



Health Insurance Marketplace Coverage Options and Your Health Coverage

PART A: General Information

To assist you as you evaluate health insurance options for you and your family, this notice provides some basic information about the Marketplace and employment based health coverage offered by Baylor University.

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 each year for coverage starting January 1.

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 **Baylor University's health plan meets the “minimum value” standard set by the Affordable Care Act.**

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage (if eligible) offered by Baylor University, 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 Baylor University, please check your summary plan description if enrolled in the [PPO plan](#), or your summary plan description if enrolled in the [HDHP + HSA plan](#). You may also contact: askHR@baylor.edu or askHR customer service center by calling 254-710-2000.

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.

¹An 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



PART B: Information About Health Coverage Offered by Your Employer

This section contains information about health coverage offered by Baylor University. 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. Contact Baylor Human Resources for information if needed. Email: askHR@baylor.edu Phone: 254-710-2000

3. Employer Name		4. Employer Identification Number (EIN)	
5. Employer address		6. Employer phone number	
7. City	8. State	9. ZIP code	
10. Who can we contact about employee health coverage at this job?			
11. Phone number (if different from above)		12. Email address	

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

- As your employer, we offer a health plan to:
 - Full-time faculty, staff, and post-doctoral fellows appointed at .75 FTE or more per semester, full-time regular staff (30 or more scheduled hours per week), and full-time temporary staff (30 or more scheduled hours per week for a minimum of 90 days)
- With respect to dependents, we offer coverage to eligible dependents who are:
 - An employee's spouse
 - An employee's child who is:
 - Under 26 years of age or medically approved disabled prior to 26th birthday
- Child means:
 - Your natural child; or
 - Your legally adopted child, including a child for whom the Participant is a party in a suit in which the adoption of the child is sought; or
 - Your stepchild; or
 - Your foster child; or
 - A child of your child who is your dependent for federal income tax purposes at the time application of coverage of the child of your child is made; or
 - A child for whom a Participant has received a court order requiring that Participant to have financial responsibility for providing health insurance; or
 - A child not listed above:
 - whose primary residence is your household; and
 - to whom you are legal guardian or related by blood or marriage; and who is dependent upon you for more than one-half of his or her support as defined by the Internal Revenue Code of the United States.
- Spouse means:
 - A person of the opposite sex to whom one is lawfully married, as defined by Article 1, Section 32 of the Texas Constitution, as the union of one man and one woman

The Baylor University health 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.