



New Health Insurance Marketplace Coverage Options and Your Health Coverage

Form Approved
OMB No. 1210-0149

PART A: General Information

Beginning in 2014, there is 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. The open enrollment period each year for health insurance coverage through the Marketplace runs from Nov. 1 through Dec. 15 of the preceding year. After the open enrollment period ends, you can get coverage through the Marketplace only if you qualify for a special enrollment period or are applying for Medicaid or the Children's Health Insurance Program (CHIP).

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.

Note: Bennington College offers employees and their eligible family members health coverage options that meet the federal affordability and minimum value standard.

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 9.78% 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

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: Angela DeLuca, Human Resources Analyst, benefits@bennington.edu or (802) 440-4638.

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. In addition, you can find specific information about health insurance marketplaces in Vermont by visiting <http://www.vermonthealthconnect.gov/>.

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.

3. Employer name Bennington College		4. Employer Identification Number (EIN) 03-0179414	
5. Employer address One College Drive		6. Employer phone number (802) 442-4501	
7. City Bennington		8. State VT	9. ZIP code: 05201
10. Who can we contact about employee health coverage at this job? Angela DeLuca, Human Resources Analyst			
11. Phone number (if different from above) (802) 440-4638		12. Email address benefits@bennington.edu	

Basic information about health coverage for employees of Bennington College:

Bennington College offers health coverage choices to the majority of faculty and staff (and their families). Employees are eligible if they meet certain eligibility criteria as outlined in the faculty handbook, staff handbook or Collective Bargaining Agreement. Generally, employees may also enroll their family members in the coverage option elected by the employee. Family members for this purpose generally include spouse/partner, domestic partner, civil union partner and children.

Bennington College offers employees and their eligible family members health coverage options that meet the federal affordability and minimum value standard.

** Please note that even when employers intend for the employee coverage they offer to be affordable, some individuals may still be eligible for a premium discount through the Marketplace. The Marketplace will use an employee's household income, along with other factors, to determine whether the employee may be eligible for a premium discount. If, for example, an employee's wages vary from week to week, if an individual is newly employed mid-year, or if an employee has other income losses, the employee may still qualify for a premium discount.

If you believe that you may be eligible for a premium discount to purchase a Marketplace health insurance policy or want to shop for coverage in the Marketplace, [HealthCare.gov](https://www.healthcare.gov) will guide you through the process.