When key parts of the Affordable Care Act (ACA) take effect in 2014, the university will continue to provide employer-based insurance to OU benefits-eligible employees as it does currently. There will also be a new way for people to buy health insurance: the Health Insurance Marketplace, also called an insurance exchange. This email, the attachment, and information on the Human Resources (HR) website will help explain options (http://hr.ou.edu/AffordableCareAct.asp).

**Best Benefit for OU Employees**

The Marketplace is designed to help you compare different health insurance options. An initial evaluation and review by the university and Human Resources has determined that most employees with university-provided coverage will benefit most by staying on the university’s plan.

OU’s health insurance plans meet the standard for affordability provided by the ACA and exceed the federal minimum value standard*. Based on these measures, employees eligible for OU-provided health insurance do not qualify for federal tax credit subsidies or discounted premiums. Consequently, in nearly every case, OU employees will pay a lower share of the premium cost on an OU plan.

Employees that are not eligible for a university-provided plan may qualify for federal tax credit subsidies or discounted premiums and may find affordable coverage in the Marketplace.

**Comparing Plans in the Marketplace**

When you evaluate your options in the Marketplace, we suggest you start with the HR website first (http://hr.ou.edu/AffordableCareAct.asp). There are several things to understand if you’re considering leaving the OU plans including the loss of your pre-tax insurance payroll deduction and significant changes in healthcare provider networks. The HR website will explain these details.

To help you compare insurance options, the plans in the Marketplace are grouped into categories: Bronze, Silver, Gold, and Platinum. The OU BlueOptions PPO is most similar to Gold plans and the OU BlueLincs HMO is most similar to Platinum plans. The Basic Student Health Plan available to qualified graduate assistants is most similar to Bronze plans. Use the attached document to help compare the OU plan with other plans in the Marketplace.

**Coming Soon**

Plan descriptions and rates in the Marketplace are not available for analysis by HR until they are published publicly on October 1. HR will provide a comparison of the OU Plans with similar Marketplace plans after they are made available in early October.

As our review of the Affordable Care Act progresses, we will continue to share information with you. In the meantime, if you have questions that are specific to your benefits at OU, please feel free to send them to us at ohr@ou.edu.

*The standard of affordability is a federally defined measure based on the cost of Employee Only coverage provided by OU. A health plan meets the minimum value standard if it’s designed to pay at least 60% of the total cost of medical services for a standard population. More information is available on the HR website.*
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 the University of Oklahoma.

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 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 the University of Oklahoma, please visit hr.ou.edu/benefits or contact your applicable Human Resources department.

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.

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.

<table>
<thead>
<tr>
<th>3. Employer name</th>
<th>4. Employer Identification Number (EIN)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5. Employer address</td>
<td>6. Employer phone number</td>
</tr>
<tr>
<td>7. City</td>
<td>8. State</td>
</tr>
<tr>
<td>9. ZIP code</td>
<td></td>
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</tbody>
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10. Who can we contact about employee health coverage at this job?
    Human Resources: Norman (405) 325-2961; Health Sciences Center (405) 271-2180; Tulsa (918) 660-3192

11. Phone number (if different from above) 12. To send an e-mail to Human Resources:

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; and
  * Part-time employees are benefits-eligible if they are appointed to at least .50 full-time equivalent (FTE).

- With respect to dependents:
  We do offer coverage. Eligible dependents are:

  The employee's spouse (as defined in the same manner as legally defined by the State of Oklahoma, which includes common-law spouses); and
  Children up to age 26. Children are defined as children by birth, adoption, or legal guardianship.

  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.