September 23, 2013

Dear Princeton University Employee,

As a requirement of the Patient Protection and Affordable Care Act (PPACA), Princeton University must provide the attached notice to all employees. This notice provides information on the Health Insurance Marketplace (formerly known as the Exchanges).

Our records reflect that you are not eligible for healthcare coverage through Princeton University. Beginning in 2014, you will have the option of purchasing coverage through the Health Insurance Marketplace. Through the Marketplace, you may be eligible for a premium subsidy from the government on the Health Insurance Marketplace coverage depending on your household income and other factors.

Please review the attached notice for additional information.

Sincerely,

Linda Nilsen
Executive Director, Benefits and Compensation
New Health Insurance Marketplace Coverage Options
and Your Health Coverage

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.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 coverage offered by Princeton University, please visit the Human Resources website at www.princeton.edu/hr/benefits or contact The Human Resources Benefits Team at 609–258–3302 or benefits@princeton.edu.

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

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.

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<tr>
<th>3. Employer name:</th>
<th>4. Employer Identification Number (EIN):</th>
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<td>Princeton University</td>
<td>21-0634501</td>
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<th>5. Employer address:</th>
<th>6. Employer phone number:</th>
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<tr>
<td>Office of Human Resources, 2 New South</td>
<td>(609) 258-3302</td>
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10. Who can we contact about employee health coverage at this job?

**The Benefits Department in the Office of Human Resources.**

11. Phone number (if different from above): 12. Email address:

benefits@princeton.edu

Here is some basic information about health coverage offered by Princeton University:

As your employer, we offer a health plan to:

- All employees.
- Some employees. Eligible employees are:
  - Regular bi-weekly or monthly paid employees who fill an approved budgeted position on the regular payroll, who are scheduled to work 50% or more of the normal workweek schedule (36 1/4 or 40 hours, depending upon the position) for five months or more, and who are paid directly by the University. Employees who work less than 50% duty time or less than five months are not eligible for benefits coverage. Casuals and short term professionals are not eligible for benefits coverage.

** You may 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, www.HealthCare.gov will guide you through the process.