

## Health Marketplace(Exchange) required Notice

From: Clow Stamping

To: All employees

*Attached is the required notice regarding Health Marketplace Exchanges which you may be eligible to use. Clow Stamping Company is required to provide this notice even though we will continue to offer our employer sponsored Health Plan.*

### Additional Marketplace info:

- These Marketplaces are accessed on-line. In MN it is "MNSure".
- Marketplace Scheduled to open Oct 1, 2013, for January 1, 2014 coverage options.
- You can go direct on line; or
- Use a Marketplace certified agent

### Getting Help:

Health Insurance for most people is a complicated insurance product. We recommend you seek the assistance of a Marketplace certified health insurance agent.

- ✓ A certified Agent can help you navigate the Marketplace Options.
- ✓ They can help you apply on-line.
- ✓ They can help you understand the various plan options.
- ✓ They can provide help after the initial enrollment.
- ✓ No Additional cost for using a certified agent.
- ✓ By navigating yourself on-line there is no cost reduction.

Our Employer Group agents, Fiducia Benefits Group, are qualified and can help.

They can be contacted at:

- Fiducia Benefits Group: 218-824-4400, Office is located in Brainerd.
  - Gary Walters
  - Brent Rivers
  - David Bergin
  - Deb Knutson

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# New Health Insurance Marketplace Coverage Options and Your Health Coverage

Form Approved  
OMB No. 1210-0149  
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## 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 employment-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.<sup>1</sup>

**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 [Clow Stamping Company - Human Resources Department - 218-765-3111](#)

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit [HealthCare.gov](http://HealthCare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

<sup>1</sup> 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.

3. Employer name Clow Stamping Company		4. Employer Identification Number (EIN) 41-0961650	
5. Employer address 23013 HWY 3		6. Employer phone number 218-765-3111	
7. City Merrifield	8. State MN	9. ZIP code 56465	
10. Who can we contact about employee health coverage at this job? Human Resources Department                      Twyla Flaws or Robin Loftis			
11. Phone number (if different from above)		12. Email address tflaws@clowstamping.com	

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:
    - Full-time employees regularly scheduled to work a minimum of 30 hours per week
  
- With respect to dependents:
  - We do offer coverage. Eligible dependents are:
    - Employee must enroll for coverage in order to enroll his/her dependents. Dependents:
      1. Spouse
      2. Children, from birth up to age 26, as legally required and further noted in the SPD.
  - 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.