandate requires most Americans to have health insurance starting in 2014, or pay a penalty to the government when they file their taxes. To avoid the penalty, individuals will be required to maintain minimum essential coverage for themselves and their dependents. Minimum essential coverage can be achieved through any employer plan (including COBRA and retiree plans), any individual insurance plan, student health plan, any plan through a Health Insurance Marketplace, Medicare, Medicaid, the Children's Health Insurance Program (CHIP), TRICARE (for veterans and veterans' families), and veterans' health care programs. Having coverage through one of these sources – including through the North Carolina State Health Plan (for UNC employees) and The University of North Carolina Student Blue Plan (for UNC students) – satisfies the Individual Mandate.

The Health Insurance Marketplace provides an alternate way to help Americans comply with the Individual Mandate and find minimum essential coverage. This online Marketplace will offer a variety of health insurance options at a range of prices. Each state will offer a Health Insurance Marketplace, including North Carolina, and each Marketplace will be available beginning October 1, 2013 for coverage effective January 1, 2014. Visit **www.healthcare.gov** or call 1-800-318-2596 to learn more about the Marketplace and the various coverage options available to you. **(Open Enrollment for the North Carolina State Health Plan and the NCFlex Program is a separate enrollment from the Marketplace enrollment and will occur October 1 through October 31 for coverage effective January 1, 2014. Eligible employees will receive a separate notification about enrolling in these plans.)**

Important Note about the Government Subsidy

Under the ACA, certain people may qualify for a government subsidy to help purchase coverage through a Marketplace; however, because the State Health Plan of North Carolina meets both the minimum value standard and the affordability requirement under the ACA, **if you are eligible for the State Health Plan you will not be eligible for this subsidy.** *(You are considered eligible for coverage under the State Health Plan if you are a permanent full-time or part-time teacher or state employee. For a complete list of eligibility rules, please see the State Health Plan's benefit booklet.)* Additionally, employees' dependents who are eligible for coverage under the State Health Plan will not be eligible for the government subsidy to purchase coverage through a Marketplace. More details about the criteria for subsidy eligibility, as well as how the State Health Plan meets the minimum value and affordability standards of the ACA, are provided in the Marketplace Notice.

Overview of the Marketplace Notice

Employers are required by the ACA to provide employees with the enclosed notice titled "New Health Insurance Marketplace Coverage Options and Your Health Coverage" (Marketplace Notice for short). It includes general information about the Marketplace, how it works and the criteria to qualify for a government subsidy to help pay for health coverage through a Marketplace.

To access the Marketplace Notice, click **here**.

Ready to Learn More?

Click **here** to view a brief video about the ACA and its impact on you.