

New Health Insurance Marketplace Coverage Options and Your Health Coverage

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.

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 Jan. 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, or union, that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your union'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, or union, 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, or union, that would cover you (and not any other members of your family) is more than 9.5 percent of your household income for the year, or if the coverage your employer, or union, provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit. (An employer-sponsored or union-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.)

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer or union, then you may lose the employer contribution (if any) to the union-offered coverage. Also, this union contribution—as well as your employee contribution to union-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 union, please check your summary plan description or contact 800-523-4702 or www.neibenefits.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, as well as an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

Information About Health Insurance Offered by Your Employer

This section contains information about any health coverage offered by your employer or union. 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:** ThyssenKrupp Elevator Corporation
4. **Employer Identification Number:** 62-1211267
5. **Employer Address:** 11605 Haynes Bridge Rd. Suite 650
6. **Employer phone number:** 866-910-6085
7. **City:** Alpharetta
8. **State:** Georgia
9. **ZIP code:** 30009
10. **Who can we contact about employee health coverage at this job?:** National Elevator Industry Benefits Plans
11. **Contact Phone Number:** 800-523-4702
12. **Contact Email Address:** rbetts@neibenefits.org

Who is eligible for our health plan?

The National Elevator Industry Benefit Plan generally covers full-time employees. In addition, covered employees may add coverage for their spouses and children under the age of 26, with some limitations. Please refer to your Summary Plan Description or contact 800-523-4702 regarding specific eligibility questions. If you need a copy of the Summary Plan Description you can obtain a copy online at www.neibenefits.org or request a copy through 800-523-4702.

The health plan 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 or union 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](https://www.healthcare.gov) will guide you through the process. Here's the employer information you'll enter when you visit [HealthCare.gov](https://www.healthcare.gov) to find out if you can get a tax credit to lower your monthly premiums.